

CQI Breakfast Presentation and Seminar

“Creating Leaderful Organizations: How to Bring out the Leadership in Everyone”

Featuring: *Dr. Joe Raelin*
The Knowles Chair
Northeastern University

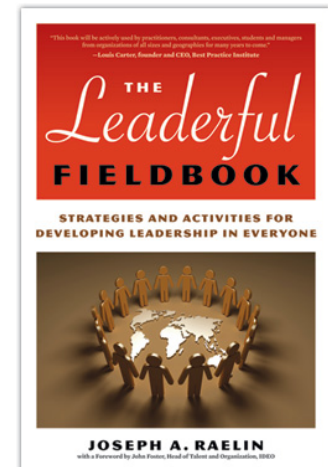
Capital Quality & Innovation (CQI) is pleased to bring Dr. Joe Raelin, author of ***Creating Leaderful Organizations: How to Bring Out Leadership in Everyone*** and the Knowles Chair of Practice-Oriented Education and Professor of Management and Organizational Development at Northeastern University to Lansing for a CQI Breakfast and a seminar. On March 14th, 2012, at 8:00 AM, he will introduce an exciting new way to practice leadership and leadership development, through what he calls “leaderful practice.” Join us for breakfast with Dr. Raelin at 7:30 AM at the MSU University Club and from 8:00 AM until 9:00 AM. The CQI Breakfast is \$30 for members and \$40 for non-members.

After a break, he will reconvene with those who wish to participate in a three-hour experiential seminar and workshop – which begins at 9:15 AM and continues in an exploration of his new fieldbook, which will be provided to participants. You can attend both the breakfast and the seminar and workshop for \$100 for CQI members and \$125 for non-members. The breakfast is the introduction to the seminar. Seminar attendees receive a copy of the fieldbook.

Overview

In the presentation, Dr. Raelin, will re-introduce the leaderful concept to those who are new to it and give those of us who have been practicing it a refresher. Among the questions he will consider will be how can we all make better use of the increasingly expert talent who are coming on board in our respective organizations and clients? Our first challenge may be to replace our conventional heroic model of leadership with a leaderful practice that is inclusive and that entails what Joe calls the four c’s: leadership that is concurrent, collective, collaborative, and compassionate.

The seminar component will be very experiential; so, for example, the first exercise will appraise some volunteer participants’ leaderful instincts. Expecting that participants will be interested in creating their own leaderful organizations, Dr. Raelin will next turn to the practice of “leaderful development,” often calling for the intervention of a change agent or coach who can encourage the endorsement of a culture of learning and participation at multiple levels of experience: individual, interpersonal, team, organization, and network. Dr. Raelin’s new fieldbook lays out a range of change strategies across these levels;



accordingly, in this session, he will select one as a means to give participants some skilled practice in leaderful change agency.

The change agent roles vary by level of intervention. The participants may be already gifted in one or more of the following. For a quick assessment, ask yourself:

- At the individual level: Can you coach individuals to reflect on the meaning they bring to the world and to themselves?
- At the interpersonal level: Can you coach people to seek wisdom through others' eyes as much as through your own?
- At the team level: Can you facilitate the development of a team through its natural dynamics?
- At the organizational level: Can you sustain a culture that values learning and democratic participation?
- At the network level: Can you weave a network together by mobilizing participative engagement?

Benefits

By the end of the session, participants will:

- understand the four critical tenets (the "four c's") of leaderful practice and how they differ from the principal qualities of conventional leadership
- have assessed their own predisposition toward leaderful practice compared to conventional leadership
- focus on themselves as a prospective leaderful change agent at one or more of the five levels of change: individual, interpersonal, team, organization, and network, and
- develop or enhance their competency as leaderful change agents in one or more capacities: coach, facilitator, OD consultant, weaver

Place and Schedule of Workshop

The session with Dr. Raelin will be held at the University Club
On Wednesday, March 14, 2012

The schedule is:

- 7:00 Registration, Networking and Breakfast
- 8:00 Presentation – articulation of the leaderful concept
Pre-assessment of my leaderful behavior
Full dialogue with Dr. Raelin
- 9:00 *** Break***
End of breakfast session and book signing

- 9:15 Start of Seminar:
Exercise to appraise our intuitive leadership tendencies
- 10:30 Introduction to leaderful development
- 11:00 The leaderful coach – engaging in reflective practice
- 12:00 Final Q & A with Dr. Raelin
- 12:15 Close of seminar

Speaker Bio

JOE RAE LIN is an international authority in work-based learning and collaborative leadership development. He holds the Asa S. Knowles Chair of Practice-Oriented Education at Northeastern University where he is also Professor of Management and Organization Development in the College of Business Administration. He received his Ph.D. from the State University of NY at Buffalo. His research and consulting have focused on human resource development, focusing in particular on executive education through the use of action learning. He is a prolific writer with more than 100 articles appearing in the leading management journals. Among his books are: *The Clash of Cultures: Managers Managing Professionals*, considered now to be a classic in the field of professionals and bureaucracy (Harvard Business School Press, 1991), the latest edition of *Work-Based Learning: Bridging Knowledge and Action in the Workplace* (Jossey-Bass, 2008), *Creating Leaderful Organizations: How to Bring Out Leadership in Everyone* (Berrett-Koehler, 2003), and most recently to accompany the latter, *The Leaderful Fieldbook: Strategies and Activities for Developing Leadership in Everyone* (Nicholas-Brealey, 2010). Joe was named the recipient of the 2010 David Bradford Outstanding Educator Award from the OBTS Teaching Society for Management Educators.