

**ENGINEERING AND TECHNOLOGY MANAGEMENT PROGRAM
EXECUTIVE-IN-RESIDENCE SEMINAR SERIES**

**PRESENTED BY
Tammy Berberick**



Ms. Berberick is a successful MBA with over 25 years of multi-functional experience across finance, information technology, human resources, strategy and sales operations. She has a proven track record of success in enhancing corporate value by influencing and executing strategic changes across corporations, business units, and functional groups. Ms. Berberick is currently the part owner and Chief Operating Officer for a start up software company located in Colorado, **RouteToI**. She is the former president of Focus on Execution, a consulting firm that helps companies sharpen their business focus and improve their overall profitability. A visionary with strong analytical skills who builds, leads, and motivates high-performance teams to deliver on business objectives, Ms. Berberick is an expert at knowing how to execute and deliver results.

Seminar Topics

- September 8 The Leadership Practices Inventory
- September 29 Challenging the Process
- October 6 Inspiring a Shared Vision
- October 20 Enabling Others to Act
- November 3 Modeling the Way
- November 17 Encouraging the Heart & Bringing it all Together

All seminars are held from 4:30 to 5:45pm in Hill Hall 202. See reverse side for more information. This seminar series is free and open to the public.

Call Kathleen Martin at 303-273-3482 for directions and a visitor parking pass to park on campus.

Questions? Contact: Michael Walls, Professor and Chair, Engineering and Technology Management Program
Phone: 303-273-3492 Email: mwalls@mines.edu

September 8, 2009 The Leadership Practices Inventory

In this session, you will analyze your personal results from the online LPI-Leadership Practice Inventory Tool by Kouzes & Posner. We will overview the five fundamental practices of exemplary leadership and you will begin to identify your leadership strengths and opportunities for improvement. Each session will provide specific suggestions and tools on how to improve in each of the five critical leadership practices. At the end of the sessions, participants will have completed their personal vision statements and development plan.

September 29, 2009: Challenging the Process - Karen Padgett (guest speaker)

Leaders search for opportunities to change the status quo. They look for innovative ways to improve the organization. They take risks and learn from their mistakes. Karen Padgett will share her learnings as she went from an employee, to a start up CEO, to a significant recapitalization of her company. She is a role model for challenging the process and continuous improvement.



Karen Padgett, President and Founder Novus Biologicals, Inc (www.novusbio.com), founded Novus in 1996 and has grown from a one person company to a company of over 40,000 products that support biological research. Karen received her MBA from The University of Chicago Graduate School of Business and a B.S. in Microbiology from Indiana University.

October 6, 2009: Inspiring a Shared Vision - Tim Wolf (guest speaker)

Leaders envision the future and create a unique picture of what the organization can and will be. Through their passion and enthusiasm they enlist others to pursue the dream with them. During this session, Tim Wolf, will share how MolsonCoors developed its vision and the dynamic impact it had on the organization and overall results of the company. Tim is a role model for thinking big, building a dynamic team, and focusing on winning.



Tim Wolf is the Chief Integration Officer of MillerCoors Brewing Company, the new joint venture of Molson Coors Brewing Company and SABMiller. Prior to joining MillerCoors Brewing Company, Mr. Wolf was the Global Chief Financial Officer of the Molson Coors Brewing Company. Prior to coming to Colorado, he spent 10 years at PepsiCo and also was the Senior Vice President of Euro Disney. Tim graduated from Harvard College with a BA in economics and an MBA in Finance and marketing from the University of Chicago Graduate School of Business.

October 20, 2009: Enabling Others to Act

Leaders foster collaboration and build great teams. They strengthen others, making each person feel capable and powerful to “own” the task/project they are assigned. During this session we will explore (and experience) coaching tools--leader as coach and better understand how best to communicate with different styles.

November 3, 2009: Modeling the Way

Leaders create standards of excellence and set an example for others to follow. They walk the talk and build trust and respect. During this session, we will discuss and experience various tools for management excellence: Performance Management and Effective Meetings. We will also explore and begin to draft our personal values.

November 17, 2009: Encouraging the Heart & Bringing it all Together

Leaders make people feel like heroes and they recognize the contributions that individuals make. During this session, we will explore best practices for recognition and how to give feedback to employees. We will integrate all of our session learnings and commit to our personal actions as leaders.