

ACTION DIALOGUE: PIERCING CONVERSATIONS

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Tom Peters has said that management enemy number-one is misinformation. This is especially true for CEO's. Their effectiveness is contingent on the quality of the information used to solve problems and make decisions, and CEO's are largely dependent on their subordinates for the accuracy and timeliness of this information. Yet because the CEO is the pinnacle of authority in an organization, people are often reticent to speak candidly and directly about tough issues affecting the business. As a result, CEO's are often subject to high levels of information cover-up, distortion and misinformation. This problem tends to increase precisely when it is most problematic: when a pressing organizational issue demands timely, accurate, clear information.

In this highly interactive workshop, Craig Weber works with members to help them learn a rigorous, highly useable method for crafting conversations that answer this critical question: "how can I be honest, direct and authentic in confronting tough issues in a way that actually educates and encourages others to do the same?"

Value to Members

This workshop is valuable for anyone interested in taking personal responsibility for creating more robust and highly effective patterns of communication in the business. A strong emphasis is placed on using these skills in the workshop so that members walk out with a strong conceptual framework and tangible new skills.

Members will learn to:

- Promote rigorous conversations about tough business issues that generate openness and trust.
- Work more effectively with difficult people.
- Increase the quality of collaborative problem solving and decision making.
- Create conditions which enable the people around them to act with higher levels of candor, respect and responsibility.
- Moderate crippling psychological binds that hamper executive effectiveness.
- Work with an extraordinary "presence of mind" when facing stiff challenges.
- Help your team more effectively navigate non-routine problems and complex issues.
- Decrease the counter-productive politics, game-playing and one-up-manship that hampers personal and organizational performance.

Biography

Craig Weber is a founder of The Weber Consulting Group, an alliance that helps executives and teams learn skill-based competencies that enhance fundamental activities such as problem-solving, decision-making, leadership, and change. His unique practice focuses on increasing the quality of "collaborative critical thinking" used when facing tough, complex, non-routine challenges and issues. He consults internationally to a wide range of organizations, projects, and teams.