

Glowinkowski Executive Masterclass

Enlightened Leadership
for the New World Order



India is very much part of the New World Order emerging in the wake of a global financial crisis and needing to gather speed to be a super power.

It has formidable competition in the form of China, other South Asian and South American countries. The success as many have studied, written and spoken about will depend squarely on sustainable exceptional performance and strength of economy in creating wealth. Is India ready to be a super power? Is she playing the catch up game? Raghav Bahl, entrepreneur and leading journalist, states that India is a "Promising Economy" with more than half of its GDP being consumed by its billion plus population, 50% of its population under the age of 25 yrs providing a great demographic advantage, and 350 million Indians understand English making it the largest English using country with a huge readiness for global growth! So why is it just "Promising" and not much more? What will create the real embedding of exceptional customer service and sustainable performance? We believe that along with sound structure, robust and efficient processes, it is vital to have enlightened Leadership to significantly boost performance and sustain it: creating the right climate for success!

Enlightened Leadership in India faces many challenges

- Development and retention of Talent: The war on Talent is ferocious due to fierce global and domestic market forces.
- Agility to respond to market forces and competition: operational capacity, talent and product/ service offering mix has to be ready.
- International Investors need to be convinced that Indian operations can be High Quality not just Low Cost.

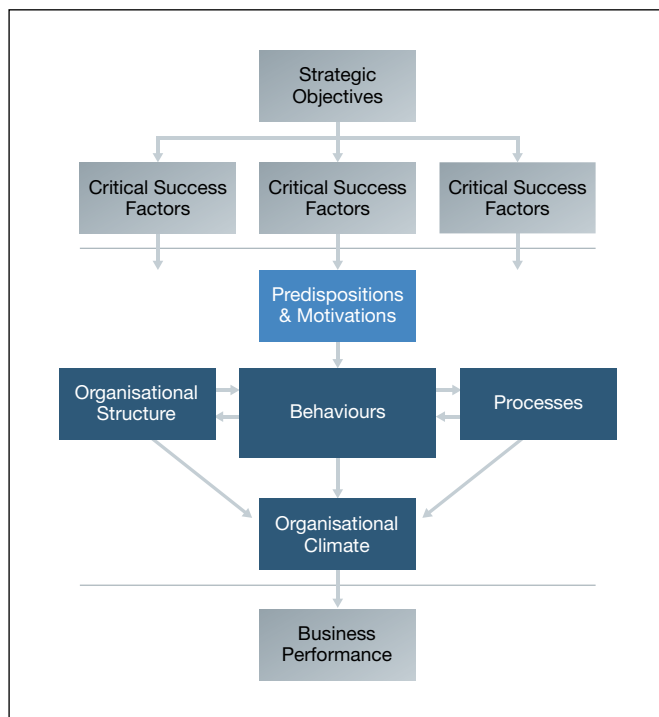
"American companies are adding to the trend by moving more of their important operations to India: John Chambers, Cisco's boss, has decreed that 20% of the firm's leadership should be in Bangalore." Schumpeter column headed 'The other elephant', The Economist, November 4th, 2010

- Aggressive boost of Innovation and Creativity alongside High Performance in organisations to ensure Indian companies grow, acquire and retain substantial market share of the global markets.
- Sustainability and true growth of wealth to ensure a true shift in global prowess: Leap Frog the competition in a global recession.

Our Approach: Key Concepts for Successful Leadership Dynamic

Glowinkowski™ Integrated Framework

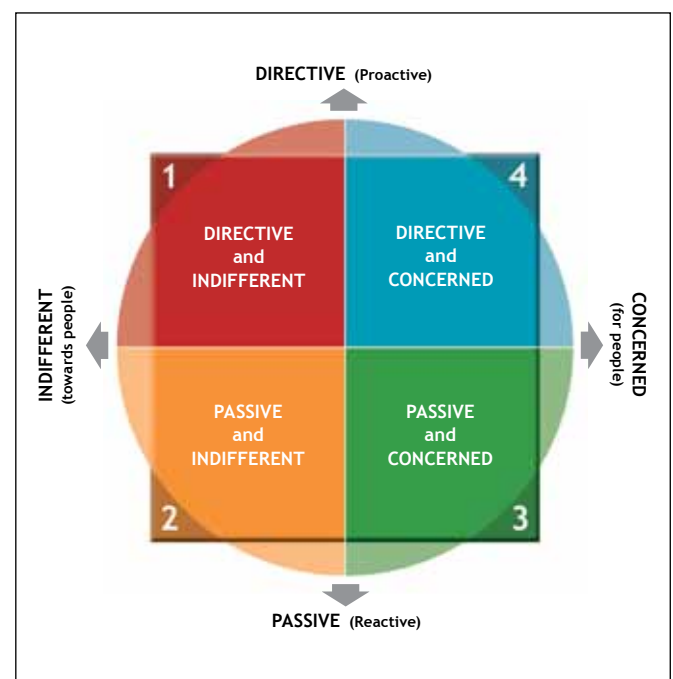
- Organisations with stronger climates out-perform their competitors
- Organisations that successfully conduct change programmes to improve climate raise their performance
- Organisational Climate drives business performance
- Behaviour of the leader shapes Climate
- It is Blue 4 behaviour that improves Climate.
- Our research and application shows the exponential affect of Blue 4 behaviour - a 10% increase in behaviour creates a 20% improvement in Climate that drives as much as 40% improvement in performance! The proven 10:20:40 formula.



Glowinkowski™ Model of Behaviour

Blue 4 behavioural style: Directive and Concerned

- Purposeful, objective, focused on what needs to be done and how it can be done better
- People focused by embracing inclusivity, diversity, tolerance, performance coaching and development.
- Blue 4 behaviour represents leadership excellence
- Blue 4 style is learnable, measureable, improvable.
- Blue 4 enhances employee engagement, customer service and sales, investor relations.
- Blue 4 leadership is the most effective in building and sustaining climate thus boosting performance



Glowinkowski International Ltd (GIL) is the UK's leading expert in Leadership Behavioural Development. It wants to introduce you to essential concepts built into a highly practical, well tested and proven toolkit that has helped many organisations radically boost business performance. For over 25 years GIL has worked with an extensive range of clients from global institutions to family businesses in varied sectors and conducted proprietary research. This extensive database of knowledge, experience and evidence demonstrates the following:

In the race to optimise business performance by refinement in structure and processes through Organisational Transformation and Lean Six Sigma programmes, the direct impact of Organisational Climate and Leadership Behaviours, an essential element of 'Centred Leadership', on business performance has been often overlooked and underestimated. To underplay this impact on the bottom line is folly.

Employee Engagement is defined, directed and led by Leadership Behaviour: Employees who are engaged are more creative, innovative problem solvers, hallmarks of service excellence! What percentage of your employees leave their job due to being discontent with their leadership?

Organisation Climate rather than Culture makes the Performance difference: Climate is tangible and measurable and therefore very much changeable! It can be Modelled, Measured and iMplemented.

Applying the Glowinkowski Integrated Framework as the organisational model produces the following performance gains:

10% change in Behaviours results in 20% improvement in Climate leading to 40% enhancement in Business Performance.

Glowinkowski's Model of Behaviour depicts Blue 4 leadership style to be easily communicable, measurable and learnable. It promotes:

- Prevalence of enlightened and outstanding leadership
- An empowering, job enriching climate
- Sustainable alignment of individuals and teams to organisational objectives
- Stimulation, recognition and reward for innovation and creativity
- Mutual trust and full utilisation of employees' potential capabilities at all levels

Executive Materclass - Programme Detail

Overview:

Through a powerful, highly interactive, data-rich delivery, this half-day event will provide substantial, practical leadership insights.

GIL's highly experienced Principal Consultants have extensive experience of leading and helping organisations that have developed ground-breaking market developments.

Their knowledge base of operational, senior and Executive Leadership best practice is unrivalled.

The following learning objectives and topics will be covered during the Masterclass:

Learning Objectives:

To gain powerful insight into

- The fundamental link between Leadership Behaviour, Organisational Climate and Business Performance
- The most effective leadership behaviour, Blue 4, practice that builds and sustains a high performance business environment
- How to encourage the best employee engagement as well as attract, retain and develop a diverse and highly productive talent pool

- The most effective leadership practice to encourage innovation and creativity
- How to drive up discretionary effort for wealth generation - the hallmark of customer service excellence

Programme Content

- Outstanding Leadership for Sustainable High Performance: Centred Leadership in Action
- Direct and Measurable Impact of Leadership Behaviour on Business Performance
- Mastering Exceptional Performance: Climate and Leadership Elements that Promote Innovation, Excellence in Customer Service and Increase a Competitive Edge
 - Experiencing the Glowinkowski Toolkit
 - Case Studies
 - Best Practice Discussion

Venue and Dates:

British Deputy High Commission, Bangalore

You should register for one of the following half day Executive Masterclasses (lunch and refreshments provided at all events).

- Mon March 21st, 09:30hrs to 14:00hrs
- Tues March 22nd, 13:00 hrs to 17:30hrs
- Wed March 23rd, 09:30hrs to 14:00hrs
- Thurs March 24th, 13:00hrs to 17:30hrs
- Fri March 25th, 09:30hrs to 14:00hrs

Costs: USD 1000.00

Early bird discount of 20% applies when you register before 4th March

Register and pay by PayPal at:-

<http://www.glowinkowski-registration.co.uk/india.php>

Any enquiries to be addressed to Anjana.Doshi@glowinkowski.com.

Who should attend:

Chief Executives/Managing Directors, Chief Operating Officers/Operations Directors, Chief People Officers/HR Directors, Chief Financial Officers/Finance Directors, Research & Development Directors and Business Directors.

Get a taster through Free Pre - Course Leadership Webinars - Time and Subjects:

Wed Feb 23rd @ 14:30 hrs Indian Standard Time (09:00hrs GMT):

Injecting Innovation and Creativity.

Thurs Feb 24th @ 14:30 hrs Indian Standard Time (09:00hrs GMT):

Winning the Talent War.

Tuesday Mar 1st @ 14:30 hrs Indian Standard Time (09:00hrs GMT):

Maximising Employee Engagement for Discretionary Effort.

Wednesday Mar 2nd @ 14:30 hrs Indian Standard Time (09:00hrs GMT):

The Power of Centred Leadership.

You should register online at www.glowinkowski-registration.co.uk/india.php for webinar information, i.e. call-in number for the conference call and web address of the online seminar. The webinars will run for 45 mins and will be saved and available for viewing after 4th March 2011 on the website.

ICI Dulux - General Manager:

"Without doubt, this program was the basis and catalyst for our exceptional increase in profitability!"



ICI Autocolour - General Manager:

"I would never have believed that an HR-led intervention could have had such a dramatically rich & positive business benefit!"

Don Hales, Founder, National Customer Service Awards (UK):

"The quality of 'Measurement' and accompanying feedback that Glowinkowski provides is second-to-none. Reflecting on my own career, I wish I had known some of this stuff years ago as it would have helped me identify what else I could have done to be more successful and avoid some of the pitfalls I encountered."



JP Morgan Asset Management - Campbell Fleming, Managing Director:

"Doing the work with Glowinkowski International really helped me achieve my career potential"

UK Met Office - John Hirst, CEO:

"Glowinkowski's approach is laced with both extensive analysis and masses of common sense. It also goes way beyond theory and provides real access to action. It will help you deliver for as long as you work with people"



Mondi Group - David Hawthorn, Director:

"Glowinkowski International has helped us create the type of culture we needed in order to become an independent and international business"

Reuters - Richard Beaven, Global Service Director:

"The performance focus of Glowinkowski International, and the expertise of their consultants really does have a positive performance impact on our leadership and the business at all levels"



Royal Sun Alliance - David Weymouth, Group Operations and IT Director:

"I have encountered Glowinkowski International in my previous roles, including my time as Barclays Group CIO, and I know that their approach is academically robust and sound, with a real focus on performance improvement"

Kellogg's - European Executive Team:

"What a fabulous team process. It set the scene for an organisational restructure that we subsequently achieved"



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