

# The Renaissance Manager

## Summer school with The Refinery!

The Refinery is pleased to offer, an open-enrolment “Master Class” this summer: The Renaissance Manager. This intense mini-executive MBA-type program will explore the full range of managerial and leadership skills essential for leading organizations in today’s turbulent world. Designed for senior managers and leaders, it is also appropriate for those with responsibility for the creation of developmental experiences for leaders and managers within organizations. This unique program will offer an integrated approach to developing both the people and business skills of leadership.

At The Refinery we believe that the development of leadership should be a holistic experience that combines both “hard” and “soft” sides of the management role. The Renaissance Manager offers individuals an opportunity to transform their managerial and leadership practices to those that allow them to lead their organizations in ways that are both relevant and effective in today’s business climate.

Based on our successful work in many corporate clients, The Renaissance Manager is a state of the art program designed to maximise the participants’ time. A set of reading materials will be sent to participants in advance of the session. Session enrolment will be limited to 20 participants and activities and discussions will be intense, practical and pertinent to participants’ organizational circumstances.

### **SESSION 1 - July 28-30, 2009 - 8:30 am- 4:30 pm** **Vancouver, BC**

#### **Self and Other Awareness - Lead Facilitator: Dr. Mark Frein**

*The first session will focus on the complexities and subtleties regarding leading people. Participants will practice and develop their ability to focus on their own behaviours and the subtle cues of others. The emotionally intelligent skills of awareness and empathy will be explored, developed, refined, and practiced. Participants will examine the link between these “soft” skills and the culture and business practices of organizations. The session will be highly experiential and include two assessments and corresponding individual debriefs: EQ in Action, and the Thomas Kilmann Conflict Mode instrument.*

### **SESSION 2 - August 25-27, 2009 - 8:30 am - 4:30 pm** **Vancouver, BC**

#### **Systems and Business Awareness - Lead Facilitator: David Gibbons**

*The second session will move toward the “hard” end of the spectrum of managerial performance. Participants will explore decision-making in the context of complex organizational environments. How are decisions made, what makes a good decision, what factors result in misguided decisions and when should decisions be revisited? Participants will also explore the organizational system and how this can limit innovation, creativity, and quality. A key element of the second session will be a comprehensive strategic simulation, designed to challenge participants’ leadership and management skills. As with the first session, this session will be highly experiential.*

**Pricing:** Each session is \$1,500 CDN separately or \$2,500 CDN for both. Pricing includes materials and food. Cost of lodging is **not** included but can be arranged for participants if required. \*\*Special offer for current Refinery clients; please ask for details. **Contact us at [info@refineryleadership.com](mailto:info@refineryleadership.com) or call 604 899 4192 to register.**