

Rewriting The Future

Of Your Organization And Your Life

October 25-27, 2018



Event Overview

A three-day event designed for executives, business owners and organizational leaders to explore what is really possible in achieving unprecedented business results.

Vanto Group's proprietary methodology allows for dramatic and sustainable shifts in organizational performance.

Grounded in the best-selling book, *The Three Laws of Performance*, the event is designed for attendees to apply this cutting edge approach in their current business environments.

You will gain access to:

- The critical factors that drive team performance
- Hidden assumptions that limit organizational velocity
- Authentic organizational alignment and coordinated action
- The language of high performance and how to apply it
- The tools to have your vision sustained over time and owned by others throughout your organization

Rewriting The Future Of Your Organization And Your Life is designed for individuals and teams seeking a competitive edge.

Dates: October 25-27, 2018
Times: 8:30 a.m. to 6:30 p.m.
Location: University of Guelph, Arboretum
50 Stone Rd E, Guelph, ON N1G 2W1
(~45 min from Toronto Intl. Airport)

Pricing:

- \$3,200 USD per person
- \$2,700 USD per person for a group of 4 or more

Seating is limited. Early registration is recommended.
Price includes course materials, lunch and refreshments.

Overview of Event Topics

This event offers a non-linear process designed to bring about a fundamental shift in what leaders are concerned with, how they work together, and what actions they take. Participants step outside the familiar frameworks of management and leadership to identify entrenched behaviors, habits, unexamined assumptions and replace them with new perspectives resulting in new actions.

Participants will also learn new ways of approaching management and leadership challenges, as well as a methodology for achieving new levels of performance for themselves, their teams, operating units, and organizations. This event is presented as a dialogue and includes inquiry and discussion, practice, exercises, work in small groups, and assignments between sessions.

Day 1

- Welcome
- Overview of the event, including guidelines for effective participation
- Introduce the Three Laws of Performance
- Identify fundamental, yet hidden concerns that affect and impact the way leaders speak and listen
- Distinguish the nature of language and its impact on being a leader at work
- Identify the conversations that make up the culture of an organization / team and how that shapes people's actions and experience of being at work
- Recognize the impact of the past and how it shapes and influences the future
- Learn to determine the facts of a situation independent from one's interpretation of the situation

Day 2

- Discover the nature of persistent complaints and their impact on productivity, performance and capacity to lead
- Work in groups to distinguish persistent complaints at work, with other groups, and with the organization in a way that elevates organizational performance
- Distinguish current constraints and limitation on one's leadership
- Develop new methods of leadership that go beyond past behavior

Day 3

- Understand resistance to change in such a way that people become more effective at making change happen
- Learn to invent new futures that alter one's view of work
- Distinguish the source of effective action
- Introduce and learn to use the vocabulary of "committed listening and speaking", resulting in more effective leadership and greater results
- Work in groups to declare new futures and generate new commitments
- Introduce the "Breakdown Methodology": How to powerfully deal with breakdowns so as to create breakthroughs
- Focus on translating the skills and distinctions from the session into everyday leadership

About Vanto Group

Vanto Group is a boutique global consulting firm distinguished by the extraordinary track record of our clients. We partner with clients from the private, public and non-profit sectors to address their most critical challenges and transform their organizations.

Our customized and proprietary approach combines deep insight into the dynamics of high performance with close collaboration at all levels of the client organization. We embed the desired and necessary behaviors, processes and practices within our clients' organizations, enabling them to achieve unprecedented levels of results with coordinated action, commitment and velocity. These new levels of performance and competitive advantage are both unprecedented and sustainable. Founded in 1992, Vanto Group is a private company with 16 offices in 9 countries. **For more information, visit www.vantogroup.com.**

Event Leaders

Olga Loffredi, PhD CEO, Vanto Group



Olga Loffredi is the Chief Executive Officer of Vanto Group. She has spent the last 25 years studying, creating and developing high performance teams to consistently deliver breakthrough results beyond what was considered achievable.

She has extensive experience working with organizations around the world in a wide variety of industries. As a specialist in negotiation and conflict resolution, she also has vast experience in building new relationships between diverse – even adversarial – groups in complex situations, including between investors, executives, unions, suppliers, and the community.

In her 20+ years of consulting, Olga has held the title of Vanto Group Global COO (2015-2016), Vanto Group Americas CEO (1999-2015), and Loffredi & Associates Partner (since 1996).

Prior to her consulting work, she served as the Director of Human Resources for Coca-Cola, Lojas Americanas S/A and S.C. Johnson Brazil. She also spent 5 years as a professor at the Federal University of Rio de Janeiro School of Education, Graduate School of Business Administration and Engineering (COPPEAD-UFRJ) and the IT Executive Program.

She currently is a guest lecturer at the George Mason University School of Business and the University of Arizona Institute for Mineral Resources. Olga is a founding member of the Barbados Group, a cutting edge think tank dedicated to the study and application of human performance. She holds a PhD in Education and Communication from the University of Minnesota.

Chad Gibson
Senior Consultant, Vanto Group



Chad Gibson is an Organizational Performance Expert and Senior Consultant at Vanto Group. He works with CEO's, executives, and their teams to operate inside a shared future and implement breakthrough performance in their day-to-day activities. He is a specialist in leading large-scale initiatives and developing high performance teams.

Chad has held corporate executive roles in three international hospitality companies with annual revenues over \$100M. He has a proven track record of producing specific and measurable business results by building high performance teams, while also elevating the quality of life in the workplace.

As a trusted advisor, Chad partners with CEOs and their organizations across industries including high-tech, finance, retail, hospitality, healthcare, manufacturing, sports,

entertainment and start-ups. Chad's expertise lies not in being an industry specific content expert, but rather in being an expert in how people and teams work together to produce breakthrough business results. As one executive is quoted as saying, "No one has got us on the same page moving forward, in action, faster and with more focus than Chad and the Vanto Team".

Chad lives in North Vancouver B.C. with his wife Jennifer and son Cole. He holds a Bachelor of Arts degree from the University of British Columbia.

About the University of Guelph

Reinventing The Future is hosted by the University of Guelph in Ontario, Canada.

The University of Guelph is a comprehensive public research university in Guelph, Ontario, Canada. It was established in 1964, and has since grown to an institution of more than 32,000 students and over 1500 faculty (academic staff) as of fall 2015. It offers over 94 undergraduate degrees, 48 graduate programs, and 6 associate degrees in many different disciplines.

UNIVERSITY
of GUELPH

The University is ranked 5th in Canada in Maclean's "University Rankings 2016" in the comprehensive category, which includes universities that conduct a significant degree of research and offer a wide range of undergraduate, graduate and professional degrees. It is given top marks for student satisfaction among medium-sized universities in Canada by The Globe and Mail. It has held these rankings with its reputation, innovative research-intensive programs, and lively campus life cited as particular strengths.

The faculty at the University of Guelph hold 39 Canada Research Chair positions in the research areas of natural sciences, engineering, health sciences and social sciences. Recent academic achievements include the first scientific validation of water on Mars, Alpha Particle X-ray Spectrometer (APXS) on board the Curiosity Rover, and the Barcode of Life project for species identification.*

* https://en.wikipedia.org/wiki/University_of_Guelph



What Experts Say About Vanto Group's Methodology

"What greatly impressed me with regard to the Vanto Group process and technology is that it has a way of actually giving people hands-on access to altering the culture of an organization."

Michael C. Jensen, Professor of Business Administration, Emeritus, Harvard Business School

"The outcomes were incredible. We not only met what we considered stretch budgets, we exceeded them. We have set world records for production. Our costs are lower than they were when we started the program, and we were able to improve safety by 50%."

Craig Steinke, Former Senior Vice President, BHP Copper Metals

“By applying The Three Laws, I noticed an instant transformation in all areas of my life. In business, sport, and relationships, I was able to rewrite my future, which is now full of endless possibilities.”

Natalie Cook, Olympic Beach Volleyball Gold Medalist, Sydney, 2000

“Running a business is a complex matter, and at the heart of any business is people. I have yet to see anything that has such a positive impact on people’s ability to relate, communicate, and perform as Vanto Group has.”

Paul Fireman, Former CEO, Reebok

“When we realized that our company was operating in silos, we used applications from The Three Laws of Performance to have cross-functional teams create unprecedented business results.”

Chip Wilson, Founder, Lululemon

To Register

Ready to create your next breakthrough in performance?

Register for **Rewriting The Future** by contacting Chad Gibson:

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