

FOR THE  
FIRST TIME  
IN THE UAE

# JOHN MATTONE

## Talent Leadership: A Proven Method for Developing Leaders and Future Leaders

20 November 2013  
JW Marriott Marquis Hotel, Dubai, UAE

### John Mattone

is widely regarded as one of the most influential leadership and talent management authorities in the world. He has been recognized by the prestigious **Thinkers50** as one of the world's leading management thinkers and by **Leadership Excellence Magazine** as one of the world's top independent leadership consultants, executive coaches, and speakers.

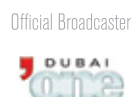
## EXCLUSIVE 1 DAY WORKSHOP

### Learning Objectives

- Understand the numerous internal and external Talent Leadership challenges your organization is facing
- Recognize the predictive relationships that exist between leadership assessment and coaching practices, key leadership "leading indicators", individual and team performance, and ultimate operating metrics
- Excel in executing superior leadership assessment practices, coaching and leadership development
- Identify how to differentiate a leaders performance, potential and readiness
- Understand and apply the Psychodynamic Model of Executive Maturity (the Enneagram)
- Apply the principles of assessment data integration—connecting the "dots" and aggregating compelling assessment data
- Understand and apply the principle of coaching from the "inside-out"
- Develop and commit to a personal action plan designed to increase each leader's success

Website: [www.innovento.com/johnmattone](http://www.innovento.com/johnmattone)

Register: [register@innovento.com](mailto:register@innovento.com)



## ABOUT JOHN MATTONE

Professor John Mattone is recognized globally as a powerful keynote speaker, prolific author and highly sought-after executive coach. He is known throughout the Fortune 500 as a cutting edge thinker in the area of trends in executive development and identifying and developing high-potential and emerging leaders.

John has over 30 years' experience in the fields of executive development and human capital management, as an entrepreneur who has built two successful human capital consulting firms, as an executive of a multi-million dollar leadership consulting firm, and as a leading researcher and author of seven books as well as over 100 professional articles and book chapters.

John's newest books, entitled "*Talent Leadership: A Proven Method for Identifying & Developing High-Potential Employees*" and "*Intelligent Leadership: What You Need to Know to Unlock Your Full Potential*", are being heralded by leading experts, CEO's and HR leaders as "groundbreaking and innovative".

"John Mattone's Presentation Was the Highest Rated Ever. We hired John Mattone to address our association of CEO's from the greater Dallas/Ft. Worth area. Our group has seen every speaker on every topic imaginable throughout the years and our group is demanding. John Mattone's presentation was the highest rated ever. He has a unique ability to deliver a powerful message in a fun and effective manner."

*Marvin Berkeley, Former Director of CEO Roundtable*



Professor Mattone's work is featured in The Wall Street Journal, Fast Company, The Huffington Post, CEO Magazine, CLO Magazine, CIO Magazine, Harvard Business Review and many other respected global news outlets. He has consulted for more than 250 organizations and addressed more than 500,000 people in over 2,000 speeches and seminars throughout the U.S., Canada and other countries worldwide.

## ABOUT THE WORKSHOP



Talent Leadership: A Proven Method for Developing Leaders and Future Leaders is a program based on John Mattone's breakthrough best-seller (AMACOM, 2012). It uses John Mattone's "Stealth Fighter" Model as the foundation for teaching you the critical leadership assessment and development practices that will make a positive impact on your leaders, future leaders and the bottom-line!



Throughout this fast-paced program John Mattone will weave best practices, case studies, authoritative research, and practical assessments, tools and models to educate and inspire you!

### **The Facts.....Please! OK.....here goes:**

Organizations that are the "best of the best" in leadership assessment and development create a powerful culture in which current and future leaders develop:

- **Capability:** The competencies and skills to execute - the "CAN DO"
- **Commitment:** The passion, drive and motivation to execute - the "WILL DO"
- **Alignment:** The degree of "connectedness" a leader has to the strategic mission and vision of the organization - the "MUST DO".

Great leaders, in turn, by virtue of their Capability—create a culture for their employees and teams in which they become more Capable, Committed, and Aligned (CCA).

John refers to these three magical elements as "leading indicators" and will during the workshop show not only how to instill a system for identifying and developing future leaders around these 'Leading Indicators' but also how they are incredibly accurate in predicting operating results.

Each participant will receive a Participant Resource Manual, containing:

- Reference slides with notes section for each presentation slide used in the Program.
- Authoritative content and reference material to reinforce what was learned in the Program
- On-line access to reference articles, written by John Mattone.



In addition, John's new book, Talent Leadership: A Proven Method for Identifying & Developing High-Potential Employees (330 pages; Foreword by Dr. Jac Fitz-enz), will be available at the workshop.

*"I always approach a new book from three standpoints: One, is the premise valid? Two, does it add value to the field of human capital management; and Three, is it practical and useable? John Mattone's book passes all three tests."*

**Dr. Jac Fitz-enz**

## WHO SHOULD ATTEND?

The event is targeting C-level, HR, Talent Management, OD/MD professionals, and the vast population of operating managers who are charged with identifying, managing and developing leaders and high-potential/emerging leaders across the GCC.

Job titles include: CEOs, Managing Directors, Managing Partners, Directors, Vice Presidents, and Managers from both government and businesses.

## WORKSHOP OUTLINE: 20, NOVEMBER 2013, 9:00 TO 16:00

Registration	8:00
<b>Session 1 starts</b>	<b>9:00</b>
<i>Short break in between</i>	
Lunch	12:30
<b>Session 2 starts</b>	<b>13:30</b>
<i>Short break in between</i>	
Workshop concludes followed by book signing	16:00

*“It’s About Talent...It Will Always Be About Talent!”*

There is more due diligence done by companies when operating decisions are made than when talent decisions are made, yet the most critical variable in driving breakthrough operating performance is talent - how it’s deployed, measured, developed, and rewarded”

*John Mattone*

## TOPICS COVERED

### Session 1: Talent Leadership Overview

- What is “Talent Leadership”?
- Exercise: Why is “Talent Leadership” critical in your organization?
- What are the sustainers and derailers of “Talent Leadership”?
- Introducing the “Stealth Fighter” Model
- Introducing John Mattone’s “Wheel of Intelligent Leadership”

### Benchmarking Your Human Capital Practices/System

- Introducing the “Human Capital Index” (HCI)
- Understanding Performance
- Understanding Potential

### How to Calibrate Performance & Potential

- 360-Degree Assessments
- Hogan Personality Inventory
- Hogan Development Survey
- Hogan Motives, Values and Interest Assessment
- Assessment Centers and Simulation
- Behavioral Interviewing
- The Power of the “Leadership Story”
- Exercise: How do you calibrate in your organization?

### John Mattone’s Model of Executive Maturity

- The Enneagram
- The Power of the Enneagram
- How leaders can benefit using the Enneagram
- How to use the Enneagram in your coaching of executives

### Session 2: John Mattone’s “Wheel of Intelligent Leadership”

- Helping leaders overcome “Learned Helplessness”
- How to uncover a leader’s core: values, references, beliefs and character
- Harnessing the power of values to help leaders make positive, sustained change
- Great leaders and positive thinking
- Helping leaders create and sustain a positive, healthy maturity cycle
- The power of mental rehearsal in helping leaders make positive, sustained change

### How to Integrate Assessment Information So It Makes Sense!

- Connecting the “dots” and aggregating compelling assessment data
- The power of the “9-Box” and coaching implications based on 9-Box placement
- Sample executive assessment reports—what’s important and what’s not important

### World-Class Accelerated Leadership Development Practices

- How World-Class companies develop their leaders and future leaders
- Powerful On-the-Job Experiences
- Stretch Assignments
- Action Projects
- Mentoring
- Coaching

### Coaching Impact: Coaching from the “Inside-Out”

- Defining the scope of a coaching intervention
- The first meeting with a coachee
- How to work through assessment reports with the coachee
- How to transition to individual development planning
- Defining action steps
- The role of stakeholders in building momentum and accountability
- Mini-survey’s and follow-up
- Walking comes before running!
- Role play Action Planning-each participant creates and shares their plan for implementing what they have learned.

**Case Study:** Working in small groups, participants will interpret an actual 360-Degree Assessment and will create a coaching debrief plan.

“John is able to deliver a powerful message, but in a funny and logical manner. He motivates people with his dynamic yet, sincere, style...a year later, both our executive and employee groups reference John Mattone’s presentations as being the most important step we have taken to unleash our individual and collective talents...”

*Ekkehard Grampp, CEO of Rohm Tech, Inc.*

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VIP Tickets	Early Bird Pricing; Register and pay by 9 October 2013	Standard Rates
US\$	699	899
AED	2,570	3,310

\*VIP ticket includes reserved front row VIP seating and a copy of John Mattone's book: 'Talent Leadership'

Regular Tickets	Early Bird Pricing; Register and pay by 9 October 2013	Standard Rates
US\$	499	699
AED	1,840	2,570

## HOW TO REGISTER

<b>Online</b> Website: <a href="http://www.innovento.com/johnmattone">www.innovento.com/johnmattone</a> Email: <a href="mailto:register@innovento.com">register@innovento.com</a>	<b>Phone</b> Tel (1): +971 4 338 5690 Tel (2): +971 4 361 4619	<b>Post</b> Innovento FZ LLC PO Box 487177, Dubai, UAE
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## PAYMENT METHODS

<b>Credit Card through Paypal</b> Please visit <a href="http://www.innovento.com/johnmattone">www.innovento.com/johnmattone</a> for more information.	<b>Cheque/Bank Draft</b> Made payable to Innovento FZ LLC	<b>Direct Bank Transfer</b> HSBC Middle East AED Account No: 036 297 224 001 IBAN: AE8802000000 36297224 001  USD Account No: 036 297 224 100 IBAN: AE3402000000 36297224 100  Account Name: Innovento FZ LLC P.O.Box 66, Jebel Ali, Dubai - UAE Swift Code: BBME AEAD
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\*All Bank charges to be borne by the payer. Please ensure that Innovento receives the full invoiced amount.

## STANDARD TERMS AND CONDITIONS

### PAYMENTS AND DISCOUNTS

- Payment is due in full at the time of registration. Your registration will be confirmed only when payment is received. Registration includes lunch, refreshments and course materials.
- In order to receive any 'early bird' discounts, payment must be received before the cut-off date. Discount offers cannot be combined with any other offer.
- You may substitute your place at any time with a colleague with the same or similar job function. Please notify us as soon as you can so we can make necessary arrangements.

### CANCELLATION POLICY

Details confirming your participation will be sent upon receipt of your registration and payment. As a limited event, no cancellation will be allowed once a registration is received. We do however allow you to hand over your ticket.

Special hotel rate at the JW Marriott Marquis Hotel available for confirmed delegates.