

# ***How To Make Decisions That Transform Your Leadership and Your Organization***

*...a course of study for leaders*

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In the midst of the turbulent, often confusing, unpredictable world that you inhabit, where are the opportunities for transformative leadership that result in improved performance? Not in momentous events but in the minute-to-minute, day-to-day decision-making you do while interacting with other people. The secret is in learning to use everyday moments to produce transformational change.

This course will help you acquire the mind-and-skill set required to make decisions that continuously transform your own leadership and your organization. To achieve this ambitious end, it must be unlike any course you have taken, and it will be. For over twenty-five years the students who have taken the course at Harvard (and other colleges/universities) and the administrators who've had the course offered in their school systems have repeatedly called it at once the most "eye-opening" and "practical"/"useful" course they have taken.

The powerful impact of the course follows from its combining a unique methodology with an elegantly simple set of original ideas about *transformational* decision-making. Because the ideas are expressed in behavioral skill, they will enable you to literally see by contrast the common *transactional* style that we all share and how it limits your ability to improve performance. Insight into the discrepancy between your current *transactional* style and the *transformational* style that we all aspire to will follow from this unique methodology. You and other course members will be video-taped handling difficult interactions and then join in viewing and analyzing one another's performance, giving feedback and going back on tape to translate the analysis and feedback into new decision-making skill.

Leadership is about decision-making. Improving organizational performance is about transformational decision-making. Transformational decision makers enable their key people to continuously examine and change their practice for the better and do their best work as members of a team. They do so by being trustworthy, by inspiring commitment to mutual inquiry (before making decisions) and by struggling skillfully with their key people to define and solve the inherently confusing problems of improving performance. This course, more like a leadership laboratory than a classroom, will help you translate your aspirations into skill. Join us in expanding the community of leaders capable of producing transformational change.

## ***Harvard GSE Student Feedback on the Course:***

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***"Thanks again for such a provocative and useful course -- probably the single most useful course I took all year. The skills I began to learn will be invaluable to me for the rest of my life. "***

***"Jentz is amazing at what he does, absolutely amazing! He practices what he preaches and is a great teacher."***

***"Take this course - it will most definitely help you in interactions with others - personal and professional."***

Course offered at the  
**RBT Conference Center:**  
**January 21-23, 2010**  
Plus 3 dates TBD

Click [here](#) to sign up for course

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Click [here](#) for video

## **Barry Jentz**

For more than 25 years Barry Jentz has taught courses in leadership and communication at the Harvard Graduate School of Education and has authored numerous articles and four books. Jentz's widely diverse clientele includes K-12 public and private schools, colleges, and universities at the graduate and undergraduate levels, nonprofits, professional firms, and businesses. During forty years of practice, he has invented widely used methodologies or improving practice, including the EntryPlan Approach to beginning a new job successfully. His latest book,



***Talk Sense: Communicating to Lead and Learn*** is available for purchase [here](#).

