



## Bottom Line Innovation Associates, Inc.

We help organizations develop innovation as a core competency, and this work session, *Getting to Results*, is one of the major components. In addition, we offer training in creative thinking and innovation processes, as well as work session in which teams solve especially difficult problems using our "Bottom Line Innovation" processes and tools. We can help your leaders learn how to *lead innovation* so that innovation becomes part of your company culture. Our client list reads like the Fortune 100, including giants in chemicals, high tech, retailing, travel, foods, entertainment, financial services, and others.

All of our associates are highly seasoned business executives who have earned advanced degrees in such diverse fields as engineering, architecture, physics, organization development and chemistry. Our decades of practical experience allow us to take a practical and useful approach as we help you develop your innovation competency.

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## Your Learning Consultants will be:

### Richard H. Tait, Ph.D.

Dr. Tait has more than 27 years' industrial and consulting experience in the areas of product innovation, R&D/technology management, creative problem solving and new business development. Richard is former Innovation Manager of the DuPont Center for Creativity & Innovation where he led projects to shorten the cycle time for new products. In his 22-year DuPont career, he also held technical and leadership positions in DuPont.

### Robin A. Karol, Ph.D., NPDP

Dr Karol is the CEO of the New Product Development & Management Association (PDMA) and is a certified practitioner. Prior to PDMA, Robin served DuPont 23 years, where she developed strategy on business growth and implemented the company's new product development process. She also managed DuPont's internal business consulting group. She holds a Ph.D. in biochemistry and was Assistant Professor of Medicine at Baylor College of Medicine.

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1955 NE 7th Terrace, Suite 201  
Ft. Lauderdale, FL 33305  
800-220-9375

[www.bottomlineinnovation.com](http://www.bottomlineinnovation.com)



## Execution Competency

# Getting To Results™ Building Execution Competency

This two-day workshop teaches leaders how to use five disciplines that will build a culture that makes things happen.



**Bottom Line  
INNOVATION**  
Associates  
Improving the bottom line...*Innovatively*™

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## The Problem

Business success depends on turning strategic goals into results. But the difference between what an organization promises and what it delivers - the gap between plans and action - is often huge. Top leaders are fully aware of this gap but many have never been taught how to close it.

## The Solution

This two-day workshop will help leaders close this gap. Execution excellence doesn't just happen - it results from the discipline of having:

1. the right people in the right jobs
2. robust and comprehensive execution processes
3. key leadership skills and capabilities
4. a robust decision-making system
5. organization-wide culture of accountability for results

The frameworks and tools presented here coupled with the experiential approach will give participants the knowledge and skills to institutionalize these critical disciplines.

## Learning Strategy

From the start of this workshop participants discover that building an execution competency in their organization is eminently achievable. Participants will learn and practice what it takes to effectively structure processes and manage and motivate people to consistently make things happen.

Does your organization set great strategies and plans but can't execute?

Are you frustrated by difficulties in delivering results?

Would it be worth two days to learn how to fix this?

Participants will learn four critical arenas that must be addressed for sustained excellence: (1) ensuring alignment, (2) setting the environment, (3) leading change and, (4) building a results-focused culture. They will also learn a robust systems approach to integrate all these new elements into the ongoing structure of the organization.

Finally participants will create their own individual development plans to

implement key learnings from the workshop and will choose a learning partner to whom they will hold themselves accountable for execution.

## Who Should Participate?

Leaders and managers who have direct reports and informal leaders who want to improve their effectiveness at leading others to deliver results.

## Tailoring the Workshop

This material can be delivered as a one-day overview workshop or as a two-day experiential work session based on your needs. We bring this learning to you at your location, minimizing your travel cost.

## Quotes

"Every manager in our organization needs to see and learn this!"...

Participant, New Superintendent's Development Course, National Park Service, Washington, DC

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800-220-9375 (USA Only)

+1-954-568-0245