How it Works  Leadership Through People Skills (LTPS) is an intensive, five-day learning experience that transforms managers into leaders by creating the skills necessary to meet today’s business challenges and turn vision into reality. LTPS succeeds by using a dynamic learning environment that includes:

**Small-Group Learning**  Teams of four or five work together throughout the seminar to practice, solve problems, and provide critique and feedback.

**Role Playing**  Each team completes a series of role plays designed around real work environment situations.

**Action Learning**  Through a combination of lectures, demonstration, and team activities, teams practice skills to discover managerial strengths and weaknesses.

**Problem-Solving Skills**  Learn to tap individual creativity in order to utilize it more effectively as part of problem-solving and decision-making.

**Critique and Feedback**  See yourself as others see you through videotaped role-play, followed by a thorough and candid analysis by team members.

Prior to attending LTPS, participants will be given pre-work assignments to complete so more time can be devoted to active learning and practice during the seminar.

**Key Benefits**  Participants will learn to:
- Communicate a vision with the clarity required for execution at all levels
- Empower people to act competently and confidently
- Apply leadership skills through interaction with direct reports, peers and manager
- Gain insight into on-the-job behavior
- Improve performance through structured feedback from other team members

Participants plan and rehearse a role-play which recreates a real-life meeting with a co-worker, creating a bridge from the seminar to the workplace and reinforced through team feedback. Executives and managers gain new insights in the practice of modern management techniques.

**The Dimensional Model**  A key in applying management skills is the ability to recognize and manage common types of business behavior. LTPS places special focus on the Dimensional Model of Behavior™ which identifies behavior patterns, classified into four quadrants.

Using the model, participants learn to assess the behaviors of managers, peers, and direct reports, adapt to each behavior pattern, and develop strategies for making interaction more effective, productive and powerful.

**SCHEDULE**

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**FEE**  Includes seminar materials, continental breakfast, lunch, and refreshments at breaks. For group discounts and more information, call 563/333-5720. A $50 drop fee will be assessed if the course is dropped less than 14 days prior to the starting date for the class. A non-refundable $100 fee will be charged for no-shows.

**ACADEMIC CREDIT**  LTPS (MBA/MOL 690) is a core requirement for candidates seeking the St. Ambrose Master of Business Administration or Master of Organizational Leadership degree. Candidates should register by calling the MBA office at 563/333-5825 or the MOL office at 563/333-5822. Three hours of graduate credit may be available to students enrolled in good standing under St. Ambrose graduate admission policies when the course begins. Participants who are not SAU students, but would like to take LTPS as a non-credit course, should contact SAU Professional Development at 563/333-5720. If you are taking LTPS for non-credit and at any time would like to transfer to the credit option, payment of the additional tuition is required.

**SCHEDULE**  8 a.m.–6 p.m. Monday through Friday, ending time may vary depending on team size.

**LOCATION**  Classes are held at St. Ambrose University, 331 W. Third Street, Davenport, and sites in Eastern Iowa. LTPS can also be delivered as an in-house, company-specific training program. For information, call St. Ambrose University Professional Development at 563/333-5720.

**REGISTRATION**  Register online at www.sau.edu/pd
Leadership Through People Skills

INSTRUCTORS

Allison Ambrose, PhD, is Professor of Accounting and Associate Dean of the College of Business. She has served as director of the Master of Accounting program and director of academic services for the MBA program. Her PhD is in Educational Administration—Higher Education from Illinois State University. She holds her bachelor’s and master’s degrees, both in accounting, from the University of Iowa. She has presented on issues in higher education at the Association for the Study of Higher Education and the American Educational Research Association.

Dan R. Ebener, DBA, has a doctorate in business administration from St. Ambrose University, and master’s degrees in education, business and social work. He has 30 years of experience in management and leadership, most of which was working for the Catholic Church. He teaches full-time in the Masters of Organizational Leadership program and is a consultant for Quad City Leadership Consulting in strategic planning, conflict resolution and leadership training.

Monica Forret, CPA, PhD, is Professor and Director of the Doctor of Business Administration program. Monica earned her PhD in Business Administration from the University of Missouri and has presented and published research in the areas of networking, mentoring, leadership, recruitment and job stress. She became a certified instructor of Leadership Through People Skills in 2000. Monica received her BA in Accounting from St. Ambrose University.

Joseph McCaffrey, PhD, is Professor of Philosophy and Business Administration. He holds a BA in Philosophy, an MA and PhL in Philosophy from the Aquinas Institute of Philosophy and a PhD from the University of St. Thomas Aquinas Angelicum Rome. In addition, he holds an MA in Counseling from the University of Iowa.

Dave O’Connell, DBA, is Dean of the College of Business and Professor of Managerial Studies. O’Connell completed his DBA in Organizational Behavior at Boston University. He has presented case studies and research papers on leadership, corporate change and management education. He received his BA in Speech Communication from Southern Connecticut State University and earned an MA in Speech Communication and an Executive MBA from the University of New Mexico.