
Continue your learning in management.

Be a part of **The Great Managers Program for Dentists**, a joint
venture of

Evergreen Consulting Group and The Gallup Organization.

Wed., March 18 to Sat., March 21, 2009



Great managers lead with their strengths! You'll learn how to integrate your strengths into your management role.

The Great Managers Program (GMP) for Dentists is a personalized 3-day management experience designed to help dentist-managers develop their unique management style and maximize the performance of their team. Participants learn to apply more of who they naturally are to their daily work environment. Throughout the program, dentists explore their own talents, the quality of the work environment and winning management concepts and strategies that can be incorporated into the workplace. The program utilizes a combination of e-learning, classroom time, group activities and discussion, and one-on-one coaching sessions with a Gallup consultant.

KEY COMPONENTS

1. Learn from Top Managers. The Gallup Organization has interviewed more than 80,000 successful managers to find out what great managers have in common. Gallup's highly interactive management program is built around the wisdom of these exceptional managers in the areas of selecting, motivating, retaining and developing people. Participants discover ways to enhance their personal management style by learning from the unique perspective and strategies of these successful managers.

2. Understand Your Unique Strengths. The Great Managers Program for Dentists is designed to help dentist-managers develop a better understanding of their talents and how to build those talents into strengths for greater impact.



StrengthsFinder Assessment and E-Learning: Prior to attending the program, participants complete the StrengthsFinder talent assessment and take part in an e-learning experience that is customized on the basis of their own StrengthsFinder results. The StrengthsFinder is a Web-based talent assessment tool that takes approximately 30 minutes to complete. Upon completion of the StrengthsFinder, participants receive their Theme Signature Report that provides feedback on their five most dominant strengths. They then proceed into the "DiscoverYour Strengths" e-learning course customized around their five most dominant strengths.

Upon completion of the required e-learning modules, participants can access their Theme Sequence Report that lists all 34 themes in their order of dominance. This report helps managers become more aware of the full range of their talents, as well as areas of non-talent. Optional courses for each theme teach strengths concepts related to developing their own strengths and the strengths of others.

One-on-One Coaching Sessions: During the program, participants benefit from one-on-one coaching sessions with a Gallup Consultant. Time is spent discussing strategies for leveraging the manager's strengths to build a stronger, healthier and more productive workplace.

3. Build a Great Place to Work. Data is gathered through Q12 Survey and provides participants with feedback on their team's perceptions of the workplace on 12 key items. These items have shown high correlation to business outcomes like productivity, profitability, retention and customer satisfaction. The Q12 feedback provides managers a means to measure the quality of the workplace environment using data specific to their workgroup.

4. Enhance Individual and Team Effectiveness: Activities and tools will be provided that can be utilized in the workplace to enhance individual and team effectiveness. One of the most effective of these tools is the Gallup 4 Keys Coaching Guide. This tool provides insights for managing team members more effectively by identifying each individual's unique talents, relationship needs, sources of motivation and preferred kind of recognition.

5. Access the E-Learning Course for One Year. Participants have access to the Discover Your Strengths e-learning course resource for one year. Gallup will also provide each participant with a complementary subscription to the on-line *Gallup Management Journal*, also designed for ongoing learning.

PROGRAM SCHEDULE AND TUITION:

The program will be conducted on March 18-21, 2009 at the Gallup Riverfront Campus located in Omaha, Nebraska. The session begins on Wednesday, March 18th at 1:00 PM and concludes at 12:00 noon on Saturday, March 21st. The program will be limited to 30 participants. Tuition for this Great Managers Program for Dentistry is \$4,250. Due to necessary financial arrangements with Gallup, a 50% deposit is due with your reservation to participate. The remaining 50% is due on or

before December 1, 2008. Should you cancel after December 1, 2008, 50% of the total tuition will be forfeited.

FOR MORE INFORMATION AND TO REGISTER CONTACT:

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