



JOHNPEARSONASSOCIATES

2011 One-Day Workshops

Presented by: John Pearson

Blue Lantern Inn*
 Dana Point, California
www.bluelanterninn.com

*Location subject to change, if the number of participants exceeds the meeting room size.

OCTOBER 6, 2011 THURSDAY 9:30 A.M. – 4:00 P.M.	OCTOBER 7, 2011 FRIDAY 9:30 A.M. – 4:00 P.M.
<p>The Top-10 Hiring Mistakes <i>Plus!</i> The Fast Track to Effectiveness for Your New Team Members in Their First 90 Days!</p>	<p>Goal Alignment How to Turbo-charge Your Organization by Focusing on S.M.A.R.T. Goals for Every Team Member, Board Member & Volunteer</p>
<p><i>At this workshop you will learn how to avoid the Top-10 Hiring Mistakes!</i></p> <ul style="list-style-type: none"> ❑ 1. THOU SHALT NOT pair your organization's "fuzzy future" with "Just-Need-a-Job Joe" ❑ 2. THOU SHALT NOT ignore the 4F's: Meet the Family, the Food, the Fun and the Friends. ❑ 3. THOU SHALT NOT use D.U.M.B. Job Descriptions instead of S.M.A.R.T. Goals. ❑ 4. THOU SHALT NOT focus on HR Minutiae Versus God's Work & the Opportunities. ❑ 5. THOU SHALT NOT lead with sick leave! Instead, lead with vision. ❑ 6. THOU SHALT NOT ignore God-given passion—and skip over what brings joy into a team member's work. ❑ 7. THOU SHALT NOT neglect the importance of creating early successes. ❑ 8. THOU SHALT NOT misunderstand the unique season your organization or department is currently in. (We'll look at four scenarios.) ❑ 9. THOU SHALT NOT believe that a warm body is better than no body at all! ❑ 10. THOU SHALT NOT hire faster and fire slower! (It's the opposite.) 	<p><i>At this workshop you will learn how to:</i></p> <ul style="list-style-type: none"> ❑ 1. ALIGN your mission, vision and core values with your Rolling 3-Year Strategic Planning Process. ❑ 2. MOVE from an activity-driven calendar to a results-driven culture. ❑ 3. INSPIRE every team member to focus on 3 to 5 annual "S.M.A.R.T. Goals" that are Specific, Measurable, Achievable, Realistic and Time-related. ❑ 4. ASSESS results through the use of simple, but accountability-focused Weekly Updates and Monthly Dashboard Reports. ❑ 5. ENSURE that your goals are the result of a thoughtful spiritual discernment process—so everyone understands that goals have eternal significance and consequences. ❑ 6. BUILD prayer support for goal achievement through the Goal Affirmation Process with the board, the CEO (or senior pastor), supervisors, peers and direct reports.

"JOHN HAS MENTORED OUR BOARD AND OUR SENIOR LEADERS and managers with these core competencies—and we're always challenged to a higher standard of effectiveness. I just ordered 40 copies of his book, *Mastering the Management Buckets*, to ensure that we are mastering all 20 management core competencies!"

--DR. JOHN T. WALLING, President/CEO, Christian Community Credit Union, San Dimas, Calif.

To Reserve Space – Email John@JohnPearsonAssociates.com

Then please mail registration form today with your payment.



JOHNPEARSONASSOCIATES

2011 One-Day Workshops

Presented by: John Pearson

Blue Lantern Inn*

Dana Point, California

www.bluelanterninn.com

*Location subject to change, if the number of participants exceeds the meeting room size.

◆ STEP 1: Select Workshop(s):

- Oct. 6, 2011 (Thursday).....Top-10 Hiring Mistakes
- Oct. 7, 2011 (Friday).....Goal Alignment

◆ STEP 2 – List Participants:

ORGANIZATION

Organization _____

Contact Person _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Email _____ Website _____

NAMES OF WORKSHOP PARTICIPANTS –

- 1) _____ Title _____ Fee \$ _____
- 2) _____ Title _____ Fee \$ _____
- 3) _____ Title _____ Fee \$ _____
- 4) _____ Title _____ Fee \$ _____
- 5) _____ Title _____ Fee \$ _____

SUB-TOTAL \$ _____

PAYMENT TO JOHN PEARSON ASSOCIATES, INC.

Full payment enclosed (deduct 5% discount if postmarked 30 days in advance).....\$ _____

\$100 non-refundable deposit enclosed.....\$ _____ *

***Balance due 10 days before workshop..... \$ _____**

WORKSHOP FEES

Fee includes manual for each participant, coffee breaks, lunch and access to PowerPoints and PDFs of all materials.

	Postmark 30 days before workshop.	Postmark less than 30 days before workshop.
1 st person from same organization	\$149	\$159
2 nd person from same organization	\$ 125	\$135
Each additional person from same organization (or spouses)	\$ 99	\$ 99
50% off the Oct. 7 fees if same person attends on Oct. 6	50% off	50% off

MONEY-BACK GUARANTEE: If you are not completely satisfied, you will receive a full refund. **CANCELLATIONS:** In the event you need to cancel, a refund (less \$100 per organization) will be given to all written or faxed requests received 30 days in advance. After that date, we are unable to give refunds unless a person from the waiting list is able to attend in your place. You may also transfer your registration to another person you recruit for this specific workshop date. **WORKSHOP BONUS:** Your organization will receive a Workshop Bonus Coupon good for \$100 off any John Pearson Associates future workshop fee.

JOHN PEARSON ASSOCIATES, INC.

P. O. Box 74985 ♦ San Clemente, CA 92673

Telephone 949/500-0334 ♦ John@JohnPearsonAssociates.com