

The University of Toledo

College of Business Administration

Executive Center for Global Competitiveness

GETTING RESULTS: THE FIVE ABSOLUTES FOR HIGH PERFORMANCE

Program Overview

Getting Results is arguably the most pressing concern of both organizations and managers today. In our ultra-competitive, global marketplace, getting desired results is the key to survival. When organizations fail to get desired results, they run the risk of being put out of business. When individual managers and executives fail to get results, they can easily find their careers derailed or, worse yet, find themselves out of a job.

This seminar will provide the participants with a step-by-step guide for action to help them “get results” in a very effective fashion with and through people and processes. The presenters, Dr. Clinton Longenecker and Dr. Jack Simonetti, will bring extensive knowledge to the creation of this results-oriented management process. Their combined professional background offers over 40 years of organizational, applied research and consultative experience in both public and private sectors in the U.S. and abroad. The facilitators will draw upon a large database of organizations and managers from extensive, applied research that will be the heart and soul of this workshop.

Who Should Attend

This seminar is designed for supervisors and management personnel who wish to improve their performance and/or the performance of their teams, as well as anyone interested in improving his/her ability to get results.

About the Instructors



Dr. Clinton O. Longenecker is the Stranahan Distinguished Professor of Management at The University of Toledo and a nationally recognized expert on management. As an active management consultant and trainer, he works with a variety of organizations and government agencies, including clients of several Fortune 500 firms. His motivational presentations blend common sense, humor and personal conviction. He holds a B.B.A. in Marketing and an M.B.A. in Management, both from The University of Toledo, and a Ph.D. in Management from Pennsylvania State University. He also teaches in the Executive Education Program at the University of Michigan Business School.



Dr. Jack L. Simonetti is Adjunct Professor in the Executive Education Program at the University of Michigan Business School and professor emeritus of Management at The University of Toledo. Dr. Simonetti has been a consultant to many Fortune 500 and 1000 companies, as well as hospitals, banks, public administration and service organizations. He has published over 100 articles and authored six books on management and communication. He received a B.S. degree in Industrial Management from the University of Akron, an M.B.A. from Indiana University, and a D.B.A. from Kent State University. Prior to his academic career, Dr. Simonetti had extensive experience in Human Resources and employee relations with the BF Goodrich Company.

Program Agenda

Keys to Career Survival & Success

Absolute #1 Get Everyone on the Same Page: Create Focus

- Create Clear Vision and Mission
- Clarify Your Value Added Role
- Develop Performance Goals and Metrics
- Clarify Each Employee's Role

Absolute #2 Equip Your Operation with Tools, Talent and Technology

- Systematic Planning
- Proactive Staffing
- Ongoing Training and Education
- Equipping Your People

Absolute #3 Create a Climate for Results

- Motivate for Ownership and Accountability
- Continuous Performance Measurement
- Removing Performance Barriers
- Ongoing Feedback and Coaching

Absolute #4 Nurture Relationships

- Effective 360 Degree Working Relationship
- Dynamic Communication
- Trustworthy Leadership
- Teamwork and Cooperation

Absolute #5 Renewal

- Process Improvement
- Constructive Employee Appraisal and Development
- Personal Development
- Create and Maintain Balance

Attendees will receive a copy of *Getting Results: The Five Absolutes of High Performance*, written by Drs. Longenecker and Simonetti.