

Leadership: Inventing The Future

A Breakthrough Leadership Program – Sponsored by the University of Arizona
Lowell Institute for Mineral Resources & Vanto Group

January 6-9, 2018

Overview

A four-day special 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.

Dates: January 6-9, 2018
Times: 9:00 a.m. to 7:00 p.m.
Location: Tucson University Park Hotel
880 E. Second St., Tucson, AZ 85719
located in Main Gate Square, one block west of the University of Arizona campus

Pricing:

- \$3,400 USD per person
- \$3,000 USD per person for a group of 4 or more

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

To register contact:

Aaron Zaffron (azaffron@vantogroup.com), or
Fred McWilliams (fmcwilliams@vantogroup.com)

About the Event

This second annual Breakthrough Leadership Program at the Lowell Institute for Mineral Resources is an intensive, four-day event for developing leadership skills that are immediately applicable anywhere, at any time, and in any situation. The focus is on leaders producing breakthrough results in their organizations, not mere incremental improvements.

The event is ideal for tackling your organization's most pressing concerns, such as reinventing a business, transforming an entire organizational culture or any aspect of it (e.g., safety), developing a challenging new project or expansion, fostering innovation and creativity, solving a process bottleneck, creating a new public perception of a project, or achieving sustained high performance with a satisfied work force.

The content is grounded in the science of how the human brain works and the successful application of that science in elevating performance over the past 25 years. Past participants include CEOs, managers, engineers, HR executives, among many others. The program is designed to bring about a fundamental shift in what leaders are concerned about, how they work together, and what actions they take.

During the event, executives will present case studies of how they have applied breakthrough leadership work specifically in mining companies. While the content of these case studies will be mining, the insights can be applied to virtually any industry.

The program is most effective if attended by multiple members of a team, such as an operational team, an executive team, or a local work team (from senior executives to recent hires). The program is an opportunity for the team or its representatives to invent an organizational initiative or to create an implementation plan for an existing project. A discount is offered to organizations that bring four or more of their members.

The Breakthrough Leadership Program includes a phone conversation between a Vanto Group consultant and registrants, either individually or as a conference call with teams. The conversation will discuss business challenges and help participants explore their commitments while preparing for the program beginning in November. A follow-up interview takes place within two weeks after the program is completed.

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.**

Topics Covered

Leadership: Inventing The Future 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. The event is presented as a dialogue and includes inquiry and discussion, practice, exercises, work in small groups, and assignments between sessions.

Day 1

- Welcome by University of Arizona Institute for Mineral Resources and introduction of program leaders
- Overview of program, including guidelines for effective participation
- Introduce the Three Laws of Performance as the context for the four days
- Identify fundamental, yet hidden concerns that affect and impact the way leaders speak and listen
- Distinguish the nature of language and its impact on the life and world of a leader at work
- Identify the conversations that make up the culture of the organization/division and how that shapes people's actions and experience of being at work
- Recognize the power 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 and what that provides

Day 2

- Discover the nature of complaints that often determine one's capacity to act in the work environment
- Distinguish a "racket" and its relationship to productivity, performance and the capacity to lead
- Work in groups to distinguish rackets 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
- Mining Case Study Presentations

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/leaders to declare new futures and generate new commitments

Day 4

- Mining Case Study Presentations
- 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 accountabilities, including declaring new future for one's leadership in the organization

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.

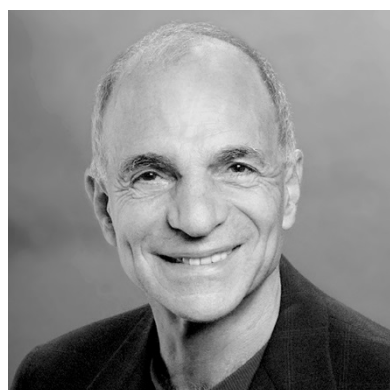
She has extensive experience working with organizations around the world in a wide variety of industries. As a specialist in negotiation and conflict resolution, she also has vast experience in building new relationships between diverse – even adversarial – groups in complex situations, including between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

In her 20+ years of consulting, Olga has held the title of Vanto Group Global COO (since 2015), 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.

Steve Zaffron **Founder and Head of Research & Development, Vanto Group**



As an internationally respected leadership authority, Steve Zaffron is noted for his ability to deliver provocative new perspectives on competitive advantage, organizational change, and transformational leadership. As the founder of Vanto Group, a consulting firm that designs and implements large-scale initiatives to elevate organizational performance, Zaffron has directed major corporate initiatives with dozens of Fortune 500 companies worldwide. He has spoken at the Harvard Business School, the Simon School of Business at the University of Rochester, and the Marshall School of Business at the University of Southern California. His groundbreaking book, *The Three Laws of Performance* (coauthored with David Logan), explores the underpinnings in performance in business and articulates a new theory about

what underlies breakthrough results.

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 **Leadership: Inventing the Future** by contacting:

Aaron Zaffron (azaffron@vantogroup.com), or

Fred McWilliams (fmcwilliams@vantogroup.com)