



ADVANCED MANAGEMENT INSTITUTE
for architecture and engineering

Organizational Learning Forum 2007 Program Format

Features

- Meets three times per year
- Monthly conference call check-ins
- Regular featured articles circulated to members

Benefits

Welcome to The Organizational Learning Forum for the Advanced Management Institute.

The OLF is a highly valued, professional membership network for senior leaders who are involved in organizational learning. The forum provides thought leadership to support our members with current information on best practices, recent trends and technological advances in the area of individual and organizational learning.

Members gain a deep understanding of how to impact learning and the success of their organization. Through engagement with the forum, members build a network of friends in the industry to assist them along the way. The group visits sites to see and hear experts about issues related to developing a learning culture, implementation of learning to impact firm performance and developing leaders and managers within their organizations.

Members help each other during meetings in a "Learning Advisory Team" format, to address current issues each member is facing and help them to take their company to the next level.

Our expectations of members and the forum are:

- Full engagement and participation with the forum.
- Be supportive of group members who have shared problems and solutions.
- Provide an environment where members can discuss issues that they cannot discuss anywhere else.
- Members will be exposed to concepts, ideas, and practical applications that they may never have experienced outside of the forum
- The contacts and information members receive will be invaluable in their firms and personal life.
- The Forum will contribute to the success and growth of the member's firm.
- The Forum will be exposed to concepts, ideas and practical applications

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- The members will grow in understanding, respect and support for the other members.
- The members will be open, candid and provide ideas and support for practical application of issues addressed at the meetings.
- The Forum will help members focus on the key issues needed to drive the learning in their business along with advice regarding execution.
- Provide feedback to member on what we are doing right and how we can improve.
- Allows time to think innovatively regarding issues facing each member.

Meetings

Sessions are designed to both allow a significant amount of individual sharing and the opportunity to see new and innovative applications of learning. This is a chance for you to step back, find out what others your industry are doing, and compare learning and business practices.

Meetings are usually structured with the following four segments:

- **Group Check-in:** Afternoon of Day 1 – provides 60-90 minutes of members discussing the events that have happened in their business and personal lives during between sessions.
- **Site Visit and Presentation:** Morning of Day 2 – at each meeting the group will tour a learning and/or innovation site with and expert facilitator from that area.
- **Roundtable Sessions:** Afternoon of Day 2 – Members are divided into subgroups to discuss the learning from the site visit with an eye toward application in their firm.
- **Learning Advisory Team:** Morning of Day 3 – Each member brings to the group a pressing learning and/or business issue. They share this issue with the forum. Members discuss this issue to provide advice and support for the individual facing the issue.

Costs

The annual subscription fee is \$3,500 per participant, good for one year from the date of payment (covers 3 meetings), and includes forum administration, AMI's facilitation and participation, electronic newsletter, venues, catering, guest speaker fees and expenses, and courseware.



Group Facilitators:

The OLF is led and facilitated by the Advanced Management Institute:

Dr. Joseph D. Rei
Director of Executive Education

Cheryl May
Director of Strategic Leadership Development

Call us at 707-252-2054 to inquire about membership.



ORGANIZATIONAL LEARNING FORUM PROGRAMS 2007 – 2008

Summer 2007:

Steelcase University with George Wolfe, VP Global Learning and Development, Grand Rapids, MI

June 3 to 5, 2007

Steelcase University has hosted over 350 benchmarking visits. They won the Chief Learning Officer magazine 2006 award for Strategic Alignment. George Wolfe has invited us to join him at the University to continue where he left off in Chicago to provide a direct hands-on experience. George will show us how to leverage learning as part of the strategic value of the organization.

Their 63,000 square foot state-of-the-art learning center is adorned with floor-to-ceiling glass offering clean lines for a modern space. It features formal and informal learning spaces, nine high-tech classrooms, various breakout and touchdown spaces, a Discovery Learning Center, a Distance Learning Center, practice installation labs, a café and a dedicated area for staff. An outdoor courtyard provides natural light and outdoor views.

Fall 2007:

Defense Acquisition University with Frank J. Anderson, Jr., President Washington, D.C.

September 16 to 18, 2007

Frank J. Anderson, Jr., won the Chief Learning Officer award in 2004 for his best practices at the Defense Acquisition University. He and his team plan to share with us their:

- Learning Architecture which drives their approach to learning
- E-learning initiatives
- Approach to training design
- Philosophy of value-added contribution to the company v. ROI
- Volume of learning with over 113,000 course completions and 6 million learning hours in 2006

They will also show us how they've extended their learning reach beyond the classroom to maintain a continuous presence with their field organizations and partners in the workplace.



Our 2008 programs are currently tentative, pending confirmation of topics and venues.

Winter 2008:

Institute for the Future, Palo Alto, CA

February 2008 TBD

The Institute for the Future has a very sophisticated process for planning for the future. They are leading edge thinkers and innovators and operate as an independent nonprofit research group. They work with organizations to help them make better, more informed decisions about the future. They provide the foresight to create insights that lead to action.

The Institute will focus on the design and construction industry to provide us with trends for the future. The Institute is well known for their immersive learning and in-field experiences. They bring a combination of tools, methodologies, and a deep understanding of emerging trends and discontinuities to our work with companies. They take an explicitly global approach to strategic planning, linking macro trends to local and specific industry issues.

The Institute is based in California's Silicon Valley, in a community at the crossroads of technological innovation, social experimentation, and global interchange. Founded in 1968 by a group of former RAND Corporation researchers with a grant from the Ford Foundation to take leading-edge research methodologies into the public and business sectors, the IFTF is committed to building the future by understanding it deeply.

Summer 2008:

Novartis, Boston, MA

June 2008 TBD

Senior Human Resource and Learning Professionals from Novartis just returned from one week in Switzerland to review their new competency profile. There were 10,000 participants from 17 countries who contributed to the profile results. Novartis views the future of their company as being clearly tied to the talent war. They see themselves as a global company taking on a major culture change. They will showcase their competency profile and show how they are providing the right support to the organization to support change.



Fall 2008:

Time Warner with Pat Crull, Chief Learning Officer, Charlotte, NC

September 2008 TBD

Pat Crull is applauded in the book, *The Chief Learning Officer: Driving Value within a Changing Organization through Learning and Development*. Pat will cover three key leadership programs at Time Warner and provide her perspective of being a CLO for three organizations. The Time Warner programs she will review are:

Chairman's Leadership Program

The Chairman's Leadership program provides senior leaders from around the company with an opportunity to build leadership skills, gain personal insight into strengths and weaknesses, network and learn from peers, and discuss business with CEO Richard D. Parsons, COO Jeff Bewkes and divisional CEOs.

Breakthrough Leadership Program

Breakthrough Leadership is a leadership development program that brings together talented female executives from all Time Warner divisions. The program is designed to enhance leadership skills, share strategies for business success, and enable employees to learn from other Time Warner leaders.

Leading for Results

This customized leadership program, run in most of the divisions, helps participants build leadership skills, learn from peers, and engage in dialogue with senior leaders on key business issues.