

Announcement & Registration Form - Please Post
41st Midwest Facilitators' Conference
Monday, October 16, 2006
 Midwest Facilitators' Network- <http://www.midwest-facilitators.net>

Location: **Chicago Indoor Racing**
 301 Hastings Drive
 Buffalo Grove, IL 60089
<http://www.chicagoindoorracing.com>

Conference Agenda

8:00am	Arrival, Registration, Continental Breakfast, Networking
8:15am	Conference Kickoff
SESSION 1 8:30am-10:00am	<p>The Big Picture: Using Visual and Spatial Tools in Facilitation Brandy Agerbeck (Loosetooth.com)</p> <p>In this program, Graphic facilitator Brandy Agerbeck will introduce graphic facilitation, its benefits and its best practices. She will also introduce some beginner techniques that will help you integrate the visual into your work. Graphic facilitation is the practice of using words and images to create a conceptual map of a conversation. It focuses the group as they work, aiding concentration by capturing and organizing their ideas. Everyone can watch their ideas take shape - a powerful tool of recognition, transparency and accomplishment for group work.</p>
10:00am	Break, Networking, etc. (15 minutes)
TRACK 2A Driver Registration & Briefing 10:15am-11:15am Racing on Track 11:15am-12:15pm	<p>Teambuilding - the Racing Metaphor - Chicago Indoor Racing Staff</p> <p>Chicago Indoor Racing is one of Chicago's most exiting learning and entertainment complexes. Housed in its 86,000 square foot facility are two professionally designed Indoor European Kart Racing Tracks. Drivers over the age of eighteen will be able to race wheel to wheel in specially designed Indoor Racing Karts that are able to provide a real sense of the thrill and excitement, until now only experienced by professional racing drivers. Participants will be divided into teams with team members participating in various roles, including non-driving support roles. Teams will have to use creative problem solving and communication skills to be successful, as all races, without exception, are won or lost in the "Pits" during driver changes. The CIR staff will facilitate the pre-race orientation on procedures, equipment and safety. Each racing guest will receive fitted safety equipment.</p>
TRACK 2B Alternative to Racing 10:15am-12:15pm	<p>What Motivates the Professional Facilitator? It's More than Money! Dr Russell Watson - (Target Consultants, Inc - Oswego, IL)</p> <p>What are your own internal drives and motivators? DISC, MBTI, 16-PF and other instruments describe <u>how</u> someone does their job, i.e., the observable behavior, or ways of thinking. This session will explore the values, drives and long-term intrinsic motivators that reveal <u>why</u> you do what you do. Discover your own "Workplace Motivators" through a unique on-line instrument that yields a 24 page report on the strengths you bring to the facilitating enterprise. All participants (including those who attend Track 2A) in this MFN Conference will receive a complimentary "Workplace Motivator" report. Instructions will be sent after you register.</p>
LUNCH & SESSION 3 12:15pm-1:45pm	<p>Lunch, Break, Networking, Debriefing, etc. (90 minutes)</p> <p>Prologue - Racing as a Metaphor for Teambuilding in Organizations Anthony "Tony" Stewart (Founder, Chicago Indoor Racing)</p> <p>Chicago Indoor Racing's owner, Tony Stewart, has developed a blockbusting business in this unique track and has great insights on using the racing metaphor for today's business challenges. Racing is a dynamic process. Every lap is different and no two races are the same. There are numerous parallels between racing and working in all types of organizations – large & small business, academia, not-for-profit, government, etc.</p>
SESSION 4 1:45pm-3:15pm	<p>Pre-flighting Your Client's Strategy and Preparing for the Unexpected Dr Wayne Stone - (Leadership Action Strategies™, Barrington, IL)</p> <p>When you engage a client, you may not specifically be doing strategic planning. But, your ability to quickly diagnose their strategic plan will provide you with valuable insights into how comprehensively and critically they have looked at themselves, their environment, their competitors, and their resources. You won't be able to help them launch their mission if they haven't built a strong, competitive plan that helps them scope and focus on their goals. A "strategic pre-flight" will give you and your client a common basis for understanding what they are about and what you can offer them.</p>
3:15pm	Break, Networking, etc. (15 minutes)
SESSION 5 3:30pm-5:00pm	<p>MindSights' Consultants On-Demand – Facilitated Thinking Technology Dennis Heindl (Nth Degree Software Solutions)</p> <p>MindSights is a unique suite of workforce development products that amplify natural thinking abilities. This <i>Facilitated Thinking Technology</i> improves the thinking productivity of knowledge-workers in much the same way that the assembly line improved the labor productivity of manual-workers. This session will examine selected applications from MindSights' Consultants On-demand" application suite. These "thinklet"-driven applications function like hired consultants who deliver advice by asking the right questions, recommending the right tools, and offering successful methods and insights. For example, a person can take Six-Sigma training that lasts 10 to 20 days, over a 2 to 4 month period, at costs ranging up to \$40K. Alternatively, they can immediately begin to use the Six-Sigma "Consultant On-demand" product that emulates the knowledge, skills and abilities of a Six-Sigma black belt and be continuously mentored in Six-Sigma as though they gone through the training.</p>
5:00pm	Wrap Up, Door Prizes, Adjourn

Registration Information

HOST For This Conference	The Facilities for the 41st Midwest Facilitators' Conference are provided by Chicago Indoor Racing , 301 Hastings Drive, Buffalo Grove, IL 60089, http://www.chicagoindoorracing.com	
SPONSOR MG Rush	In 2005 MG Rush (a division of Morgan Madison & Company) became sponsor of MFN events. For 2006, MG Rush will award one complimentary seat in a future 5-day FAST Professional Facilitation Workshop Course (a \$2,750 value) to someone who has attended all three MFN conferences for the year. The prize will be transferable and the winner will be selected at the October 2006 Conference. http://www.mgrush.com	
SPONSOR Nightingale-Conant	Since 1993, Nightingale-Conant (Niles, Illinois) has been a sponsor to MFN, providing the vast majority of door prizes. Nightingale-Conant is the largest producer and distributor of instructional and motivational audio and video tapes for Personal and Business Development, Wealth Building, Sales, Mind Technology, Health & Wellness and Spiritual Growth. N-C also provides Coaching Services and has a full-service Speakers' Bureau. Visit their website at: http://www.nightingale.com	
SPONSOR University Associates	Since 1993, University Associates, has been a sponsor and supporter of MFN activities, providing products and a number of high-value door prizes, such as tuition-free seats in their workshops. Visit their website at: http://www.universityassociates.com	
Conference Fee	<p>Conference Fee:</p> <ul style="list-style-type: none"> • \$110.00 per participant on or before 10/11 (Early Registration Discount) • \$125.00 per participant after 10/11 • \$135.00 per participant at the door (no guarantee without pre-registration) <p>Now accepting all major credit cards: (Visa, MasterCard, American Express, Discover/Novus, Diner's Club)</p> <ul style="list-style-type: none"> • Fee includes Conference, Materials, Continental Breakfast & Lunch. • Fee Does NOT include lodging (see suggestions below). • Cancellations after 10/11 or no shows may be assessed a cancellation fee 	
5 Ways to Register	<p>Register early to save \$ and to secure a place in this conference.</p> <p>Phone: (773) 463-2288 - Press the "2" key and leave message with company name, payment info and the name, phone # and email address for each registrant.</p> <p>Fax: (773) 463-1830 - Fax completed registration form with payment information for each registrant.</p> <p>E-Mail: register@midwest-facilitators.net – E-mail completed registration form with payment information and subject: announce "MFN Conference Registration".</p> <p>Snail-mail: Mail completed registration form with payment information to MFN c/o Jordan-Webb, 2656 W Montrose Ave, - Suite 110, Chicago, IL 60618-1559.</p> <p>On-Site: On-Site Registration and payment (\$135.00) is subject to availability.</p>	
Lodging	Participants are responsible for arranging their own lodging.	
Nearby Lodging	<p>Wyndham Hotel – Buffalo Grove 900 Lake Cook Rd. Buffalo Grove, IL 60089 847-215-8883 http://www.wyndham.com/hotels/ORDBG/main.wnt Contact – John Rohrbach About a mile from Chicago Indoor Racing</p>	<p>Marriott Lincolnshire Resort 10 Marriott Dr. Lincolnshire, IL 60069 847-634-0100 http://marriott.com/property/propertypage/CHILN Contact Karen Haney</p>
Meals	<p>Hampton Inn & Suites 1400 Milwaukee Ave Lincolnshire, IL 60069 847-415-5162 http://www.hamptoninnsuiteslincolnshire.com Contact – Kelly Conley They may be able to set up shuttle service</p>	
	Continental breakfast and lunch is included in the Conference fee. Participants with special dietary needs contact: david.dewitt@dsc-logistics.com	
Dress Code	Business casual	

Travel Information

<p>Travel Alert!</p>	<p>Beware of MAJOR construction projects on the entire length of I-90/94 south of downtown Chicago (Dan Ryan Expy) between 99th St (south side) and Downtown. Alternate travel routes through the south side include I-294 (Tri-State Tollway - bypassing downtown) and I-90 (Chicago Skyway, to Stony Island Ave, to US 41 (Lake Shore Dr).</p>
<p>Travel Suggestions</p>	<p>Chicago Indoor Racing is located in Buffalo Grove, IL, 35 miles northwest of downtown Chicago in the northern part of suburban Cook County and southwestern part of Lake County. Buffalo Grove is located in Cook/Lake County and 17 miles northwest of O'Hare International Airport. For directions and a map to the area: http://www.chicagoindoorracing.com/directions.asp Both the Metra (commuter rail) North Central Line and the Pace Suburban Bus Systems service Buffalo Grove - see (section 11) below. Car pool! Use your network! Call if you need help. We will help people who can offer a ride or who are in need of a ride to make contact with each other.</p>
<p>(1) From Chicago via I-90/94/57/294 (Kennedy or Dan Ryan Expressways)</p>	<p>From the North - a) Take I-90/94 (Kennedy Expy) northbound I-90/94 junction; b) continue on I-90 towards O'Hare; c) keep left and continue on I-90 (NW Tollway) towards Rockford; d) continue to IL-53 north exit; e) take IL-53 northbound to Lake-Cook Rd, f) take lake-Cook eastbound to Lexington Dr (the next set of lights after passing Target on the left); g) at the first intersection, turn right on Armstrong Road and continue to Hastings Dr; h) turn left on Hastings Drive. Chicago Indoor Racing will be the second building on your right. Parking in adjacent lot - see (7) below.</p> <p>From the South - i) Take I-90/94 (Dan Ryan Expy) northbound to downtown Chicago; j) continue northbound to Kennedy Expy (downtown) and proceed as in (1-a) above.</p>
<p>(2) From Chicago via US 41 (Lake Shore Drive)</p>	<p>From the North via US 41 - a) Take Lake Shore Drive (US 41) northbound to Irving Park Rd exit (4000N); b) proceed westbound on Irving Park (IL-19) road to junction I-90/94 (Kennedy Expy); c) proceed as in (1-b) above.</p> <p>From the North via I-94 - d) Take Edens Expy (I-94) northbound to Lake-Cook Rd exit and; e) continue westbound on Lake-Cook Rd. to Lexington Dr; f) turn left on Armstrong Road and continue to Hastings Dr; g) proceed as (1-h) above.</p> <p>From the South via US 41- h) Take Lake Shore Drive, (US 41) northbound to I-290 Intersection in downtown Chicago; i) follow to signs for I-290 continue westbound on Congress St to I-290 (Eisenhower Expy); j) continue on I-290 to intersection with northbound I-90/94 (Kennedy Expy) and k) proceed as in (1-a) above.</p>
<p>(3) From Chicagoland (north/northwest), O'Hare Airport, Wisconsin, points north via I-90/94/294</p>	<p>a) Take I-90 Kennedy Expy to NW Tollway Junction; b) proceed as (1-c) above.</p>
<p>(4) From Midway Airport, Chicagoland (south/southwest), points south via I-55</p>	<p>a) Take Cicero Ave (Illinois Route 50) southbound to I-55 (Stevenson Expy) southbound ; b) take I-55 southbound (towards St Louis) to junction with I-294 (Tri-State Tollway); c) take I-294 northbound to junction with I-90 (NW Tollway); d) proceed as in (1-c) above.</p>
<p>(5) From Iowa and points west via I-290 and I-88</p>	<p>a) Take I-88 (East-West Tollway) eastbound to junction with I-294 (Tri-State Tollway); b) take I-294 northbound to junction with I-90 (NW Tollway); c) proceed as in (1-c) above.</p>
<p>(6) From Iowa and points west via I-80</p>	<p>a) Take I-80 eastbound to I-55; b) take I-55 northbound to I-294 junction; then proceed as in (4-c) above.</p>
<p>(7) Parking</p>	<p>Park in the public parking lot in front of Chicago Indoor Racing's facility. For directions and a map to the area: http://www.chicagoindoorracing.com/directions.asp</p>
<p>(8) Commuting by Rail or Bus</p>	<p>a) The Metra North Central line (from Union Station) stops at the Buffalo Grove commuter rail station - http://www.metrarail.com/Sched/ncs/buffalo_grove.shtml b) Several Pace Suburban Bus routes (626, 234, 690, 576, 272) service Buffalo Grove - http://www.pacebus.com</p> <p>Public Transit Information:</p> <p>RTA (312)-836-7000 - http://www.rtachicago.com METRA (312)-322-6777 - http://www.metrarail.com PACE (847)-364-7223 - http://www.pacebus.com CTA (888)-968-7282 - http://www.transitchicago.com AMTRAK (800)-472-7245 - http://www.amtrak.com</p>
<p>(9) By Air or Rail</p>	<p>Take commercial flights into Chicago's O'Hare or Midway Airports or Amtrak Trains into Chicago's Union Station. Rent a car and proceed as in (3) or (4) above.</p>

An Offer & Challenge for MFN Members

In 2005 MG Rush (a division of Morgan Madison & Company) became sponsor of MFN events. For 2006, MG Rush will award one complimentary seat in a future 5-day FAST Professional Facilitation Workshop Course (a \$2,750 value) to someone who has attended all three MFN conferences for the year. The prize will be transferable and the winner will be selected at the December 2006 Gala Holiday Celebration. <http://www.mgrush.com>

MFN - UPCOMING EVENTS / NOTICES

To suggest a future program or presenter, or to become involved in MFN, contact us using the information below. **Please send your current e-mail address, phone & fax number and address changes** so that we can keep you informed about MFN events in a variety of ways. E-mail: pcollins@jordan-webb.net; Fax: (773) 463-1830; Voice: (773) 463-2288.

Monday-Wednesday – September 25-27 Center for Collaborative Organizations - 17th Annual International Conference	Center for Collaborative Organizations (University of North Texas), Renaissance Worthington Hotel - Fort Worth, TX, Kathy Belcher, (940)-565-2177, belcher@unt.edu , http://www.workteams.unt.edu
Wednesday – October 4, 2006 MSPC Monthly Meeting	Midwest Society of Professional Consultants (MSPC), Consultants College: Pre-Dinner: "Your Technology: A Non-Technical Review Of MORE Things You Need To Know", Moderator: Gregg Bieser (Brass Ring Software); Post Dinner: Web Search Marketing, by Tom Casale (Simplified Solutions) & Jon Morris (Internet Marketing Initiative), at the Wyndham Garden Chicago O'Hare, 8201 Higgins Rd, Chicago, IL 60631, http://www.mspc.org , (312)-201-0596
Monday - October 16, 2006 MFN Fall Conference	Hosted by Chicago Indoor Racing in Buffalo Grove, IL, (NW Chicago Suburb); http://www.midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288
Wednesday – November 1, 2006 MSPC Monthly Meeting	Midwest Society of Professional Consultants (MSPC), Details TBA, at the Wyndham Garden Chicago O'Hare, 8201 Higgins Rd, Chicago, IL 60631, http://www.mspc.org , (312)-201-0596
Friday-Wednesday - November 10-15, 2006 IAP2 Annual Conference in Montreal, Quebec, Canada	International Association of Public Participation (IAP2) Annual Pre-Conference & Conference, in Montreal, Quebec, Canada, Information: http://www.iap2.org , iap2hq@iap2.org , (800)-644-4273
Wednesday - December 6, 2006 MFN / MSPC Gala Holiday Celebration	Co-Hosted by Midwest Facilitators Network (MFN) & Midwest Society of Professional Consultants (MSPC), Details TBA, at the Wyndham Garden Chicago O'Hare, 8201 Higgins Rd, Chicago, IL 60631, http://www.midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288
January TBA, 2007 MFN Winter Conference	Host TBA, Presenter & Program Details TBA, http://www.midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288
Thursday-Saturday - March 8-10, 2007 IAF Annual Conference in Portland, OR	International Association of Facilitators (IAF) Annual Conference, in Portland, OR, Interact with facilitation experts and published authors like Ingrid Bens, John Monroe, Roger Schwarz, Doug Silsbee, Dorothy Strachan, Michael Wilkinson, etc.; Information: http://www.iaf-world.org , office@iaf-world.org or pbushee@mr.net , (952)-891-3541, (800)-281-9948

----- Cut Here & Mail or Fax to Registrar -----

MFN c/o Jordan-Webb, 2656 West Montrose Ave-Suite 110, Chicago, IL 60618 or Fax: (773) 463-1830 or pcollins@jordan-webb.net

Registration Form - 41st Facilitators' Conference - Midwest Facilitators' Network - 10/16/2006

Name

Company

Address & Mail Code

City/State/Zip

Business Phone Home Phone

E-mail Address and Website Address

Full Conference Registration: \$ _____
(by 10/11: \$110 - after 10/11: \$125 - on site: \$135)

Half-day Conference Registration: \$ _____
(by 10/11: \$75 - after 10/11: \$80 - on site: \$85)

- - - - -
Visa-MasterCard-American Express-Discover/Novus-Diner's Club CARD NUMBER

SIGNATURE EXP. DATE VCODE

Your Company PO Number for Billing

About the Presentations and the Presenters I

The Big Picture: Using Visual and Spatial Tools in Facilitation by Brandy Agerbeck (Loosetooth.com – Chicago, IL)

To start out a great day, Brandy Agerbeck, who first visited MFN at the January Conference, has an extraordinary ability to listen with her hands! Brandy creates a unique graphic as individuals and groups speak. The graphic has a powerful way of articulating issues that then stimulate the discussion in fresh and surprising ways. There is a lot written these days about building models and prototyping rapidly to stimulate innovative communication. Brandy's gift does just that!

In this program, Graphic facilitator Brandy Agerbeck will introduce graphic facilitation, its benefits and its best practices. She will also introduce some beginner techniques that will help you integrate the visual into your work. Graphic facilitation is the practice of using words and images to create a conceptual map of a conversation. It focuses the group as they work, aiding concentration by capturing and organizing their ideas. Everyone can watch their ideas take shape - a powerful tool of recognition, transparency and accomplishment for group work.

Brandy Agerbeck is a Chicago artist and designer who works in a variety of mediums. For more information visit: <http://www.loosetooth.com>.

Teambuilding - the Racing Metaphor Chicago Indoor Racing (CIR) Staff – Buffalo Grove, IL

Chicago Indoor Racing is one of Chicago's most exiting learning and entertainment complexes. Housed in its 86,000 square foot facility are state of the art conference and meeting rooms, a bar and restaurant featuring an array of award winning culinary delights, full catering facilities and capabilities, alternate gaming and billiards, and of course, two professionally designed Indoor European Kart Racing Tracks.

Participants are divided into teams with all members participating. Groups must use teamwork, creative problem solving and communication skills to be successful, as all races, without exception, are won and lost in the "Pits" during driver changes. Teams must work together to determine the driving order and division of track time, driver lineups, and the timing of their pit stops. Each team must complete preset amount of a designated stops and driver changes, and must assist each other with equipment to ensure that the next driver "on deck" is suited up and ready to race. Teams may nominate "non-driver" roles for those that do not wish sit in the driver's seat, but who want to assist in organization— often a vital role in the success of any team.

The team completing the most number of laps within the given time period will be declared the winner. At the end of the race, CIR will present post race analysis to the top three teams based upon a criteria determined by the Event Organizer and CIR.

Drivers over the age of eighteen will be able to race wheel to wheel in specially designed Indoor Racing Karts that are able to provide a real sense of the thrill and excitement, until now only experienced by professional racing drivers. Participants will be divided into teams with team members participating in various roles, including non-driving support roles. Teams will have to use creative problem solving and communication skills to be successful, as all races, without exception, are won or lost in the "Pits" during driver changes. The CIR staff will facilitate the pre-race orientation on procedures, equipment and safety. Each racing guest will receive fitted safety equipment.

This is not your typical go-cart racing! Check out <http://www.chicagoindoorracing.com> to get a flavor of this fantastic facility in Buffalo Grove. Corporate groups are flocking to the track for spirited fun and incentive events and also for some serious team building experiences.

>>>> NOTE: If you're not interested driving in the race, much of the experience is in the pit, so there is plenty to do without sitting behind the wheel. There is also an *alternate session* during this time slot, presented by Dr Russell Watson – "What Motivates the Professional Facilitator? It's More than Money"!

About the Presentations and the Presenters II

The CIR Staff...

Pre-flight Your Client's Strategy and Preparing for the Unexpected Wayne Stone - (Leadership Action Strategies - Barrington, IL)

Any pilot or aircraft technician will tell you that the key to any successful flight is the pre-flight inspection. But even before the pre-flight, many hours are spent performing periodic maintenance, checking on components that need to be replaced, fine-tuning the aircraft systems, and planning for the "unknown, unknowns."

When you engage a client, you may not specifically be doing strategic planning. But, your ability to quickly diagnose their strategic plan will provide you with valuable insights into how comprehensively and critically they have looked at themselves, their environment, their competitors, and their resources. You won't be able to help them launch their mission if they haven't built a strong, competitive plan that helps them scope and focus on their goals. A "strategic pre-flight" will give you and your client a common basis for understanding what they are about and what you can offer them.

This workshop will help you learn to evaluate whether or not an organization has answered the key questions in preparing for the future. Additionally, it will help you develop a "strategic pre-flight checklist" that will ensure that you both are able to focus on issues critical to mission accomplishment and prepare for change.

Dr. Wayne Stone is currently President of Leadership Action Strategies™ which focuses on consulting and training for senior leaders on effective strategic leadership, organizational effectiveness measurement, quality, and employee empowerment. He has experience in industrial management, aerospace, higher education leadership, banking and sales. Most recently, he was VP of Planning, Quality and Organizational Development at Waubensee Community College in Sugar Grove, IL. As Director of Plans and Operations at the Air Force Institute of Technology (AFIT) in Dayton, OH he consulted widely within the Department of Defense (DoD), local governments, and other organizations on strategic planning and execution, leadership, quality, employee empowerment, and organizational restructuring. He has spoken before a presidential commission on creating organizational cohesiveness and advised the office of DoD Comptroller on implementation of the Government Performance and Results Act of 1993. He is an advisor on quality and accreditation issues for the Higher Learning Commission of the North Central Association and acts as a Strategy Forum Facilitator and Systems Portfolio Review team leader for the Academic Quality Improvement Program (AQIP). He is a retired Air Force Lieutenant Colonel with many years experience in aircraft maintenance and worldwide logistics management.

Post-race De-briefing and Analysis Midwest Facilitators' Network Board Members

MFN board members will facilitate brief post-race debriefing exercises, taking a look at manifestations of healthy and unhealthy competition within the race and within organizations.

MFN Board Members (Dan Heck & Paul Collins)

About the Presentations and the Presenters III

Prologue - Racing as a Metaphor for Teambuilding in Organizations Anthony "Tony" Stewart - Founder, Chicago Indoor Racing – Buffalo Grove, IL

Tont Stewart, the owner of Chicago Indoor Racing, has agreed to be part of our program! Tony has developed a blockbusting business in this unique facility. Chicago Indoor Racing is one of Chicago's most exiting learning and entertainment complexes. Housed in its 86,000 square foot facility are state of the art conference and meeting rooms, a bar and restaurant featuring an array of award winning culinary delights, full catering facilities and capabilities, alternate gaming and billiards, and of course, two professionally designed Indoor European Kart Racing Tracks. Tony also has great insights on today's innovative business challenges using a racing metaphor.

Without trying to put too much into a description, racing is dynamic – every lap is different and no two races are the same. There are numerous parallels to the Corporate World. To be successful you have to be innovative and prepared to seize opportunities as and when they present themselves. Some of these opportunities can be anticipated by following another driver and watching for mistakes/driving patterns that can be capitalized upon, others appear in an instant as one driver makes a mistake and you have to react quickly enough to capitalize on that mistake without becoming part of the consequence!

That said, you need to drive within the laws of physics – innovation behind the wheel will not be enough to get you around a corner in defiance of the basic laws of physics! One driver will often reel in another very quickly and then sit right on his tail, unable to pass. This is simply because he didn't plan where and when to catch up with his adversary; he simply got there as fast as he could and then decided to started to figure out how to pass him. The problem is, his speed will often be dictated by the driver in front as he sits on his tail, brakes when he brakes, skids when he skids and is always on the gas just that little bit later. Furthermore, if the pursuing driver attempts a pass that really isn't on he has shown his hand and the driver in front will often adopt a defensive strategy, thus making the job of passing even harder.

What really needs to happen in racing, as in business, is a planned attack; adjust your closing speed in order that you catch the driver (or competition) at a point on the track (or in the market) where you are confident that you can pass. Once in a position to make the pass, in the words of NIKE, "just do it", don't hesitate or falter or the pass will likely fail. It's all about recognizing/anticipating the window of opportunity (before it opens), having the resources to take advantage of the opportunity (speed/track position) and then committing to the plan before the window of opportunity slams shut in your face.

Furthermore, just because a window of opportunity opens, it does not automatically follow that you are in a position to take advantage of it – many drivers have neither the track position or speed to take advantage of an opportunity yet cannot resist the temptation and subsequently botch the move that was never a realistic opportunity given their available resources (speed/track position).

It doesn't take long to realize that the parallels are numerous and thought provoking.

Anthony "Tony" Stewart...

About the Presentations and the Presenters IV

What Motivates the Professional Facilitator? It's More than Money! Dr Russell Watson - (Target Consultants, Inc - Oswego, IL)

What are your own internal drives and motivators? DISC, MBTI, 16-PF and other instruments describe how someone does their job, i.e., the observable behavior, or ways of thinking. Values, drives and motivators explore why you do what you do, and illuminate the long-term, intrinsic motivators in all of us. That's what this session will explore. The background research of this design has been featured in the New York Times, Wall Street Journal, and on national radio and television programs. Dr. Russ Watson has presented this material in: Amsterdam, Baku (Azerbaijan), Hilo, Istanbul, Munich, Potoroz (Slovenia), San Juan, Stockholm, Sydney, Warsaw, and now, in Buffalo Grove!

All participants (including those who attend Track 2A) in this MFN Conference will receive a complimentary "Workplace Motivator" report. Instructions will be sent after you register.

Find out about your own "Workplace Motivators" through a unique on-line instrument that yields a 24 page report on the strengths you bring to the facilitating enterprise. It's based on over 25 years of successful deployment in organizations and has a database of over 250,000 respondents.

The Six Values / Drives / Motivators:

<u>Motivator</u>	<u>Drive for</u>
Theoretical	Knowledge
Economic	Money & resources
Aesthetic	Form & Harmony
Altruistic	Helping others
Individualistic	Uniqueness & influence
Regulatory	Order & Structure

This will be a highly interactive session, and largely based on the results of your instrument, so bring your report along and share the info with others. Lots of group activities using the information, some cooperative and also some competitive activities... something for everybody. (Some magical effects interspersed to create a visual metaphor of the importance of understanding Workplace Motivators. Explore strategies for creating dialogue around workplace values, including specific, practical techniques and tools to help individuals and teams examine and share assumptions/beliefs that promote or derail effective problem solving and decision-making. Different roles of team leader, internal and external facilitators in the dialogue process also will be examined. You'll receive a 24-page report (Note: This is available to ALL participants at the October 16th conference, not just those attending this session. Retail cost of the report is \$85.), you'll also receive a Values-Driven Teams Workbook with many, many activities you can use with your clients, even if you don't use on-line instrumentation.

Learning Objectives

- Explore critical and practical research findings about the importance and impact of workplace values in building solid foundations for group problem solving and decision-making
- Investigate and practice strategies and tools for creating dialogue around workplace values that help individuals and teams express and share their assumptions and beliefs
- Examine importance of facilitators' reflections on own values in working effectively with individuals, teams, and organizations
- Discuss different roles of team leader, internal and external facilitators in the dialogue process

Dr Russell Watson has presented speeches and workshops that have received standing ovations from audiences of over 3,000. He offers a variety of topics on behavioral sciences, workplace values, team-building, and psychological profiling. He is consistently ranked as one of the top presenters at conferences and trade conventions internationally including: Australia, Azerbaijan, Caribbean, Germany, Holland, Pacific Islands, Poland, Sweden, and Turkey. Three decades of experience in consulting and education, and formerly a Professor of Instructional Psychology at Wheaton College.

About the Presentations and the Presenters V

Watson's research has been featured in the NEW YORK TIMES, WALL STREET JOURNAL, LOS ANGELES TIMES, CHICAGO TRIBUNE, and on national radio and television programs. He has written journal articles, and psychology, sales, and team-building workbooks for nationally known publishers. Member of: American Psychological Association, and National Speakers Association among others.

His industry-specific seminars show professionals in sales, customer service, and technical support how to better understand themselves and their customers for increased effectiveness. Watson's research on Workplace Motivators spans over two decades, and has gained wide acceptance across the country. The unique reports are used in pre-hire screening, team-building, management, and training models internationally. The reports provide detailed information on HOW a person completes the job (behavioral style), WHY they do what they do (values), and the perceived CULTURE in which they do the job, resulting in increased effectiveness and optimal human performance. For eight years Dr. Russ Watson was seen weekly in Chicago as News Anchorman for the NBC-TV (WMAQ) "EVERYMAN" program. He has also been Producer and Host of the NBC-FM (WKQX) "OPEN CIRCUIT" radio program, both sponsored by the Church Federation of Greater Chicago.

MindSights' Consultants On-Demand – Facilitated Thinking Technology Dennis Heindl (Nth Degree Software Solutions - Greendale, WI)

MindSights is a unique suite of workforce development products that amplify natural thinking abilities. This *Facilitated Thinking Technology* improves the thinking productivity of knowledge-workers in much the same way that the assembly line improved the labor productivity of manual-workers. This session will examine selected applications from MindSights' Consultants On-demand" application suite.

These "thinklet"-driven applications function like hired consultants who deliver advice by asking the right questions, recommending the right tools, and offering successful methods and insights. For example, a person can take Six-Sigma training that lasts 10 to 20 days, over a 2 to 4 month period, at costs ranging up to \$40K. Alternatively, they can immediately begin to use the Six-Sigma "Consultant On-demand" product that emulates the knowledge, skills and abilities of a Six-Sigma black belt and be continuously mentored in Six-Sigma as though they gone through the training.

Another example would be in the area of Strategic Planning. Strategic planning is the process of determining your business/organization's long-term vision or goals and how to fulfill them. Its purpose is to provide a **framework for decision making** on what short/long-term actions are important to achieve organizational success. The MindSights agenda follows a six step (task) process that uses strategic planning tools, techniques and questions commonly asked by skilled planners. Since every situation is different, it is not necessary to answer every question or complete every template, but options are there for one to choose paths that best fit planning needs. Yet another example would be the MBA Mentor, a 425-page hypertext database containing 175 thinklets and over 500 key facilitator questions (condensed from over 25,000 pages of research materials).

Thinklets are organized in ways to quickly help you find the right question to ask or tool to use. In many ways, they are like a small wikipedia. Thinklets are cognitive tools that can be as simple as a power question, a small template/worksheet, or a thinking technique. The difference between a Thinklet vs. a Template/Worksheet is thinklets are designed with embedded intelligence, typically facilitator questions. A template now becomes a "mentor" that helps guide the user. The goal is to embed as much of a human consultant into thinklets as possible.

Dennis Heindl is a systems designer specializing in development of problem-solving and cognitive software. In 2001, he founded Nth Degree Software, Inc. on the vision that technology is central to enhancing human thinking potential. Supported by a rare grant from the US Department of Education, his company's revolutionary 'facilitated-thinking environment' software is now starting to get recognition. The company's recently completed flagship product, called MindSights, is also being well received in the marketplace. Prior to founding Nth Degree, Mr. Heindl had 30 years of multi-disciplined business work experiences with AT&T and Ameritech. Mr. Heindl received an MBA degree from the University Wisconsin - Milwaukee, and an undergraduate degree from Marquette University. For more information visit: <http://www.nthdegreesoft.com>