



# CMA Ontario – Lunch Presentation

## REGISTRATION FORM

### BUILDING HIGH PERFORMANCE ORGANIZATIONS™

A **High Performance Organization™ (HPO)** aligns its goals and objectives with organizational competences in three core areas: **Strategy, Design and Culture**. By utilizing an **Integrated Performance Management™ (IPM)** methodology, organizations can successfully transform themselves into HPO's.

**HIGH PERFORMANCE** philosophy is supported by a proprietary methodology:

**ASSESS > PLAN > TEACH > COACH > EVALUATE > REWARD**

In this workshop you will be taught the fundamentals of the IPM™ methodology and you will learn how to apply the principles of High Performance and the tools available to you to positively transform your organization into a top tier performer.

#### Key Learning Outcomes

- ❖ Understand the fundamentals of what it is involved in assessing and completing an MRI of your organization
- ❖ Learn to plan the appropriate Strategy, Structure, Culture and Workforce
- ❖ Understand the 'Best Practices' which support HPO
- ❖ Be aware of Optimum Executive Performance guidance and improvement
- ❖ Learn appropriate ways to link rewards to the successful execution of a strategy
- ❖ Develop a sense of shared commitment and vision
- ❖ Be able to set clear goals and rules of working together
- ❖ Experience what types of tools are required to becoming a top tier performer

#### Who Should Attend

This course will benefit the strategic minded, decision makers and ones who want to see effective returns in the very near term. The course is designed to help you determine where the 'fundamental broken links' exist within your organization and look at ways to overcome them.

#### ABOUT THE SPEAKERS

##### Roshan Sapra, MBA, CMA, C. Dir.

Roshan Sapra, **Senior Strategic Partner of The Corporate L.I.F.E.™ Centre International** has over 30 years in various Executive and Directorship positions. His experience encompasses 12 years in the Financial, Health Care & Insurance Sectors, 7 years in the Petrochemical Industry and Private Practice, and 11 years in the Retail & Wholesale industries. Most recently he was Managing Director and Vice President of AIC Global Holdings Inc. He has served on various corporate and Non-Profit boards as Director, Secretary, Treasurer and 2nd Vice Chair for various companies through out Canada and the Caribbean. Roshan's expertise lies in governance, financial and strategic management.

##### Mansoor Osmani, BSc, CCP, CMC

Mansoor Osmani, **President of The Corporate L.I.F.E.™ Centre International**, has over 30 years of International corporate experience. He is a Certified Management Consultant and is also a certified facilitator from Covey Leadership Center in USA. He has provided strategic planning services for Information Technology and Human Capital Development to organizations including IBM and DOMTAR. Mansoor's focus is on strategic planning, performance measurement and management systems using the balanced scorecard, organizational alignment, individual leadership and project management. At CLCI, he is passionate about building High Performance Organizations (HPO) and has facilitated the transformation process at various organizations recently.

#### Date:

Thursday, December 10<sup>th</sup>, 2009

#### Location:

CMA Ontario – Microsoft Dynamics Business Lounge  
70 University Avenue, Suite 101  
Toronto, Ontario M5J 2M4

**Time:**

11:30 a.m. to 12:00 p.m. – Registration & Networking (Lunch provided)

12:00 p.m. to 1:00 p.m. – Presentation

**Cost:**

\$25.00 plus GST

**CPLD:**

3 credits

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**REGISTRATION FORM**

Please fax or email your registration form to Leena Rosenberg, Tel :( 416) 204-3140 or (800) 387-2991 ext 140,  
Fax (416) 977-1365, lrosenberg@cma-ontario.org

**BUILDING HIGH PERFORMANCE ORGANIZATIONS™**

Name: \_\_\_\_\_ Member #: \_\_\_\_\_

Tel: \_\_\_\_\_ Guest Name(s): \_\_\_\_\_

Credit Card (Visa/MasterCard): \_\_\_\_\_ Expiry Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Dietary Restrictions: \_\_\_\_\_

**No refunds for cancellations after December 7, 2009. Substitutions accepted at no charge.**