

Program Guide & Speaker Package

In2:InThinking Network 2006 Forum

Friday, March 31, 2006, Hilton Woodland Hills

- 4:00 - 7:30 pm Registration
- 4:00 - 6:00 pm Reception
- 6:00 - 7:30 pm Dinner
- 7:30 - 8:30 pm Reception Keynote: *One GIANT Leap for Mankind*, George Hopson

Saturday, April 1, 2006, Hilton Woodland Hills

- 7:00 - 8:00 am Registration and Continental Breakfast
- 8:00 - 8:30 am Welcome and Opening Remarks
- 8:30 - 9:45 am Opening Keynote: *Mistakes that Managers Make*, Russell Ackoff
- 9:45 - 10:15 am Break
- 10:15-11:30 am First Triple-Track Session
 - Room A, *The Deadly Disease of Conformity - How to Explore Outside the Box*, Bill Cooper & John Duddy
 - Room B, *Having Fun With Performance Appraisals*, Dick Steele
 - Room C, *Daring to Explore – Creating Schools as Learning Organizations*, Micah Fierstein
- 11:30 - 1:00 pm Lunch, including time for Working Together and “Speaker Q&A” Sessions
- 1:00 - 2:15 pm Midday Keynote: *Defining Public Health as a Public Health Problem*, William Glasser
- 2:15 - 2:30 pm Transition Time
- 2:30 - 3:45 pm Second Triple-Track Session
 - Room A, *Is the Brick House REALLY Safe From the Big Bad Wolf*, Steve Buchanan & Shirley Gordon
 - Room B, *Exploring Inner Space*, Joseph Parent
 - Room C, *What Really Stops Us From Creating Together*, Lynn Sumida
- 3:45 - 4:00 pm Transition Time
- 4:00 - 5:00 pm In2:InThinking Networking Session
- 5:30 - 6:00 pm No Host Happy Hour (pay bar)
- 6:00 - 7:15 pm Dinner
- 7:15 - 7:30 pm Transition Time
- 7:30 - 8:30 pm Saturday Evening Keynote: *Silent Leadership*, Peter Collis

Sunday April 2, 2006, Hilton Woodland Hills

- 7:00 - 8:00 am Continental Breakfast
- 8:00 - 8:15 am Opening Together
- 8:15 - 9:30 am Sunday Morning Keynote – *Learning from (and for) the Future Together – Building Capacity for Inspired*, Sherry Immediato
- 9:30 - 10:00 am Break
- 10:00-11:15 am Practitioner’s Panel: *Daring to Explore Together*, Jon Bergstrom, Steve Buchanan, Kelly Harris, and Joe Onstott
- 11:15-12:00 pm Leading Together



In2:InThinking Network

Russell Ackoff – Saturday, 8:30 – 9:45 am, Keynote

The Biggest Mistakes Managers Make

Abstract: All through school we are taught that making a mistake is a *bad thing*. We are downgraded for them. When we graduate and enter the real world and the organizations that occupy it, the aversion to mistakes continues. As a result one tries either to avoid them or, if one is made, to conceal it or transfer blame to another. We pay a high price for this because one can only learn from mistakes; by identifying and correcting them.

The reluctance of an organization to make changes that involve a risk results in a future that happens to that organization, over which it has little control. The willingness to make changes that involve a risk enables an organization to have a major role in creating its future.



Russell Ackoff is the Anheuser-Busch Professor Emeritus of Management Science, the Wharton School, and Distinguished Affiliated Faculty, Center for Organizational Dynamics, both at the University of Pennsylvania. Prior to retirement from Wharton in 1986 he was Chairman of the Social Systems Science Department and Director of The Busch Center for Systems Research. He authored twenty two books: most recently *Beating the System* with Sheldon Rovin (Berrett-Koehler, 2005), *Redesigning Society* with Sheldon Rovin (Stanford University Press, 2003), *Re-Designing the Corporation* (Oxford, 1999), and *Ackoff's Best* (Wiley 1999). He has also published more than 200 articles. A former president of the Operations Research Society of America, vice president of the Institute of Management Sciences, and president of the Society for General Systems Research. He has also received six honorary degrees and is a member of the Academy of Natural Sciences for the Russian Federation and The International Academy of Management.

Russell Ackoff – Saturday, 8:30 – 9:45 am, Keynote

Steve Buchanan – Saturday, 2:30 – 3:45 pm, Room A

Is the Brick House REALLY Safe From the Big Bad Wolf?

Abstract: The insurance industry is flush with relatively young, nimble niche marketers, poised to grab market share from a handful of longtime, stable providers. In order to maintain its market position, State Farm Insurance is working to change its thinking and improve its processes. In this session you will hear from an executive and a performance consultant who are facing the challenges of culture, competition and legislation while helping their company succeed.

Steve Buchanan is a Business Performance Consultant with State Farm Insurance Company in Bakersfield, California. Originally from Alabama, where he started his career, Steve has worked with State Farm for over 19 years. His background includes work as a project manager, business analyst, supervisor, and consultant. His current duties are supporting performance improvement for State Farm California through disciplined process and improved thinking.



Steve Buchanan – Saturday, 2:30 – 3:45 pm, Room A

Peter Collis – Saturday, 7:30 – 8:30 pm, Keynote

Silent Leadership

Abstract:: Peter believes that managers in all areas can learn much from the arts, and that the lessons of Dr. W. Edwards Deming can, and should, be applied in many different ways. Much of the work of a leader is done without words, and the conductor's role may be described as; creating possibilities, providing leadership to the performers, inspiring them during rehearsals, making instant managerial decisions during the performance, and communicating, without words, those decisions to the performers.

Peter believes that this is all directly relevant to building the capacity of daring to explore and, in a light-hearted practical session, will explore with us the results of both his research and his own practical work.

Peter Collis has a fascinating triple track career; as a manager, as an educationalist, and as a conductor. The linking factor is the practical application of Deming's philosophy, which has also been the focus of his research.

At Leeds University he has introduced Deming's philosophy into the curriculum of the School of Performance and Cultural Industries, and into its management. He is Musical Director and Principal Conductor of Sheffield Bach Society, and will come to the Forum having just conducted Bach's St Matthew Passion.

Peter's early career as a schoolteacher led to groundbreaking music education projects in choral music, including pioneering links between professional musicians and schools. He ran a professional choir, and founded Cockpit Opera, which led to the development of Opera in Education throughout the UK. He conducts throughout the UK and Europe, and worked for many years in former Yugoslavia running an international choral festival.

He was a Research Fellow at City University, and then worked at London's Barbican Centre, responsible for the Special Events programme. Among the more memorable events he planned for Mozart's bicentenary were 800 flautists playing the overture to The Magic Flute, and an international billiards tournament. Since then Peter has been Chief Executive of a regional chamber orchestra, and run an opera company and a music theatre company. His work in all these organisations concentrated on placing quality at the heart of the strategic thinking, and in developing partnerships.

His publications range from opera and choral music to the management of arts organisations, and educational texts. His conducting can be heard on 25 CDs, and on a Video recording of Mozart's The Marriage of Figaro.



Peter Collis – Saturday, 7:30 – 8:30 pm, Keynote

Bill Cooper – Saturday, 10:15 – 11:30 am, Room A

The Deadly Disease of Conformity – How to Explore Outside the Box



Abstract: This presentation will explore the realities that we face every day in a large organization. While the organization promotes order and structure most real creativity comes from those who are not bound to the past ways of thinking. These creative individuals are willing to take risks to create new organizational realities.

Many organizations are risk adverse. The questions the leaders ask, the focus during reviews on the things that are not going well (yellows and reds only!) cause the thinking to shift to risk adverse. Blame others, not step out of the box and take little risk. There are some leaders within organizations who see the possibilities of non-conformity. The questions they ask, the opportunistic thinking they promote result in a long term improved result. Sure there are issues, but the energy is spent on solving them.

These individuals, and groups, are driven to achieve visions that will allow for a future state, as yet not formulated or established. These are not organizational revolutionaries. They just see that with the proper thinking they can help create a new model for future accomplishments. Their thinking follows their visions and their thoughts are on possibilities and probabilities, not impossibilities.

This session will outline some strategies to help create new energies within you. This session will help you to recognize the danger of conformity in your self and your organization. It will help you see the value of inthinking and recognize "being the best you can be" comes from personal thoughts and actions.

Mr. Cooper has over thirty years experience in the aircraft manufacturing and maintenance field for the U. S. Navy industrial community. He has served as the Production Department Head, Aircraft Engineering Director, and the Production Planning and Inventory Control Department Head. In addition, Mr. Cooper was the Managing Director for Facilities Planning and Industrial Engineering for the Naval Aviation Depot, San Diego, California.

Bill met Dr. W. Edwards Deming in 1981 and became attracted to his Theory of Management. They were friends until Dr. Deming's death. Bill instituted the Deming Management Method at the North Island Depot and is a founder of the first Deming User Group in the United States.

Mr. Cooper has a Masters Degree in Business and Operations Analysis from National University. He was an Adjunct Professor at National University where he taught Small Business Development and Management and Organization. He currently is a professor for the National Graduate School where he teaches Benchmarking and Malcolm Baldrige assessments. In addition Mr. Cooper is a Special Project Assistant to Congressman Duncan Hunter, where he specializes in Homeland Security issues. Added distinctions are his listing in "Who's Who" in the Manufacturing Industry and "Who's Who" in the West. Bill is also past President of the San Diego City Schools Committee on Special Education and co-founder of Recreation Services for the Handicapped, INC.

Bill and his wife Kaye live in San Diego, California where their two sons and a daughter also reside.

Bill Cooper – Saturday, 10:15 – 11:30 am, Room A

John Duddy – Saturday, 10:15 – 11:30 am, Room A

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John Duddy is the Program Director for the GPS II F Program. He has served in this position since May, 2005. In this role Duddy leads an organization that support GPS IIF Development and Production for the Space Vehicles along with Control Segment upgrades for the GPS Ground System. He also leads the team supporting GPS IIA. Prior to this, John was the Director, Integrated Product Team, Delta Vehicles with the Expendable Launch Systems Business at Boeing – Huntington Beach. Duddy led an organization that included all manufacturing, supplier management and the Vehicle Integrated Product Team at the Boeing facilities in Huntington Beach, California, Pueblo Colorado and Decatur, Alabama.

John transferred to Huntington Beach from Boeing, Canoga Park as the Division Director of Operations at Rocketdyne Propulsion and Power. Prior to this assignment John was at Stennis Space Center in Mississippi to construct and start up the RS-68 Engine Final Assembly Facility. Prior to this John was the Director of Facilities and Plant Operations at Boeing Canoga Park. Before coming to Rocketdyne, John worked for the Tactical Systems Division in Duluth, Georgia in various leadership assignments in Manufacturing and Facilities. He was recognized in 1994 as the Leader of the Year.

John graduated from the Georgia Institute of Technology in 1980 with a degree in Industrial Engineering. John serves as the Boeing member on the Industry Advisory Board for the School of Materials Science and Engineering at Georgia Institute of Technology.

Micah Fierstein – Saturday, 10:15 – 11:30 am, Room C

Daring to Explore – Creating Schools as Learning Organizations

Abstract: Schools like many organizations find themselves living in two paradigms. The first is the Newtonian (mechanical) paradigm – one of certainty, fragmentation and hierarchy. The second paradigm is a Quantum (living system) paradigm – which is open, responsive and fluid. The mechanical model of linear predictability is reaching the limits to its success. This can be seen on many levels. The dilemma schools, non-profit and for-profit organizations face is that the migration path to a living system model is still being discovered. This presentation will explore three big ideas that are helping schools become learning organizations, so they can adapt to the global acceleration of knowledge creation along with increasing internal and external pressures. These three big ideas have relevancy for any individual, department, team, or organization that seeking to build its capacity and to fulfill their purpose in these times of rapid change.

Micah Fierstein, Director of the Change Institute, has been helping transforming the learning cultures of schools and classrooms for 28 years. He founded the Change Institute in 1994 to provide educators coaching and access to leading edge organizational learning tools. Micah is a contributor to: Schools that Learn: Fifth Discipline Fieldbook for Educators, Parents, and Everyone Who Cares about Education, He has presented in national and international conferences such as the SoL Global Forum in Austria and Finland, The National Council on Staff Development, The Association of Supervision and Curriculum Development, The International Systems Dynamics Society and The Shambhala Institute for Authentic Leadership.

Micah is a member of the Society of Organizational Learning. His background includes elementary school teaching, elementary and secondary administration, and university teaching. Micah received his Masters Degree in Education from Harvard University and his Doctorate from Oregon State University.



Micah Fierstein – Saturday, 10:15 – 11:30 am, Room C



In2:InThinking Network

William Glasser – Saturday, 1:00 – 2:15 pm, Keynote

Defining Mental Health as a Public Health Problem

Abstract: The only mental health problem we have not been able to come close to solving is our inability to get along with each other to the extent we want. There are four major situations in which this problem consistently causes widespread destruction: marriage, child rearing, school and the workplace. In his presentation, Dr. Glasser will explain that as long as we continue to define mental health as an individual problem as we have for centuries, we not only won't solve it, we will increase it. We need to begin dealing with it as a widespread public mental health problem that is destroying relationships throughout every organization, so managers will finally gain the tools they need to cope with it successfully.



Dr. William Glasser is a renowned psychiatrist, lecturer and author of more than twenty books, including **Warning, Psychiatry Can be Hazardous to Your Mental Health, For Parents and Teenagers, Every Student Can Succeed, Counseling with Choice Theory, The New Reality Therapy, Choice Theory, and Getting Together and Staying Together.**

He is the founder and president of The William Glasser Institute, an international organization that provides training in Choice Theory, Reality Therapy, quality performance in schools, and lead-management in the workplace.

Educated at Case Western Reserve University, he became board certified in Psychiatry in 1961. Dr. Glasser's current emphasis is on helping people to improve their own mental health, as explained in his 2003 book, **Warning, Psychiatry Can be Hazardous to Your Mental Health.**

Dr. Glasser maintains a very active schedule and is a much sought-after speaker. Dr. Glasser has been listed in Who's Who in America since the 1970's. In 1990, he received an honorary *Doctor of Humane Letters* from the University of San Francisco and is presently an adjunct professor at California State University, Northridge. In March of 2003, he was presented with the ACA Professional Development Award, which recognizes the significant contributions he has made to the field of counseling throughout his professional career. In April of 2004, The American Counseling Association presented him with the "A Legend in Counseling Award" for the development of Reality Therapy. In January of 2005, the American Psychotherapy Association presented Dr. Glasser with the prestigious Master Therapist designation, the highest honor that can be bestowed upon a member.

William Glasser – Saturday, 1:00 – 2:15 pm, Keynote

Shirley Gordon – Saturday, 2:30 – 3:45 pm, Room A

Is the Brick House REALLY Safe From the Big Bad Wolf?

Abstract: The insurance industry is flush with relatively young, nimble niche marketers, poised to grab market share from a handful of longtime, stable providers. In order to maintain its market position, State Farm Insurance is working to change its thinking and improve its processes. In this session you will hear from an executive and a performance consultant who are facing the challenges of culture, competition and legislation while helping their company succeed.



As Vice President of Operations, Shirley has overseen the service and underwriting functions of the Property Casualty business for State Farm Insurance in California along with our Diversity Council over the past 10 years. In 2001 - 2003 she led a team of 30 overseeing State Farm's California Change Initiative and Continuous Renewal where the Zone was undergoing restructuring and consolidation of operations and offices across the state. She is currently responsible for our Human Resources, Learning & Development, Leadership Academy, Administrative Services, Finance, Agency Services and Management Planning and Information departments. She continues to lead the Zone's continuous improvement work.

A native of Alabama with a BS from Hampton University and MBA from Illinois State University, Ms. Gordon began her career with State Farm in 1973 as an accounting intern at the company's home office in Bloomington, Illinois. Over the past 31 years she has held numerous operations positions including accounting, management planning and information, and division management.

Ms. Gordon is active in the community and serves on the boards of the Sonoma-Mendocino-Lake Counties United Way, the Northern California Center for Wellness, the School of Business and Economics Advisory of Sonoma State University, and trustee for the Santa Rosa Memorial Hospital Board. Shirley is a Sunday School teacher and Director for the Rites of Passage Mentoring Program at the Santa Rosa Community Baptist Church. Shirley is also 1st Vice President for Alpha Kappa Alpha Sorority – Kappa Beta Omega Alumni Chapter.

Her passion is in helping to build stronger communities and families. "The youth are important to me ... they are our future. As a community leader, I am committed to being a positive role model for our young people. Together, we can influence their lives by providing experiences and tools to help them realize their full potential."

Shirley is the recipient of numerous awards including the 2002 Sonoma County Women in Industry (WIN), 2003 Leadership California Community Award, 2003 North Bay Insurance Professional Award and 2004 James E Coffee Human Rights Award in Sonoma County.

Shirley Gordon – Saturday, 2:30 – 3:45 pm, Room A

Sherry Immediato – Sunday, 8:15 – 9:30 am, Keynote

Learning from (and for) the Future Together – Building Capacity for Inspired Performance



Abstract: We are all trained to learn from the past – what does it mean to learn from the future? This session will feature a summary of SoL's latest work – an update on *Presence: Human Purpose and the Field of the Future* by Peter Senge (author of *The Fifth Discipline*), C. Otto Scharmer, Joseph Jaworski, and Betty Sue Flowers.

Accessing our capacity for stillness and being present to what is emerging may well be the most powerful tool we have individually and collectively to create the world anew by serving as a powerful catalyst for both collective intelligence and wisdom. Developing this capacity is one area of applied learning for SoL, the Society for Organizational Learning, which is focusing on tri-sector collaboration (business, government, and civil society). **SoL** the former MIT Center for Organizational Learning, is a non-profit global membership organization that connects researchers, organizational leaders, and consultants in over thirty communities of practice around the world.

Founded in 1997, SoL's purpose is to create and implement knowledge about fundamental innovation and change. By providing supportive structures and training, SoL enables individuals and institutions to expand their capacity for inspired performance and meaningful impact, creating results together that they could not create alone. (See www.solonline.org.)

Sherry Immediato is managing director and president of the Society for Organizational Learning. She is also an experienced organizational consultant and founder of Heaven & Earth Incorporated. Her priority is to support those she works with in being true to their highest aspirations while being fully grounded in the realities of their current situation. Her special focus is developing the habits, skills and infrastructure that **produce desired results as simply as possible**.

Ms. Immediato is a founding member of SoL and served as Co-Chair of the Council of Trustees from 2000-2001. She is also Treasurer (and former Chair) of the Board of the Northeast Foundation for Children. (www.responsiveclassroom.org) She was a member of the Consortium on Productivity in the Schools, sponsored by Columbia University Teachers College and co-author of *Using what we have to get the schools we need: A productivity focus for American education*. She is the co-author of *Creating Integrated Care and Healthier Communities*, a computer simulation and learning experience for health care leaders sponsored by the New England Healthcare Assembly, Innovation Associates and the American Hospital Association.

Prior to joining the SoL staff, she founded Heaven & Earth Incorporated in 1996. She has consulted to teams and organizations who have determined that change capability and organizational learning skills are essential for dealing with a current challenge and are generally a strategic imperative. Her clients have included public sector and non-profit enterprises in health care, education, and other areas of community service, in addition to divisions of Fortune 500 corporations.

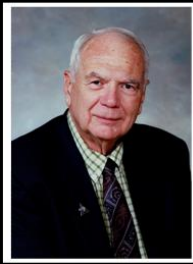
Ms. Immediato has Masters degrees in Business Administration and Public Policy from Harvard University, and is A.B.D. in Organizational Behavior at the Harvard Business School. Her research has focused on the natural cycles of change in organizations and how we can work with these forces rather than against them as both managers and individuals.

Sherry Immediato – Sunday, 8:15 – 9:30 am, Keynote

George Hopson – Friday, 7:30 – 8:30 pm, Keynote

One GIANT Leap for Mankind

Abstract: In this opening keynote presentation, George Hopson will reflect on the history of rocket propulsion, from lows to highs, from Robert Goddard to Werner Von Braun and beyond, from one small step for man to one GIANT leap for mankind.



George Hopson doesn't consider himself a rocket scientist. He claims to be "just a mechanical engineer who likes to analyze how things work." And he's been doing just that for 40 years at NASA's Marshall Space Flight Center in Huntsville, Ala.

Those four decades of contributions to America's space program were recognized recently when Hopson, manager of the Space Shuttle Main Engine Project at the Marshall Center, accepted NASA's Distinguished Service Medal the highest honor NASA confers. NASA's Distinguished Service Medal is awarded to those who, by distinguished service, ability — or courage, have made a personal contribution to the NASA mission.

Hopson's contributions to America's space program include work on the country's first space station, Skylab; the world's first reusable spaceship, the Space Shuttle; and the International Space Station. At 78, Hopson could easily leave NASA behind to be a "gentleman farmer" on his nearby farm. Instead, five days a week he heads for his sixth-floor Marshall Center office to deal with a \$300 million project and to oversee more than 100 civil service and 1,800 contractor employees — spread from Alabama to Florida, Mississippi and California.

Hopson is responsible for the design, manufacture and operation of the Space Shuttle Main Engine, the most advanced liquid-fueled rocket engine ever built. His responsibilities include maintaining an inventory of flight-ready engines, as well as design, development, production and implementation of upgrades to the Shuttle's engines to increase safety and reliability of the Shuttle system. "Every day brings something different, a new challenge," Hopson says.

George Hopson – Friday, 7:30 – 8:30 pm, Keynote

Joseph Parent – Saturday, 2:30 – 3:45 pm, Room B

Exploring Inner Space



Abstract: Understanding and working with the mind have been the province of psychologists. The past few years, our culture has begun to recognize and accept that much in that realm can also be learned from wisdom traditions like Buddhism. Like the application of Zen to the various cultural expressions and martial arts (calligraphy, serving tea, arranging flowers, archery, swordplay, hand-to-hand combat, etc.), we can examine and utilize the vast resources of our mental energy through everyday life activities. Mindful awareness techniques are a valuable vehicle for exploring the inner space of our mind. We can replace the self-defeating habits that make our mind our own worst enemy by training ourselves to understand and use our mind as a resource and an ally.

Blending Buddhist philosophy with modern psychology, **Dr. Joseph Parent** has taught mindful awareness practice and stress management for more than 25 years. However, it is the application of both disciplines to the ancient and challenging game of golf that distinguishes him as a sought-after corporate speaker and noted PGA TOUR Instructor, attracting such clients as recent World #1-ranked, Masters and 2-time PGA Champion Vijay Singh. Dr. Parent is the author of ***ZEN GOLF: Mastering the Mental Game*** (Doubleday 2002). Quickly moving to the top of the charts as one of the bestselling instructional golf books in America, it is now in its tenth printing, with over 175,000 copies in print world-wide, including foreign editions in seven different languages.

Golf Digest magazine has named Dr. Parent as one of the Top Ten Mental Game Experts in the world, and its writers described ***ZEN GOLF*** as, "Soothing and enlightening, entertaining and provocative, here is a book that is highly original and exciting. It belongs in the list of the best 25 golf books ever written."

Dr. Parent's teaching offers a fresh perspective for golf and life. Rather than focusing on what's broken, what's flawed or what's missing, one can take the attitude there is something fundamentally, essentially right with us. Through introducing the practice of mindful awareness, distractions and negativity can be recognized and cleared away.

Dr. Parent's golf instruction and corporate presentations reflect the Buddhist vision of enlightened society, built on the cornerstones of four principles: virtue, discipline, humor and friendship. Says Dr. Parent, "When body and mind are synchronized in the present moment, we can uncover our inherent dignity and confidence. The ultimate goal is not just to help people become better golfers, but better human beings, ones who can relate to themselves and others in a genuine, kind, and courageous way."

Joseph Parent – Saturday, 2:30 – 3:45 pm, Room B

Dick Steele – Saturday, 10:15 – 11:30 am, Room B

Having Fun With Performance Appraisals

Abstract: This presentation will explore the relationships between quality, knowledge gain, feedback and performance that were developed at Peaker Services. I will look at an operational definition of quality that proved very useful in my understanding of what Dr. Deming meant about joy on the job. I will explain my need for an understanding of special cause and common cause in performance improvement.

This presentation explains part of our journey towards the understanding of Profound Knowledge at Peaker Services.



Dick Steele founded Peaker Services, Inc. in June of 1971 with two other guys, three service vans and a two-car garage. Peaker Services, Inc. has two main lines of work: rebuilding the diesel engine that normally goes into locomotives or large boats and designing electrical systems for power control applications. We have approximately 70 people employed producing about \$18,000,000 annual revenue.

Dick became familiar with Dr. W. Edwards Deming in August of 1988 and started his study of the philosophy at that time. Performance appraisals were eliminated the Monday after getting back from the first of several 4-day Deming seminars. Dick is a member of the Board of the W. Edwards Deming Institute and is active with the Deming Study Group of Greater Detroit.

Dick has been a board member of Old Kent Bank of Brighton, McPherson Hospital and Habitat for Humanity Huron Valley. Dick has also served as house leader for 11 homes built by Habitat for Humanity in Ypsilanti and Ann Arbor.

Dick has two degrees from Iowa State University: BSME and BSAeroE. Hobbies include mountain biking in the summer and skiing in the winter.

Dick Steele – Saturday, 10:15 – 11:30 am, Room B

Lynn Sumida – Saturday, 2:30 – 3:45 pm, Room C

What Really Stops Us From Creating Together?

Abstract: Why do we not come together and realize our dreams for what our world needs? I believe the answer is FEAR. Fear of the unknown, of losing control, of criticism, and a host of others. Collaborating to create together requires a complex set of skills, but at the end of the day it requires that we be truly open-hearted. This presentation will look at how fear operates in our human system like a computer virus; how using fear as a motivator has fatal downsides; and how to step into a mode of fearless open-heartedness in our thoughts, feelings and actions. Find out how you can release fear's grip so that all our potential in the world becomes available for co-creation.



As a founding partner of Mirus Point Facilitators Inc., Lynn Sumida embodies a unique blend of insight, pragmatism and wisdom as she draws upon her extensive experience in the worlds of consulting, training and management. Lynn's unswerving dedication to awakening the courage to change and creating quality work environments is steeped in a Master's Degree in Social Work, twenty years of private counseling practice and specialized concentration in Choice Theory, Reality Therapy and Neuro Linguistic Programming (NLP).

Lynn has a direct, action-oriented approach to therapy and training professionals in such diverse fields as Education, Mental Health, Corrections and Child Welfare, across Canada and the United States to Australia, New Zealand, Columbia, England and Ireland. Lynn's goal is to assist organizations and individuals align their vision and beliefs with effective, powerful and lasting outcomes.

A respected and articulate therapist, trainer and professional speaker, Lynn's warm charisma and generous spirit were born within the context of her adoptive family, which includes five children and twelve nationalities. Her passion for facing challenges, taking risks, staying true to her values and engaging in a life-long discovery of the connectedness of all things is an inspiration to those who know her.

Lynn Sumida – Saturday, 2:30 – 3:45 pm, Room C