



CERT AT SEA

Choices/ Learning From Experience (LFE) Interviewing 8/28/10

Overview

CERT AT SEA is a program offered by HR Attaché Inc, a human resources consulting firm, which has been operating in association with Korn/ Ferry, *Powered by Lominger* since 1996. By enrolling in this program you and your guest(s) will travel as part of a group operated by HR Attaché and it's travel partners, Brother and Son Fun Travel Inc and The Cruise People Inc.

The CERT AT SEA departs from New York, NY (NY City Passenger Ship Terminal) aboard the Carnival Glory at approximately 5 PM on Saturday August 28, 2010 and returns to NYC at approximately 8AM on Thursday September 2, 2010. Classroom training sessions will be held on our two *days at sea* on Sunday 8/29 and Wednesday 9/1 from 8:30 am – 4:30 pm.

Program fee of \$2,450 covers workshop costs for one person in addition to cruise fare, prepaid gratuities, and private welcome aboard reception for two guests in an interior stateroom. A deposit of \$600 is required to hold your reservation. This deposit is non refundable but is transferable for cruise fare for another guest on this cruise.

Course Description

Participants must have completed the pre-requisite “Understanding Competencies 101” or its equivalent (Contact instructors for clarification). CERT AT SEA is not open to consultants unless they are engaged in support of KF/Lominger customers using The CHOICES® Architect.

DAY ONE (8/28/10)

Registration

Orientation

Reception

DAY TWO (8/29/10)

Classroom Session- The CHOICES® Architect

Objectives

- 1) Recognize the importance of Learning Agility in identifying high-potential talent
- 2) Identify research behind the tool and the mechanics of The CHOICES® Architect sort cards, paper surveys and e-surveys
- 3) Apply methods for validating high-potential talent for use in succession planning
- 4) Match people to development assignmentology, and aid development feedback and coaching processes



Agenda

- Welcome & Introductions
- CHOICES® Sort
- What is Learning Agility?
- Research
- Personal Exercise
- CHOICES® Interpretation
- CHOICES® case studies of real subjects
- CHOICES® e-Tools
- Succession vs. Development
- Review manual and other applications
- Q&A

Course Materials

CHOICES® sort cards and quick reference guide

CHOICES® Technical manual,

CHOICES® questionnaires with scoring instructions

Sample eCHOICES® reports and interpretation guides

FYI for Talent Management

Research and Interpretation guides,

Career Architect Development Placemat,

Broadband Talent Management and Coaching Reference Guide

DAY THREE (8/30/10)

Evening Breakout Session A

DAY FOUR (8/31/10)

Evening Breakout Session B

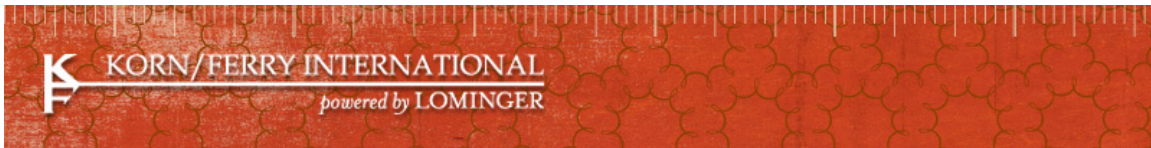
DAY FIVE (9/01/10)

Classroom Session

Learning From Experience Interviewing®

Objectives

- 1) What Learning Agility is and why it's important
- 2) Limitations of traditional interview formats
- 3) The unique value of the LFE interview process
- 4) How to identify agile learner characteristics
- 5) How to conduct an LFE interview
- 6) How to integrate LFE into your interviewing processes



Workshop Agenda

- 6 Qs of Leadership
- Research on Interviewing
- The LFE Interview
- Calibration
- Interviewer Best Practices
- Interview Dyad/Triad Practice
- Drawing Conclusions
- Best Practices
- : FYI for Talent Management™

Learning Materials

- User Manual
- Participant Guide
- Learning From Experience™ Interview Guides
- Video Vignettes CD

Instructors

JOHN CROSS

John Cross is President of HR ATTACHE, Inc., a small consulting firm dedicated to increasing effectiveness and professionalism within HR organizations. John specializes in working with HR staff to install the Lominger Suite “one tool at a time” and seeks to build user service through blending certification with direct service delivery to business partners.

John has twenty years of corporate HR experience, gained mostly with one of the world’s largest global business Insurers. He has performed and managed every HR function and eventually rose to participation on the senior leadership team. Prior to the corporate world he worked in staff roles for the Legal Services Corporation and the National Urban League.

John was one of Lominger’s original customers, so many of today’s well established tools had their initial application or early research during his employment. The effectiveness of the tools helped his organization to be recognized and benchmarked in numerous publications for best practices in succession planning, talent identification and career management.

Since transitioning to consulting fourteen years ago, John has brought solid implementation experience to serve over 50 firms covering most industrial sectors. In addition to installing best practices in HR groups, John has been retained for executive coaching assignments and to participate in the selection of senior leadership team members.



John holds an MBA from The McColl School of Business at Queens University in Charlotte, North Carolina and a BA in International Studies from Rutgers University. He is very involved in Church activities and has served in variety of governance roles with non-profits over the last 30 years.

TERRY ENLOW

Terry Enlow is an Account Executive with Korn/Ferry Leadership and Talent Consulting, *Powered by Lominger*, specializing in helping clients implement the Lominger suite of talent management products, solutions and services.

Terry holds an MA in Organizational Development with a minor in Leadership from Concordia University, St Paul MN.

Prior to joining Lominger/Korn Ferry in 2007, Terry was an internal HR consultant for Wells Fargo managing a team of recruiters. He also has experience in the search business as well as 18-years as a senior operations leader in the retail/consumer goods industry.

Terry's career has included working on expansion projects, turnaround opportunities, and start-ups. His work experience has taken him from Kansas to Minneapolis (twice), Detroit, Dayton and Chicago.

Terry's clients include Fortune 100 companies in the Consumer, Pharma, Industrial, Technology and Financial Services sectors.

Terry Currently resides in Saint Paul, MN.

The Cruise

Your home away from home will be the Carnival Glory, a modern 2,970 passenger, 1150 crew mega cruise ship. The itinerary is as follows:

Day One

Saturday August 28, 2010 5pm - Depart from NYC Pier 88/90/92 NYC Passenger Ship Terminal 711 12th Avenue at 55th street (guests must board by 2:30). Parking is \$30/day.

Day Two

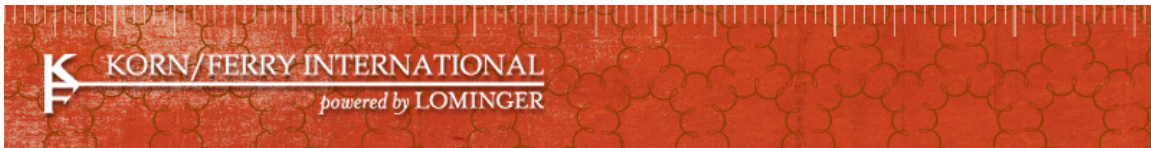
Sunday, August 29 - Day At Sea

Day Three

Monday August 30 - St Johns New Brunswick, Canada 8am- 4 pm

Day Four

Tuesday August 31 - Halifax, Nova Scotia Canada 9am-6pm



Day Five

Wednesday September 1- Day At Sea

Disembark at NYC Thursday September 2 at 8 AM

We have scheduled a welcome aboard reception for CERT AT SEA participants and their guest(s) after departure on Saturday evening. Unless otherwise requested, we will seat all guests as a group at late dinner seating.

Program fee covers cruise fare for two guests in an interior stateroom. Added cost for upgrades to ocean view or balcony staterooms are \$300 and \$500 respectively. Added cost for third /fourth guest(s) in interior stateroom is \$439. Added cost for trip insurance is approximately \$ 250.

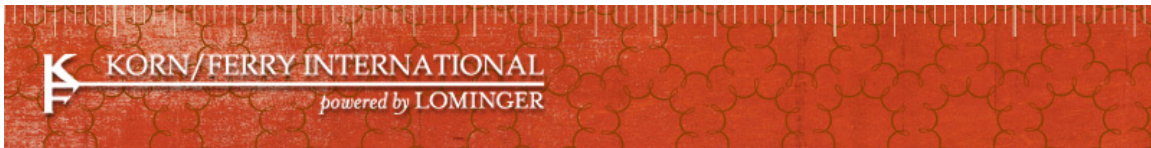
Program fee will cover cruise gratuities taxes and other fees. Guest will need to establish onboard credit with a major credit card or cash deposit to obtain a *sign and sail* card for room access and all other personal expenditures not covered by the program fee (excursions, on board purchases etc).

All guests must have a valid passport or proof of US citizenship (e.g. official or raised seal birth certificate and a government issue picture ID such as a state issued drivers' license) and should plan to arrive by 2:00pm on Saturday for embarkation.

A deposit of \$600 USD via credit card or bank account draft is required to hold your registration. This registration is transferable for cruise fare to another guest on this cruise but not refundable. Guest will be invoiced for the balance of program fees and final payment must be received by May 31, 2010. Installment options are available.

The Glory offers a full range of services comparable to any land based resort. Many services are already included in the price of your cruise. A sample of list amenities includes:

- Full SPA
- Camp Carnival (ages 2-11)
- Club O2 (ages 15-17)
- Video Arcade
- Twister slide and 3 pools
- Evening shows
- Formal and informal dining options
- 24/7 Pizza grille
- 24/7 room service



- Full casino (ages 21 and over)
- Sushi lounge
- Coffee Bar
- Emerald Steakhouse
- Library
- Modern gym
- Outdoor sports park (jogging track, nine hole miniature golf)
- Ample Sun decks

Excursions

While in port you can stay on board and relax on the Glory or choose from 18 reasonably priced excursions in St Johns, New Brunswick or 25 excursions in Halifax, Nova Scotia. Samples of shore excursions include:

St. Johns

- Bay of Fundy coastal Photography tour
- Harbor or river cruises
- Guided tours of Parks and coastline
- Moosehead brewery tour
- Coastal cookout

Halifax

- Tall ship experience
- Whale watch
- Golf
- Biking tour
- Historic city tour
- Deep Sea Fishing
- Lighthouse tour

Tour operators are closely screened by Carnival to insure a safe and high quality experience.



CERT AT SEA Registration Steps

1. Contact John Cross at HR Attaché Inc
hrattache@aol.com or 704-737-4563
2. Complete CERT At SEA registration
3. Provide \$600 deposit
4. Receive booking confirmations, precruise checklist and invoice for balance
5. Pay balance by 5/31/10
6. Receive final CERT At SEA cruise details
7. Set sail on Saturday 8/28/10 from NYC