

# The Art of Reflection:

Connect - Inspire - Act

## Weekend Conference Speakers Schedule

Friday, June 21<sup>st</sup>

Opening Keynote - **Steve Cook**

*Executing Affordable Space Transportation Systems: Applying Lessons Learned from Past Programs*

Saturday, June 22<sup>nd</sup>

Morning Keynote - **Doug Krug**

*New Results Require New Thinking: How to Create More of the Future You Want*

Morning Parallel-Track Presentations;

**Emma Langman**

*Change Management Is So Easy, I Learnt It From My Dog!*

**Bill Bellows and Tim Higgins**

*From Black Hats and Red Pens to Green Hats and Blue Pens (InThinking Primer)*

**Jennifer Shepherd**

*The Art of Reflection*

Saturday Midday Keynote - **Barry Oshry**

*The Accidental Theoretician And His Most Practical Findings*

Afternoon Parallel-Track Presentations;

**Ian Bradbury**

*Avoiding Logic Traps in Problem Solving*

**Jengiz Gocer**

*Reflect on the Stories That Dominate Your Life*

**Joe Parent**

*You Must Be Present to Win*

Saturday Evening Collaborative, Featuring Musical Guest,

**Lisa Tenorio, with special guests Leslie Garman and David Ewart**

Sunday, June 23<sup>rd</sup>

Closing Keynote - **Henrik Minassians**

*To Reflect or Not to Reflect: Can the Public Sector Shift Paradigms?*



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Speakers Listed in Presentation Order

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## Steve Cook

### *Executing Affordable Space Transportation Systems: Applying Lessons Learned from Past Programs*

**Abstract:** Today, the U.S. is in the unseemly position of having to rely on the Russian government for human access to space. How did we get in this position? Since the development of the Space Shuttle, the U.S. has struggled with taking the next steps in space transportation development. Some estimates indicate that over \$80 billion has been expended in trying to replace the Shuttle – and we have yet to fly the successor. This session will explore lessons learned from previous transportation system developments and will present approaches that may enable more affordable and rapid development of space systems in the future.

**Biography:** Steve Cook is Director of Space Technologies at Dynetics headquartered in Huntsville, Ala. He was selected for the position in September 2009 to lead Dynetics' efforts in launch systems, orbital spacecraft and analysis, planetary exploration and nanotechnology research. Cook is responsible for overseeing Dynetics' efforts in advanced propulsion development and launch systems development, including integration support and hardware to Paul G. Allen's Stratolaunch Systems and NASA's Space Launch System, the FASTSAT commercial satellite system, and NASA and Google Lunar X PRIZE planetary lander demonstrations. From September 2005 until September 2009, Cook served as manager of the Ares Projects Office at NASA's Marshall Space Flight Center in Huntsville. He was responsible for overall project management and direction of NASA's Ares I and V launch vehicles.



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## Doug Krug

***New Results Require New Thinking: How to Create More of the Future You Want***

**Abstract:** It's a simple premise actually – the results any of us are getting today are what happens when doing it the way we have so far. The next step also seems like a 'Duh!' – if we want different outcomes, we'll have to do something different.

If there were *one thing* that we could all do to create more of what we wanted, what would be the benefits for you at work and at home?

Reconnect with this one factor in our lives that influences everything we do all day, every day; yet, has become virtually *invisible through familiarity*® .

**Biography:** Doug Krug's primary role is helping top executive teams create and sustain the focus and alignment essential to successfully deal with today's most pressing leadership challenges. This includes three Governor's Cabinets, the top executive teams at FBI, Medicare/Medicaid, U.S. Marshals and all 50 Admirals in the Coast Guard; as well as numerous executive teams in the corporate arena. The essence of Doug's work is built around the premise that the core of what makes an effective and inspiring leader cannot be taught, not in the traditional sense; it has to be brought out from within. Doug served as part of the MBA Program at Johns Hopkins University's Division of Public Safety Leadership for 15 years. He also served as part of Executive Development Programs throughout the federal government. This includes IRS, FBI, DEA, Veterans Affairs, Center for Disease Control, Secret Service, Office of Personnel Management, NASA, Department of Interior and Department of Labor. With a diverse career as an entrepreneur and management consultant, Doug has proven skills for effectively creating powerful organizational results. Through 'enter-ainment', Doug provides inspiration and information, giving participants tools that are immediately applicable.



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## Emma Langman

*Change Management Is So Easy, I Learnt It From My Dog!*

**Abstract:** In this session Emma will be blowing apart the myth that Change is difficult - or that 'people hate Change'. As they say in Britain - "Cobblers!". Of course people like Change. How many people do you know that have never moved house, bought a new car or been on holiday? Quite! In this session Emma will share stories and approaches for an InThinking approach to Change Management. Emma drew much of her Change inspiration from the way her dog interacted with her adopted sons, when they first came home. She has also tested them out her dog's ideas many workplaces, from the UK to the Middle East. And they seem to work. Expect an entertaining speaker, interactivity - and plenty of time to ask questions. And leave the room with the confidence that you, too, really can help to manifest successful Change in your workplace, neighbourhood - and the world!

**Biography:** Emma Langman is the Change Magician at Progression Partnership - the company that she established with her husband in 2009. She specialises in 'sticky change'. Change for tough situations - that sticks for good. As well as being CEO of her company, she is also a visiting fellow at the University of Bristol where she lectures in Systems Engineering and also Systems Learning and Leadership. By the time of this conference, she is hoping to have Managed the Change from 2 children to 3, with the addition of her third child! At work, Emma helps public sector clients, large multi-nationals, SMEs and charities to successfully navigate 'sticky change' using InThinking as one of her guiding principles. Emma holds a Masters in Engineering and a Ph.D. in Systems Approaches to Asset Management.



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## Bill Bellows and Tim Higgins

*From Black Hats and Red Pens to Green  
Hats and Blue Pens  
(InThinking Primer)*

**Abstract:** In a session designed for both new and returning attendees, Bill and Tim will use a Round Robin presentation format to present several tool and techniques, as well as concepts and strategies for working, learning, and thinking together. Work today gets done in teams, through collaboration. Consultants need to collaborate with the training department and/or the business unit. Internal trainers need to collaborate with one another, and with the business units they support. Just think how much simpler it would be if the barriers to collaboration were easy to identify and we had ready access to better mental models and physical tools. This meeting will introduce multiple tools and the thinking models behind them. Join us for a Rapid Robin session that helps us recognize barriers to collaboration and presents tools and techniques to elevate our collaboration skills.

**Bill's Biography:** Bill Bellows (right) is an Associate Fellow in the InThinking Network at United Technologies' Pratt & Whitney Rocketdyne business unit in Canoga Park, California, where he is known for his efforts to provide insights to the advantages of thinking together, learning together, and working together. Audiences for his classes have also reached after-school program in elementary schools, graduate students at Northwestern University, as well as corporate, university, and public classes across the United Kingdom.

**Tim's Biography:** Tim Higgins (left) operates as a Safety and Mission Assurance Specialist representing NASA's interests on rocket engines designed and manufactured for NASA by Rocketdyne in Canoga Park. His work life includes five years with NASA, twenty-nine with Rocketdyne, and eight teaching high school math and English. Though management always provided him assignments, Tim saw his assignment as messing with the frontal lobes of those trapped in the prevailing style of management. He is certified to teach Six Thinking Hats, Lateral Thinking, and Problem Solving / Decision Making. He conducts training and consulting aimed at better understanding cause-effect relationships, processes, improvement potentials, opportunities and risks.



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## Jennifer Shepherd

### *The Art of Reflection*

**Abstract:** Reflection is both a private and public practice that requires an investment of skill and time to produce insights that inspire better action. Like other arts, developing a skilled practice of reflection requires, well, practice! In this workshop, we will use the visual art created for this year's In2:InThinking Network Forum as a creative stimulus to explore the relationships between reflection, connection, inspiration, and action. This exploration will spark a collective, conscious inquiry into the practical utility of individual and collective reflection. Building on what we learn together, we will consider the power and potential of graphic facilitation as a methodology to grow our capacity to practice the art of reflection at the Forum, at work, and in our home communities.

**Biography:** Jennifer Shepherd is the founder of Living Tapestries, a consulting firm that helps everyday leaders develop and connect ideas faster so they can focus their time on what really matters. Blending solid engagement processes with arts-based methods, Jennifer custom designs and facilitates meetings that take organizations on a journey of discovery and learning and invite people to challenge their current thinking, generate insight and take inspired action. When clients struggle to communicate their strategic plans, team visions, and product concepts to others, Jennifer works with them to create a hand-crafted visual aid that does the job for them. Her beautiful and insightful visual summaries of business meetings and conference proceedings have been shared instantly by thousands of participants, and help people remember core concepts long after their meetings are over. The process of creating these visual summaries helps people to: think clearly, retain knowledge, stimulate creativity, deepen their reflective practice, learn, and make better decisions. Jennifer holds a Master's degree in Human Systems Intervention from Concordia University and she earned the IAF Certified Professional Facilitator designation from the International Association of Facilitators. Jennifer resides in Ottawa, Canada.

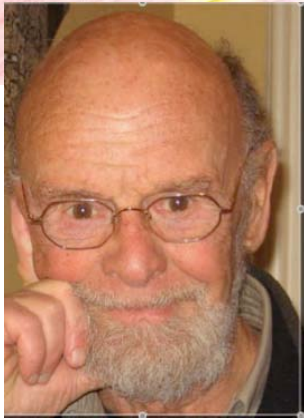


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## Barry Oshry

### *The Accidental Theoretician And His Most Practical Findings*

**Abstract:** In this presentation, Barry Oshry will trace the path he has been on since 1960, a path that has led to the development of the Organic Systems Framework, a framework that enables system members to see, understand, and navigate their ways productively through the many systems of their lives. He will describe how this theory has gradually evolved, tracing its history from his first eye-opening encounter with experience-based learning, to his large-scale classroom experiments at Boston University and elsewhere, and ultimately to the Power Lab and the Organization Workshop – two programs designed for others' learning that also served as his basic R&D learning laboratories about organic systems. Barry will take us into the essence of this framework.

**Biography:** Barry Oshry is a distinguished educator and a pioneer in the field of human systems thinking. His research, writing and teaching have focused on the human systems dynamics arising when people are in top, middle, bottom, and customer relationships with one another. He's been exploring with special interest the issue of "middles" in organizations, and he's written extensively on the subject. His research has also led him to investigate the dynamics at play when dominant cultures interact with "other" cultures. Barry received his Ph.D. from Boston University where he later taught and was Chairman of the Department of Organization Studies. He is the developer of the Power Lab, a weeklong total immersion leadership development experience, the Organization Workshop on Creating Partnership, and When Cultures Meet. Barry is the author of *Seeing Systems*, *Leading Systems*, and *In The Middle*. He is also a playwright whose stage productions include "What A Way To Make A Living," "Hierarchy" and "Peace." Since 1975 he's been President of Power+ Systems Training, Inc. in Boston, which he founded with his wife and partner, Karen Ellis Oshry.



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## Ian Bradbury

### *Avoiding Logic Traps in Problem Solving*

**Abstract:** It is common wisdom that we should learn from our failures. The [April 2011 issue of the Harvard Business Review](#) was devoted to this topic. This presentation will explore some potential traps in failure analysis and how you might avoid them by refining *your art of reflection*.

**Biography:** Ian Bradbury was born in Sheffield, England and obtained a B.Sc. in Mathematics from UEA and a Ph.D. in Statistics from the University of Birmingham, England before coming to the U.S. He spent 4 years teaching statistics at UT Dallas and Oakland University, Michigan, and 7 years leading GM Powertrain's engine design quality effort before joining Peaker Services, Inc. (PSI) as President in 1997.

Ian acted as trustee for the first leveraged ESOP transaction in 2000 and PSI is now a 100% employee owned company. PSI's historical core for over 40 years has been service and upgrade of EMD engines and controls in locomotive, marine and power generation. Since joining PSI, Ian had led the effort to diversify the company into controls for other diesel, natural and biogas engines, steam and gas turbines. He obtained an MBA from the University of Michigan in 2003. Ian is a member of ASME and ASQ and serves on the W. Edwards Deming Institute advisory board. He is Chair of the ASQ Deming Medal and LMOA Diesel Mechanical Maintenance Committees.

Ian and his wife of 22 years, Kathy, are both keen mountain bikers and craft beer consumers. Kathy teaches yoga and 'enhance fitness' as well as smoking a mean brisket. They have two sons - James (21) and George (18).



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## Jengiz Gocer

*Reflect on the Stories That Dominate Your Life*

**Abstract:** The moment you learn something new you start thinking differently. Using the tools from the The Learner Within™ you will begin to reflect upon the origins of your thinking and how it creates your particular view on the corporate vision. This presentation will reveal the source of your thinking and create connection between your thoughts and beliefs and the view that you currently hold. From your new awareness you will be able to still your inner dialogue which in turn, will unleash your ingenious abilities. You will connect to your own inspirational thinking allowing you to discover solutions specific to you and take action that are in sync with the corporate structure.

**Biography:** Jengiz Gocer, owner of Reflection in Action Management Consulting Company, holds a higher Degree in Mechanical Engineering from Istanbul Technical University. He is a multi-linguist speaking English, German, Italian, Farsi and Turkish. Since 1995, he has facilitated numerous workshops internationally, using the IBM method for executive Learning called The Learner Within™. As a facilitator, executive coach and thought organizer, Jengiz's purpose is to inspire people to find their own unique contribution to the corporation. Jengiz lives and works in Vancouver, British Columbia.

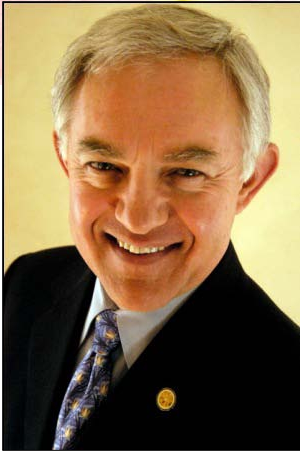


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## Joseph "Joe" Parent

*You Must be Present to Win*

**Abstract:** In this session we'll delve into the practice of Mindful Awareness, the time-tested tool for taming the mind from the Buddhist tradition. Mindful Awareness is just noticing whatever arises in our experience, without comment, judgment or evaluation. It is simply being, without having to *do* anything about how we're being. Whatever thoughts, feelings or emotions arise, the practice is to be with them, to feel them without doing anything about them. Instead of running away from or trying to get rid of anything, stay with the thoughts and emotions and look into them. Just staying in the here and now in this way is an expression of bravery.

**Biography:** Joseph ("Joe") Parent has coached Performance Psychology for business, life and golf for over 30 years. After completing his Ph.D. in psychology in 1979, Joe trained in the tradition of Mindful Awareness practice, developing a unique blend of modern western psychology and venerable eastern wisdom for stress management and skill development. He has become a renowned and sought-after consultant teaching the path to success through peak performance principles. His simple yet powerful techniques help people get out of their own way so they can get the most out of their abilities.



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***Lisa Tenorio,***

***with special guests***

***Leslie Garman and David Ewart***

***Saturday Evening Collaborative***

**Biography:** A native of Southern California, Lisa has been passionate about music since early childhood. It was also at a young age that she discovered an appreciation and joy for being a vocalist. As you might expect, Lisa trains in classical vocals as well as in musical theatre. At age 11, Lisa sang in the Nutcracker with the Hollywood Bowl Orchestra and the American Ballet Theatre of New York, at the Kodak Theatre in Hollywood. In 2002, Lisa was selected and presented the Female Vocalist of the Year Award with the Santa Clarita Children's Chorus. Lisa was a winner of the prestigious Omni Award for Best Classical Vocalist (under 16), and has returned to the Omni Awards presentation as a guest performer. Lisa was a winner on TV's America's Most Talented Kids. This was the first time a female classical vocalist has taken top honors at her age. Lisa sang the title vocals (Bernadette's Theme), a David Loeb original composition, for the multi-award winning documentary "Lourdes," ([www.lourdesfilm.com](http://www.lourdesfilm.com)). Lisa was a guest solo vocalist with the Santa Clarita Youth Symphony, and David Ewart, as they performed Villa-Lobo's Bachianas Brasileiras, a wonderful combination of vocals and strings.



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## Henrik Minassians

### *To Reflect or Not to Reflect: Can the Public Sector Shift Paradigms?*

**Abstract:** It is widely believed by the public lately that the "public sector" is a behemoth "prevailing style of management" (also known to members of the In2:InThinking Network as a "Red Pen Company") bureaucracy, incapable of innovation and strategic vision. "Public managers," therefore, are nothing more than life-tenured "career bureaucrats" who are committed to upholding and reinforcing antiquated hierarchical organizational paradigms. Shifting population dynamics, coupled with scarce budgetary resources, has meant that public sector organizations are being forced to do much more with much less than ever before. Vigorous movements to deregulate, privatize and contract-out, to partner, and more recently, to re-regulate and even nationalize, have inspired a growing interest in inter-organizational networks of actors spanning the public, private and nonprofit sectors. Collectively, these developments have inspired many officials and high-level public managers to search out new governing models and shift from current paradigms. With that said, old paradigms and mental models are being shattered as civic and public leaders serving in Los Angeles County have been shifting their views on the role of public sector agency toward crafting and implementing strategic missions that are focused on creating public value. This shift is being facilitated by the county's comprehensive commitment to becoming a "learning organization," where existing public employees are meant to be transformed into higher-order thinking organizational leaders who will be charged with carrying out these missions in fiercely challenging political and economic environments.

**Biography:** Henrik Minassians is the Director of Regional/National Educational Partnerships & Services for Graduate & Professional Educational Services and Programs at The Tseng College, California State University, Northridge. He also teaches courses in Public Policy and Administration at CSUN. His research interests include implementation and evaluation issues in higher education and health care policy. His applied research has focused on accountability programs in higher education and the effectiveness of indicators used for performance measurement. Dr. Minassians has written on the implementation of public programs in higher education and healthcare.



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