

## Weekend Conference Schedule

### Friday, June 10th

- 4:00 - 7:30pm Registration (Malburg Atrium)
- 4:30 - 5:30pm Happy Hour (Malburg Atrium)
- 5:30 - 6:00pm Weekend Welcome (Fletcher Jones Auditorium)
- 6:00 - 7:15pm Opening Keynote – Bob Browne (Fletcher Jones Auditorium),  
*It's Not the Technology, It's the Neurology*
- 7:15 - 7:30pm Transition Time
- 7:30 – 8:45pm Dinner (Woody's)

### Saturday, June 11th

- 7:00 - 8:00am Registration and Continental Breakfast (Malburg Atrium)
- 8:00 - 8:30am Welcome and Opening Remarks (Fletcher Jones Auditorium)
- 8:30 - 9:45am Morning Keynote – Ariane David and Amy Parish (Fletcher Jones Auditorium),  
*Apes, Power, and Sex: Why We Make War, Not Love*
- 9:45 - 10:15am Break
- 10:15 - 11:30am Morning Parallel-Track Presentations
  - Shem Cohen (Fletcher Jones Auditorium), *Music, Leadership and the Art of Getting Beyond*
  - Bill Cummins (SB209), *Using a System of Stories to Create Innovative New Ideas*
  - Janis & David McCann (Ahmanson AMS), *Dialogue/Communologue: Beyond Negotiation and Agreement to Creating Context from which New Agreements Emerge*
  - Bill Bellows and Friends (SB210), *The End of Perfection - Reflections on Continuous Improvement (An InThinking Primer)*
- 11:30 - 1:00pm Lunch (Woody's), Including time for Thinking Together Sessions and Speaker Q&A
- 1:00 - 2:15pm Midday Keynote – Joel & Michelle Levey (Fletcher Jones Auditorium),  
*Wisdom at Work: Taking Einstein's Challenge to Heart in VUCA Times*
- 2:15 - 2:30pm Transition Time
- 2:30 - 3:45pm Afternoon Parallel-Track Presentations
  - Ariane David and Amy Parish (SB102), *Apes, Power, and Sex: A Closer Look*
  - Julie Francis (Ahmanson AMS), *Learning to Learn*
  - Paul Hollingworth (Fletcher Jones Auditorium), *Improving Organisational Innovative Capability*
  - Bill Bellows and Friends (SB210), *In Search of Excellence – Compliance and Contextual (An InThinking Primer)*
- 3:45 - 4:00pm Transition Time
- 4:00 - 5:00pm In2:InThinking Networking Session (Fletcher Jones Auditorium), Peter Stonefield,  
with Steve Benavides
- 5:00 - 6:00pm Happy Hour (Malburg Atrium)
- 6:00 - 7:15pm Dinner (Woody's)
- 7:15 - 7:30pm Transition Time
- 7:30 - 8:30pm Evening Collaborative (Fletcher Jones Auditorium) – Kristofer Bergstrom and Friends

### Sunday, June 12th

- 7:00 - 8:00am Continental Breakfast (Malburg Atrium)
- 8:00 - 8:15am Opening Together (Fletcher Jones Auditorium)
- 8:15 - 9:30am Closing Keynote – Curt Wegner (Fletcher Jones Auditorium), *Put Your Learning on Steroids: Mixing Adult Learning Principles with Continual Improvement Theory*
- 9:30 - 10:00am Break
- 10:00 - 11:30am Forum Café (Ahmanson AMS) – Reflections, Connections, and Commitment, Jamie Riche
- 11:30 - 12:00pm Leading Together (Ahmanson AMS)



# Greg Whicker

## ***Graphic Recorder***

Beginning with our fifth Forum in 2006, we have periodically partnered with graphic recorders to engage their artistic skills in documenting Weekend Conference presentations. Conrad Tiu joined us in this role in 2006 and also served as our Forum Artist in 2007. Jennifer Shepherd continued in this role in 2011 and 2013 and also joined us as our Forum Artist in 2013.

Greg Whicker returns in 2016 after his debut in 2015, with a focus on our Keynote Sessions.

Greg's mission is to bring about better communication, increased productivity, and more robust institutions through the skilled use of visual language in meetings, presentations, and learning environments alike. Groups literally come to life as key topics and main ideas are synthesized into large, colorful illustrations (in real time), fostering collaboration, stimulating creativity, and even adding an element of fun. By engaging with the drawing's content as it unfolds, participants can begin to see the "big picture" with greater clarity, helping to bring everyone together on the same page, and empowering them to address more openly the opportunities and challenges before them.

Greg can be reached by e-mail at [greg@facilitationgraphics.com](mailto:greg@facilitationgraphics.com) for additional information about his graphic recordings.

**Websites:** [www.facilitationgraphics.com](http://www.facilitationgraphics.com)  
<http://ifvpcommunity.ning.com/profile/GregWhicker>



## Bob Browne

### ***It's Not the Technology, It's the Neurology***

**Primary Focus:** *Cultural  
Transformation*

**Secondary Focus:** *Understanding  
Systems*

**Abstract:** Command & Control is out. The emergence of Intrinsic Values is in. It's about Process Control Cultures. In the summer of 1980, NBC News presented a documentary, "If Japan Can, Why Can't We?," to offer an explanation of the contrast between the growing Japanese economy and the slowing US economy. Significant credit to Japan's success was given to the application of quality control methods, under the direction of W. Edwards Deming, beginning with his visits to Japan in 1950. Building upon the lessons learned from Dr. Deming, the Great Plains Coca-Cola Bottling Company followed suit, beginning in 1990. This presentation will address two questions: "If Japan could, why couldn't we?" and "If Great Plains did, why don't others?"

**Biography:** Bob Browne is a true American original. A Vietnam veteran and native Oklahoman with a top-notch upbringing in traditional western business, Browne orchestrated a leveraged buyout of Great Plains Coca-Cola Bottling Company in 1980. For the ten years that followed, he successfully operated the company in the traditional western ways. But something wasn't right, and he knew it. In 1990, he began a decade-long journey of re-evaluating those established principles of western business - motivation by incentive, management by objectives, and emphasis on shareholder wealth - that he'd been taught as fact in school. In this time, Browne steered a cultural U-turn for Great Plains, all while driving the company to record profits and industry-leading customer and employee satisfaction. In 2012, Browne capped off his 32 years as CEO by selling Great Plains to The Coca-Cola Company. In his first book, *Sys-Tao*, Browne has condensed this long and meandering path of discovery into a set of principles, laid out anecdotally in his down-to-earth manner, that will be of great interest and aid to any open-minded student of American business's changing landscape.





## **Ariane David**

### ***Apes, Power, and Sex: Why We Make War Not Love***

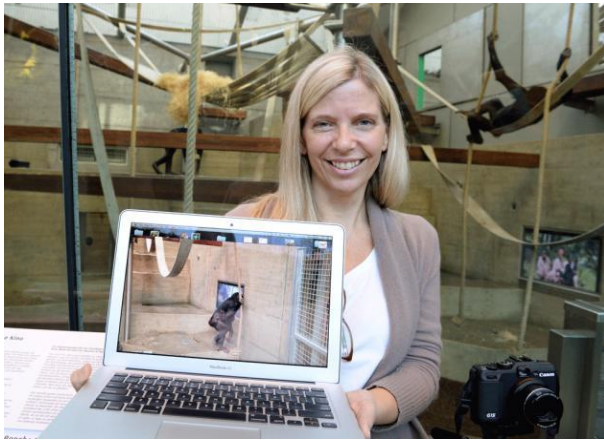
**Primary Focus:** *Leadership*

**Secondary Focus:** *Understanding Systems*

**Abstract:** In this keynote, Apes, Power, and Sex: Why We Make War Not Love, Ariane David and Amy Parish take a systems thinking view of some of the most pernicious issues in the world today. They examine the myths that keep them in place and the common thread that binds them together. Is war a biological imperative? Are men more effective leaders than women? Are humans innately competitive? If women ruled the world would anyone ever have recreational sex again?

**Biography:** Ariane David is a founding and managing partner of, and human systems development specialist with The Veritas Group, a consulting firm specializing in organizational development. She is a Senior Lecturer and member of the Executive College at California Lutheran University, and the Executive Director of the National University Center for Organizational Excellence. She has served as an advisor to numerous boards of directors and project based groups including the Senate Committee on Corporate Ethics.

Ariane's specialties include systems thinking, organizational learning, organizational change, culture development, conflict transformation, strategic thinking, and executive/management development. She holds a Ph.D. in Human and Organizational Systems and a B.S. in Physics. Her research and practical experience in the area of whistle-blowing has made her a recognized expert in this field. She is an acclaimed speaker and author.



# Amy Parish

## ***Apes, Power, and Sex: Why We Make War Not Love***

**Primary Focus:** *Leadership*

**Secondary Focus:** *Understanding Systems*

**Abstract:** In this keynote, Apes, Power, and Sex: Why We Make War Not Love, Ariane David and Amy Parish take a systems thinking view of some of the most pernicious issues in the world today. They examine the myths that keep them in place and the common thread that binds them together. Is war a biological imperative? Are men more effective leaders than women? Are humans innately competitive? If women ruled the world would anyone ever have recreational sex again?

**Biography:** Amy Parish is a leading expert on the socio-sexual behavior of one of our closest-living relatives, the Bonobo. She was the first to characterize Bonobo society as a matriarchy. She is an interdisciplinary scholar who teaches at University of Southern California, with faculty and research affiliations with Georgetown University and University College London. As a biological anthropologist, primatologist, and Darwinian feminist her focus is on the origins of human behavior. In 2008, she received a Mellon Award for excellence in faculty mentoring of undergraduate students. Current activities include a position on the board of Up the River Endeavors, which is devoted to addressing sustainable development, global peace, women's empowerment and social justice. She also serves on the boards of KidsEcoClub and the Bonobo Conservation Initiative. Her work has been featured in Ms. Magazine and she has appeared on Nova, National Geographic Explorer, NPR, BBC Radio, and Discovery Health Channel productions. She is a fellow of the Los Angeles Institute for the Humanities.

Amy received her undergraduate training at University of Michigan and her graduate school education at University of California-Davis.



# Shem Cohen

## ***Music, Leadership and the Art of Getting Beyond***

**Primary Focus:** *Leadership*

**Secondary Focus:** *Cultural Transformation*

**Abstract:** This interactive workshop will explore ideas and techniques for 'getting beyond oneself' learned from living a life as a musician on a journey towards mastery and from over 25 years as a practicing OD consultant working with hundreds of groups across professional realms and communities. The musician's journey is to constantly nurture expansion by getting beyond one's own envelop in technique, ideas and expression in order to invite the muse and create a most powerful experience. A leader's journey is to nurture expansion by getting beyond one's own envelop in thinking, seeing and acting so they can effectively influence their systems towards a thriving future. For both the artist and leader the main challenge is to get beyond our current selves in order to see and know differently than before and to employ this learning towards generating an ever greater expansion of possibilities and of a future.

**Biography:** Shem Cohen is a leadership and management consultant with deep expertise helping leaders to align, focus and energize their organizations to a desired future. Over the past 25 years, Shem has served as Socio-Technical Systems adviser and consultant for many corporate executive teams across a span of industries including business, technology, finance, healthcare, environment, law, education, arts, government, and community and faith-based organizations. His client list includes UN Ambassadors and former White House leaders as well as small business owners and entrepreneurs. Shem's work has been included in three globally published books on best-practice collaboration and planning including the award-winning 'Productive Workplaces, 25th Anniversary Edition' by Marvin Weisbord. He holds a Master's Degree in Organization Development from the American University and NTL Institute for Applied Behavioral Science and holds certification in a number of psychometric tools. He is also a classically-trained guitarist who enjoys listening to, learning from and playing music from around the world.





# Bill Cummins

## ***Using a System of Stories to Create Innovative New Ideas***

**Primary Focus: Innovation**

**Secondary Focus: Tools & Processes**

**Abstract:** In this session, we will explore Systems Thinking through the lens of a non-technical profession: Marketing. In the world of Marketing, we are basically "story tellers", i.e., we create stories that either:

A) Lead to new product innovation and development, or.....

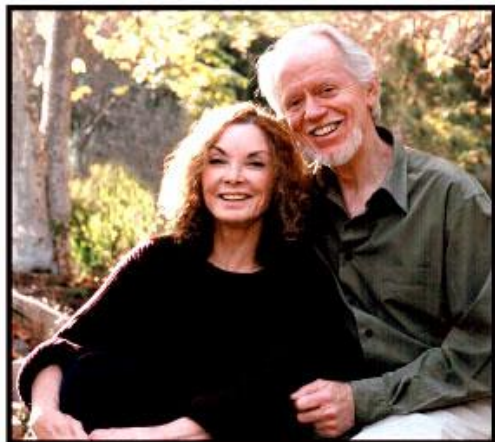
B) Cause potential customers to "want" our new or existing products.

In the world of Marketing, we deconstruct the status quo into a "system of stories", and imagine how possible changes to those stories might yield new products or new ways of causing people to want existing products.

In our session, we will explore how Marketers think and do all of this. Through examples and case studies, we will discuss and examine pre-existing customer stories, how these stories work as an integrated system, and how we change those stories to create innovative new ideas.

**Biography:** Bill Cummins is President of Cummins Marketing Consulting, Inc. (CMC). Consulting clients have included large corporations in the U.S. and Japan, including J.P. Morgan, MasterCard International, Hewlett-Packard, and Yokohama Rubber Company. Bill began his career in Chicago in the 1970's and later moved to Toyota Motor Sales USA in Torrance, CA. He did the first consumer research into the market for Toyota luxury cars (later named Lexus) in the U.S. in 1982.

After a Bill specializes in the fields of ethnographic market research and new idea generation. He has developed his own proprietary methods of ethnography ("Joint Field Investigations") and idea generation ("The 2-D Imaginarium"). Bill holds an MBA in Marketing from Northwestern University and a BBA in Marketing from Loyola University of Chicago.



# Janis & David McCann

## ***Dialogue/Communologue: Beyond Negotiation and Agreement to Creating Context from which New Agreements Emerge***

**Primary Focus: Innovation**

**Secondary Focus: Mind-Body Harmony**

**Abstract:** This presentation aims to bring the latest insights from depth psychology, interpersonal neurobiology, and communication theory to bear on the question of how groups can take the energy of their differences and channel it into something that was never created before. The workshop is designed to allow all voices present in the room to express themselves in a "flow of meaning" (translation of Greek word 'dia'-'logos') and to "gather together" (the original sense of the Greek word) to converse about what truly matters to them, so that they might "think together" in relationship, and no longer need to take their own positions as final; rather they are facilitated to relax their grip on certainty and to become "good listeners" (Deming) to one another and the new possibilities simply from being in relationship to others--and those are possibilities that under the old adversarial methods might never have occurred.

**Biography:** Janis and David McCann have been active in the health profession for over sixty years between them. Janis holds Ph.D.s in Social-Clinical Psychology and Psychoanalytic Child Psychotherapy; David's Ph.D.s are in Humanities (Comparative Literature) and, like Jan, trained in Child Psychotherapy at the Reiss-Davis Child Study Center in LA. The McCanns have been in private practice together since the early 1980s. Married with four grown daughters and five grandchildren, they have specialized for the past 20 years in Relationship Therapy, conducting workshops and trainings for all kinds of relationships, from marital through family to communities, groups and businesses. They are inspired in their work groups by Deming's System of Profound Knowledge.





## **Bill Bellows**

### ***The End of Perfection - Reflections on Continuous Improvement (An InThinking Primer)***

**Primary Focus:** Understanding Systems

**Secondary Focus:** Understanding Variation

**Abstract:** Many organizations today maintain a steadfast commitment to eliminate variation and non-value added activities, all the while in pursuit of a quality goal of zero defects and a productivity goal of zero waste, seen together as the attainment of perfection. Yet, might it be possible that goals such as these stem from how individuals within organizations think about their efforts as separate parts and tasks and not how they connect with each other? This presentation highlights the opportunities which exist by acknowledging self-imposed restrictions on our thinking; specifically, thinking in terms of good parts and on-budget tasks, rather than in terms of the interactions between parts, actions, and elements, not these efforts taken separately.

**Biography:** Bill Bellows is an Associate Fellow in the InThinking Network at Aerojet Rocketdyne 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. Bill earned his BS, MS, and Ph.D. in Mechanical Engineering from Rensselaer Polytechnic Institute in Troy, New York. Away from work, Bill serves as president of the In2:InThinking Network, and as a board member of the W. Edwards Deming Institute, and also on the editorial board of the Lean Management Journal. He lives in Valencia with wife, Monica.



## **Joel & Michelle Levey**

### ***Wisdom at Work: Taking Einstein's Challenge to Heart in VUCA Times***

**Primary Focus: Cultural Transformation**  
**Secondary Focus: Mind-Body Harmony**

**Abstract:** Drawing insights distilled from 45+ years of pioneering work integrating contemplative science into high-level work with hundreds of leading organizations around the globe.

**Biography:** Joel and Michelle Levey are among the foremost experts in the world integrating mindfulness and mind-fitness practices into the operating systems of mainstream organizations. Drawing insights from 45+ years of pioneering work they offer a wealth of profoundly practical methods and compelling examples inspired by their work with thousands of leaders and high-performing teams around the globe from organizations including: NASA, Google, Intel, Boeing, US Special Forces, World Bank, British Parliament.



# **Ariane David**

## ***Apes, Power, and Sex: A Closer Look***

**Primary Focus:** *Leadership*

**Secondary Focus:** *Understanding Systems*

**Abstract:** In this afternoon session, Ariane David and Amy Parish will lead an interactive exploration of societal myths, including those raised in their morning keynote.

**Biography:** Ariane David is a founding and managing partner of, and human systems development specialist with The Veritas Group, a consulting firm specializing in organizational development. She is a Senior Lecturer and member of the Executive College at California Lutheran University, and the Executive Director of the National University Center for Organizational Excellence. She has served as an advisor to numerous boards of directors and project based groups including the Senate Committee on Corporate Ethics.

Ariane's specialties include systems thinking, organizational learning, organizational change, culture development, conflict transformation, strategic thinking, and executive/management development. She holds a Ph.D. in Human and Organizational Systems and a B.S. in Physics. Her research and practical experience in the area of whistle-blowing has made her a recognized expert in this field. She is an acclaimed speaker and author.





# Amy Parish

## ***Apes, Power, and Sex: A Closer Look***

**Primary Focus:** *Leadership*

**Secondary Focus:** *Understanding Systems*

**Abstract:** In this afternoon session, Ariane David and Amy Parish will lead an interactive exploration of societal myths, including those raised in their morning keynote.

**Biography:** Amy Parish is a leading expert on the socio-sexual behavior of one of our closest-living relatives, the Bonobo. She was the first to characterize Bonobo society as a matriarchy. She is an interdisciplinary scholar who teaches at University of Southern California, with faculty and research affiliations with Georgetown University and University College London. As a biological anthropologist, primatologist, and Darwinian feminist her focus is on the origins of human behavior. In 2008, she received a Mellon Award for excellence in faculty mentoring of undergraduate students. Current activities include a position on the board of Up the River Endeavors, which is devoted to addressing sustainable development, global peace, women's empowerment and social justice. She also serves on the boards of KidsEcoClub and the Bonobo Conservation Initiative. Her work has been featured in Ms. Magazine and she has appeared on Nova, National Geographic Explorer, NPR, BBC Radio, and Discovery Health Channel productions. She is a fellow of the Los Angeles Institute for the Humanities.

Amy received her undergraduate training at University of Michigan and her graduate school education at University of California-Davis.



# Paul Hollingworth

## ***Improving Organisational Innovative Capability***

**Primary Focus:** *Innovation*

**Secondary Focus:** *Leadership*

**Abstract:** Dr. Deming placed innovation as the most important factor for the long term survival of any business. Clearly, organisations trapped in fear-driven, risk-averse, command and control cultures are unlikely to nurture creativity or realise innovation - but what to do instead? Here, Paul Hollingworth presents the findings of his extensive research into how leadership affects levels of innovation and creativity in the workplace. This research has revealed that organisational innovative capability can be enhanced by paying attention to four key responsibilities which will be explored in this session.

**Biography:** Trained originally as an Industrial Engineer, Paul Hollingworth now has an international reputation as a consultant and coach in organisational development. Paul specialises in strategic development, working with boards of directors and governing bodies to develop and apply better thinking. Since first meeting Dr Deming in the 1980's Paul has been a constant advocate for Deming's work. Based in York, England, Paul founded 4GM Consulting in 1991. Since then he has been involved in assisting thousands of managers to understand and apply the System of Profound Knowledge through a model of his own creation called the Tetrad.

Paul is author of a programme called 'Leadership for Transformation' a unique learning system for the System of Profound Knowledge which utilises the Apple iBook platform. Designed to appeal to people with a wide range of preferred learning styles, these make full use of the iBook's multi-touch features. Paul holds a Master of Science degree (distinction) in Systems, Learning & Leadership from the University of Bristol.



# Julie Francis

## ***Learning to Learn***

**Primary Focus: Tools & Processes**

**Secondary Focus: Mindfulness**

**Abstract:** In the words of Dr. Moshe Feldenkrais, "You do not learn to walk by walking." Instead the journey to knowledge, the process we call learning, is a personal one marked by a deepening awareness of one's self. More than just a movement practice, the Feldenkrais Method® is a way of learning how to learn. The Method is based on strategies that awaken the plasticity of the brain, allowing the body and the psyche to effortlessly overcome perceived limitations to achieve grace and ease. In this session, you will become familiar with the Method's underlying principles of awareness, ease, reduced effort, efficiency, harmony, differentiation, and pleasure. This session will specifically use movement to illustrate the principles of learning but they can easily be adapted to all endeavors.

**Biography:** Julie Francis has been teaching Awareness Through Movement® for more than 20 years. She is an Assistant Trainer of the Feldenkrais Method® which means she spends her days teaching the gentle art of enhancing awareness. Julie received degrees in Environmental Engineering and Urban and Environmental Studies, both from Rensselaer Polytechnic Institute. After a stint in the corporate world, life events led Julie to shift course. Her path led her to the work of Dr. Moshe Feldenkrais whose philosophy of "learning to learn" continues to inform both her work and her personal growth. Julie is known for her clarity, compassion and humor. She maintains a private practice in Glen Ellyn.





## **Bill Bellows**

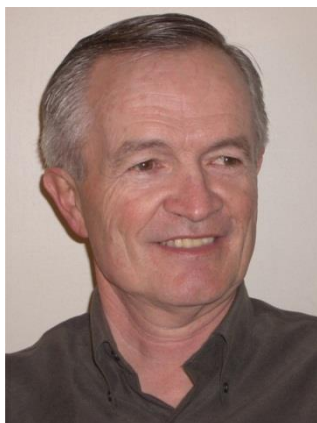
### ***In Search of Excellence – Compliance and Contextual (An InThinking Primer)***

**Primary Focus: Understanding Systems**

**Secondary Focus: Understanding Variation**

**Abstract:** One of the major issues and challenges of teamwork is the ability to recognize the importance of context. Compliance Excellence is revealed by posing questions about the completion of tasks. For example, were the trash cans placed at the curb last night? Did you clean your room? In each case, the inquiry about completion of a given task has only two answers, yes or no. By comparison, Contextual Excellence provides awareness of the variation in how a task is completed. From building rocket engines to operating a city government, what opportunities for improved integration could be revealed by shifting one's excellence focus from Compliance Excellence to Contextual Excellence?

**Biography:** Bill Bellows is an Associate Fellow in the InThinking Network at Aerojet Rocketdyne 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. Bill earned his BS, MS, and Ph.D. in Mechanical Engineering from Rensselaer Polytechnic Institute in Troy, New York. Away from work, Bill serves as president of the In2:InThinking Network, and as a board member of the W. Edwards Deming Institute, and also on the editorial board of the Lean Management Journal. He lives in Valencia with wife, Monica.



# **Peter Stonefield**

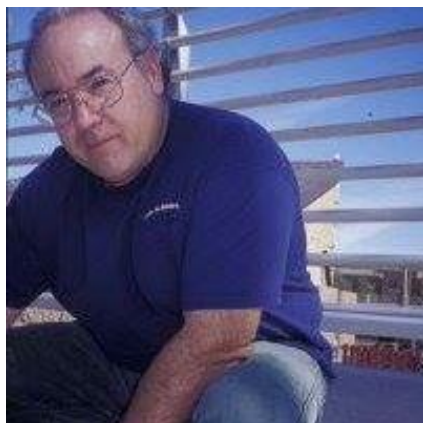
## ***Networking Session***

**Abstract:** Beginning with our third Forum in 2004, we've dedicated formal time on Saturday afternoon to allow attendees to think and learn together in an exercise led by a past Forum presenter, on a topic of his or her choice. This year, we have invited Peter Stonefield to lead our session for the fifth time, joined by Steve Benavides for the first time.

This year's Networking Session will feature an example of the achievements available through cooperative networking to overcome environmental challenges in order to achieve working benefits not available through individual efforts.

**Biography:** Peter Stonefield holds a B.S.E.E. , M.A. , Ph.D. and is President of Stonefield Learning Group. In this capacity, he serves as an executive and technical staff coach, consultant and trainer. He was an electronic engineer, marketing and sales executive for the Bunker-Ramo Corporation before becoming a psychologist. He taught graduate-level courses on Cognitive and Creative Process, Psychosynthesis and Counseling Psychology. He has successfully completed over 200 consulting engagements, created more than 20 different training and development programs and coached over 300 executives and engineers. Some of the training programs he developed are Managing Innovation, TQM, Agile Communications, Agile Leadership, and Architecture for Teamwork. He has also facilitated the development of 10 knowledge leveraging "Communities of Practice" in engineering and marketing organizations. His client list includes Apple Computer, Baxter Laboratories, Dow Chemical, Hewlett Packard, IBM, Intel, and Stanford University.

His mission is to catalyze and accelerate the evolution of organizations and people.



# Steve Benavides

## ***Networking Session***

**Abstract:** Beginning with our third Forum in 2004, we've dedicated formal time on Saturday afternoon to allow attendees to think and learn together in an exercise led by a past Forum presenter, on a topic of his or her choice. This year, we have invited Peter Stonefield to lead our session for the fifth time, joined by Steve Benavides for the first time.

This year's Networking Session will feature an example of the achievements available through cooperative networking to overcome environmental challenges in order to achieve working benefits not available through individual efforts.

**Biography:** Steve Benavides is a Certified Public Accountant practicing in the city of Santa Ana, California. His practice consists of accounting and tax management services, tax research, planning and analysis, trust management and representation before various governmental agencies. His current practice focuses on high net worth individuals and their controlled companies and related holdings. Steve earned a Bachelor of Science degree in Business Management at San Jose State University, graduating Cum Laude in 1973. He has earned a Juris Doctor degree at the University of California, Hastings College of Law, and was admitted to practice law in California in 1976 and certified to practice law in California and federal District Courts. Away from work, Steve is a frequent lecturer in the areas of photo documentation of underwater habitat and marine conservation issues and has a lifetime of coastal piloting experience in the Channel Islands. Steve holds political appointments to several California State Fish and Game Advisory Committees and played an integral part in helping design California's Marine Protected Areas as a member of the Southern Area MLPA Task Force. Steve and his family reside in Irvine, CA and spend as much time as possible searching out new adventures and seeing that Life is Good.

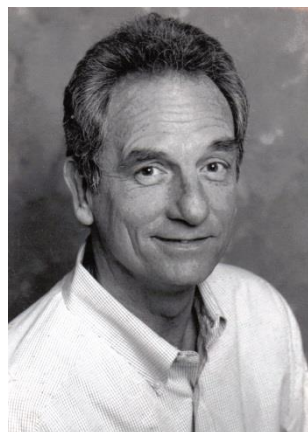




# Kristofer Bergstrom and Friends

## *Evening Collaborative*

Kristofer Bergstrom is an accomplished performing artist and enthusiastic taiko teacher. After four years studying taiko at Stanford, Bergstrom spent three years in Japan studying classical Japanese dance, Kabuki shamisen, and ensemble taiko before founding the highly-acclaimed, contemporary taiko group, On Ensemble. As Head Instructor at LATI, Bergstrom is dedicated to research of taiko pedagogy while continuing to compose and choreograph challenging new work.



## **Curt Wegner**

### ***Put Your Learning on Steroids: Mixing Adult Learning Principles with Continual Improvement Theory***

**Primary Focus: Leadership**

**Secondary Focus: Understanding Variation**

**Abstract:** Continuous improvement and learning are synonymous terms. The key to acquiring profound knowledge, the essential ingredient for improving quality is learning. Curt Wegner will reveal basic principles of adult learning and reveal how an organization can put their learning on steroids by incorporating these simple truths. The modern practice of adult education is based on a field of study emanating from a theory of "andragogy" versus pedagogy, a concept coined by Malcolm Knowles. The adult learner is a complex, motive-driven species that prefers to throttle their learning, rather than being force-fed like in foie gras. Methods of educational delivery are an important consideration (not incidental) when designing a total system of learning if there is to be true transformation of the individual that leads to behavior change. Don't miss this presentation. You'll leave the Forum on a high note for your trip home.

**Biography:** Curt Wegner has worked extensively in the fields of human resource development, management training, organizational development and process improvement for the past 40 years. From 1983 to 1993, Curt served as the corporate liaison between Dr. W. Edwards Deming and Navistar's International Truck and Engine Corporation. Curt is on the adjunct faculty at Northern Illinois University where he teaches research design and program evaluation to graduate students. He is also an Adjunct Research Fellow for Rocky Mountain University of Health Professionals. He holds a doctorate in Adult Continuing Education from Northern Illinois University, was past Chair of the Lewis University Graduate School of Business MBA Extension Program Executive Advisory Board.

Curt has been married to his wife, Diane, for 40 years and has three grown daughters. His avocations include refereeing collegiate, high school and club soccer for the last 25 years.