



# Executive Blueprints

~ Blueprints for success ~

## AGENDA

### Human Capital ROI

February 2, 2006

9:00 a.m. – 4:30 p.m.

Laguna Cliffs Marriott Resort & Spa  
25135 Park Lantern  
Dana Point, California 92629

---

<b>9:00 a.m. – 10:00 a.m.</b>	<b>Now, Discover Your Strengths</b> The difference between Talent and Skill Personal characteristics and traits Identify personal Talent, develop your skill Learning to apply talent Adjusting the environment for maximum performance	<i>John Mehrmann</i>
<b>10:00 a.m. – 11:00 a.m.</b>	<b>Grow Talent as if Business depended on it</b> The Cane Mutiny, Managing the Graying Workforce Young Guns, Managing the Up and Coming Sacrifice, maintaining balance in restructure Identifying and Cultivating Leaders The important roles of contributors (non-leaders)	<i>Louis W. Mehrmann</i>
<b>11:00 a.m. - noon</b>	<b>Interview for Excellence</b> Plan for Excellence, Define the Role Key Job Factors and Behavior Characteristics The Weighted Scale, A Measurement Tool Equal Opportunity, Finding Candidates Resumes, Interviews and the Selection Process	<i>Maggie Merante</i>
<b>1:00 p.m. – 3:00 p.m.</b>	<b>Good to Great</b> Level 5 Leaders The Hedgehog Concept A Culture of Discipline Technology Accelerators The Flywheel and the Doom Loop	<i>Louis W. Mehrmann</i>
<b>3:15 p.m. – 4:30 p.m.</b>	<b>Developing a Three Year Strategic Plan</b> Great Strategy and Great Results Things that Get Measured Get Done, METRICS Year One - Immediate Plans, Current Activities Year Two - Project Management, Process Improvements Year Three – Redefine Your Future	<i>John Mehrmann</i>
<b>4:30 p.m. -</b>	<b>Wrap-up</b> Q&A Panel, Open Discussion * Private Consultation or Follow-up also available	<i>Panel</i>

---

\* Note – Lunch and Parking are not included in admission to the Workshop, available for purchase from Marriott