Strategic Negotiation (3 Hours-3day)
We negotiate every day – with employers, coworkers, employees, clients, and others. Although negotiations are ubiquitous, many of us know little about the strategy and psychology underlying them, nor do we feel particularly comfortable negotiating. This seminar will provide participants with the foundational skills and knowledge needed to negotiate effectively. Through a set of interactive, increasingly-complex negotiation exercises, participants will hone their negotiation skills, learn about their negotiation style, and develop a systematic approach for approaching a variety of negotiation situations. They will learn to cope with win-lose situations but also transform them into win-win opportunities. Most importantly, participants will leave with the ability to achieve their goals through strategic negotiation.

Strategically Resolving Conflict (3 Hours)
Although we all wish that life was conflict-free, conflicts are all around us. Anytime we say or hear the word “no,” we are potentially in conflict. Thus, we all need a systematic approach for navigating the conflicts that arise in daily life. This seminar will provide participants with the foundational skills and knowledge to resolve conflicts. Through an interactive dispute resolution exercise, participants will become comfortable with conflict, learn about their natural approach for resolving conflict, and develop systematic strategies for keeping themselves and their counterparts focused on interests instead of rights and power. Not only will participants learn to prevent conflicts from spiraling into full-blown wars; they will leave with the ability to transform conflicts into win-win opportunities.

Setting up a Group for Success (3 Hours)
The earliest stages of a group’s life can often have an outsized influence on the group’s effectiveness. Leading a group through its formative stages, in short, is critical. Because many of our groups have no single leader, however, all group members need to know what to do when a new group assembles, or when an old group undertakes a new task. This seminar will use an interactive exercise in which participants complete an ambiguous task, under time pressure, with minimal guidance from the instructor, to teach participants how to set up a group for success. After debriefing the outcomes of the interactive task, we will use those outcomes as a launching pad to discuss best practices for initiating a group. Participants will leave with a set of skills that they can use to help their new groups assemble—and their old groups reassemble.

Group Decision-Making (3 Hours)
Many of the most important decisions get made by groups. Many decision-making groups, in turn, include members with highly diverse interests, perspectives, and knowledge. Indeed, we often deliberately select group members to maximize diversity of perspective, expecting the whole (the decision) to be greater than the sum of the parts. Decades of research, however, show that this does not necessarily happen. Unless groups take active steps to manage their diversity of perspective, their decisions can be worse than the decisions of their constituent members. To model this situation, the current seminar will place participants into an interactive group decision-making task. After debriefing groups’ decisions, we will use those decisions to motivate a discussion of best practices in making decisions as a group. Participants will leave with an understanding of the challenges that decision-making groups face, along with a toolkit that can help them to overcome those challenges.
Design Thinking for Innovative Problem Solving (2 day)
Now more than ever, leaders recognize the value of creativity and its role in organizational successes. Enter design thinking — a human-centered process utilized by many of today’s most creative and competitive organizations. With an emphasis on research, ideation and prototyping, design thinking helps teams leverage their collective expertise to achieve innovative solutions to challenging problems. Leaders will work in teams to solve a complex problem while applying the entire design thinking process. This workshop is unique in that it embraces multiple academic perspectives (design and design theory, organizational behavior and social psychology) to provide participants with a rich, hands-on learning experience. The overarching goal of the workshop is to provide leaders with the skills and knowledge they need to use design thinking in their own teams and organizations.

Managing Complex Projects (3-6 Hours)
This seminar prepares participants with technical, managerial, and leadership strategies and techniques for successfully managing complex projects. Effective project management requires continual attention to the identification, assessment, and mitigation of risk issues that threaten project success. Topics include project complexity and uncertainty; scope definition; planning; scheduling; resource estimation; critical path analysis; monitoring and controlling; achieving cost, schedule and quality objectives; stakeholder management; project success factors, and the application of more risk-tolerant adaptive and agile project life cycle models.

Become an Emotionally Intelligent Leader (6 Hours)
We all bring our emotions to the office with us every day. Emotionally intelligent leaders can effectively harness these emotions and channel them into a positive and productive work environment. In this course, a certified EQ trainer will facilitate your EQ self-assessment results and help you develop your emotional intelligence so you can better lead teams, supervise individuals and build strong relationships in your personal and professional life. You will begin by learning how to improve your own emotionally intelligent behaviors such as listening with empathy, resilience, stress tolerance and self-expression. As you develop your own EQ, you will gain awareness of other’s EQ and help cultivate an environment of healthy communication, trust and respect among your team. Participants in this workshop will receive a copy of Emotional Intelligence 2.0 by Bradberry & Greaves that includes your assessment code.

Innovative Team Challenge (3 Hours)
This high energy, performance-focused workshop promotes effective teamwork and creative problem-solving. Your team will work together to complete a series of challenges and projects in a fast-paced and competitive environment. Each challenge will require you to tap in to key management and leadership skills such as strategic planning, communication and collaborative execution. Throughout this workshop, individuals and groups will be expected to reflect and debrief on the important transferable skills you practiced and will take back to the office to become a more efficient and innovative team.

Managing Risk, Decision Making and Accountability(3-6 Hours)
This course offers an introduction to risk management from the leader or key decision-maker's perspective. Course discussion begins with identifying, measuring, quantifying and mitigating risk exposures. Various risk types will be discussed, including Leadership Risk (the risk exposures introduced by the organization’s leader). Since a leader’s main function is to make decisions (in particular the tough ones), some time is spent on the science of decision making. The course wraps up with discussion of an organization’s risk accountability infrastructure.

Corporate Finance for Non-financial Managers (3-6 Hours)
This course covers basic financial concepts required by managers. Topics may include capital budgeting, capital structure, and investments. The portion on capital budgeting and capital structure covers the firm’s process of choosing between competing projects and their related financing decisions. The investments portion presents issues of asset valuation in an uncertain environment and the economic principles which should guide investment decisions between alternative assets with different risk and return profiles.
**Accounting for Non-financial Managers (3 Hours)**
This course covers the most basic accounting concepts, focusing primarily on creating or examining basic financial statements, as well as calculating financial ratios for financial management purposes.

**Finance Essentials for the Medical Profession (3-6 Hours)**
This course covers basic financial literacy for medical professionals (physicians and dentists) in both personal and professional settings. The full course will most likely cover the following topics: axioms and assets for wealth accumulation, professional development timeline, managing debt, managing risk, reviewing employment contracts, estate planning, insurance, assembling a private practice support team, launching a private practice and running a private practice.

**Investing Basics (3 Hours)**
Much has been said and written about investing, but what does science say? This session aims to demystify investing by examining the many subtleties in the field and associated scientific evidence. There are both personal and corporate applications of more disciplined investing.

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