

The Six Boxes® Summer Institute

2012

SixBoxes
performance thinking



Part user conference, part professional development, part retreat...it's hard to compare the Six Boxes Summer Institute to any other event you've been to.

The institute is more like a “gathering of the clan”, the clan being professionals from all industries who are passionate about performance improvement and incorporating the Six Boxes® Approach.

We keep it small enough for you to interact and learn from everyone present; broad enough to cover many of the topics that impact your work; and deep enough to immerse you in applications to use immediately back on the job. Held in the forest on beautiful Bainbridge island in the Pacific Northwest, the institute combines workshops on the Six Boxes Approach with how-to sessions for specific applications, case studies and advice from other users, training on new tools, hands-on practice and coaching, and plenty of time for conversation with interesting and talented colleagues.

Whether your interest is as broad as strategic planning or as focused as peer coaching; whether you're a people manager or a performance professional; whether you come for one day or all four, the Six Boxes Summer Institute will send you home with new ideas, new capabilities, and a list of new friends.

June 17 - 21, 2012

Bainbridge Island, WA

IslandWood Environmental
Educational Center

Register at SixBoxes.com



"Best 'users conference' I have ever attended. Right size, good mix of people, great environment. I'll be back next year!"

A 2011 Participant

2012 Six Boxes Summer Institute

Sunday June 17

3:00 – 10:00	Arrivals
6:30 – 8:00	Dinner

Monday June 18

7:00 – 8:00	Breakfast
8:00 – 8:30	Registration
8:30 – 12:00	Introduction to Performance Thinking
12:00 – 12:45	Lunch
12:45 – 1:30	Tour of Sustainable Facilities
1:30 – 5:00	Introduction to Performance Thinking, cont.
5:00 – 6:00	Welcome Reception
6:00 – 7:00	Fireside Chat with Guest Speaker

Tuesday June 19

7:00 – 8:00	Breakfast	
8:00 – 8:30	Welcome & Introductions	
8:30 – 12:30	Six Boxes Practitioner Workshop	Six Boxes Performance Coaching
12:30 – 1:30	Lunch	
1:30 – 5:00	Six Boxes Practitioner Workshop	Six Boxes Performance Coaching
5:00 – 6:00	Reception & Networking	
6:00 – 7:00	Fireside Chat with Guest Speaker	

Wednesday June 20

7:00 – 8:00	Breakfast	
8:00 – 11:30	Six Boxes Practitioner Workshop	Integrating the Six Boxes Approach with Top-Down Organization Change How to Document Human Performance in Processes
11:30 – 1:30	Lunch in the Garden	
1:30 – 5:00	Six Boxes Practitioner Workshop	Improving Implementation Planning & Feedback Faster, SMARTer, Better Goals
5:00 – 6:00	Reception & Networking	
6:00 – 7:00	Dinner	
7:00 – 9:00	Night Hike & Campfire	

Thursday June 21

7:30 – 8:30	Breakfast
8:30 – 12:00	How to Build Culture Change into Performance Improvement Strengthening Lean Implementation and Practice
12:00 – 1:00	Lunch & Checkout
1:00 – 3:30	Performance Thinking Across the Organization
3:30 – 4:00	Closing

IslandWood Educational Center

www.islandwood.org
Bainbridge Island, WA
(a 35-minute ferry ride from downtown Seattle)

Accommodations & Meals

Double & single rooms in simple but comfortable accommodations, each with a private bath.

Meals are served family style and the food is prepared from fresh, local ingredients. Everyone always raves about the food.

We include lunch, snacks, dinner and beverages for all participants, and a full breakfast is provided for residential guests.

Program Costs

You may register for 1, 2, 3 or all 4 days. Practitioner Program participants register separately for the program plus other days.

Early registration ends May 18, 2012

General Program

Single Day	\$500	(\$595 after May 18)
3-Day Package	\$1350	(\$1550 after May 18)
4-Day Package	\$1650	(\$1850 after May 18)

Six Boxes Practitioner Program

2-Day Workshop	\$2200
3-Day Program	\$2600
4-Day Program	\$2950

Lodging Costs

Single Room	\$150/day
Double Room	\$100 per person/day

"I stay at hotels far too often and prefer something a bit different. IslandWood met this criteria perfectly. Food was healthy and delicious. Staff was friendly and welcoming. I was able to get outside to run, walk, and enjoy nature."
a 2011 participant

Register Online

SixBoxes.com

Monday June 18

Introduction to Performance Thinking

Carl Binder

Our basic “performance literacy” workshop for those new to the Six Boxes® Approach, this is the foundation for all our other programs. Participants explore our two core models and performance improvement logic through interaction and dialog, focusing on implications for their area of interest and work. If you have never attended, the workshop is a prerequisite for the rest of the week. If you have attended this workshop and would like a refresher, you may attend for a significantly discounted rate. Please contact us for information on how to register with the discount.

Tuesday June 19

Six Boxes Practitioner Program

Bill Blunt & Carl Binder

This is our foundational program for performance professionals who undertake performance improvement projects. The 2-day workshop focuses on stepping through a simple logic for analyzing and improving performance, planning an application project of your choice. We follow with 4 small group-coaching sessions scheduled over the following 3-6 months to help you apply this approach and avoid beginners’ mistakes.

Six Boxes Performance Coaching

Cynthia Riha

Managers and leaders are often charged with developing their teams, but seldom have time to create and implement formal development plans. Whether documented or informal, regular 1:1 performance coaching can accelerate development and boost on-the-job performance. This workshop shows you how to structure conversations on the fly using the Six Boxes Approach to collaboratively improve the performance of your team members. We’ll provide tools to help you get started and lots of hands-on practice.

Wednesday June 20

Six Boxes Practitioner Program

Workshop continues with Day 2.

Integrating the Six Boxes Approach with Top Down Organizational Change

Donnie Staff

When a business unit needs a substantial top-down overhaul – whether preparing for rapid growth, after a reorganization, or when it’s out of control – organizational structure and operations must change to support the new goals. Donnie Staff will share tools and methods for re-positioning an organization for success with new strategies and products. The Six Boxes Approach is embedded in his methodology to align roles and responsibilities, and to support day-to-day performance management.

How to Document Human Performance in Processes

Carl Binder

Processes are among the most important places to “find” work outputs in organizations. This session will provide examples and practice for documenting elements of the Performance Chain in processes to support process implementation and stabilization, to serve as a starting-place for performance improvement projects, or to define a context for coaching to improve individual or team performance.



Wednesday June 20, continued

Improving Implementation Planning & Feedback with the Six Boxes Approach

Carl Binder with Joe Vrazo

Planning and improving the implementation of programs, processes, policies, strategies or systems offer big opportunities for improvement but big challenges to get it right. This session presents guidelines and examples using the Six Boxes Model to plan implementation and identify opportunities for future improvement using feedback from prior implementations. The session will include a report of related doctoral research conducted by our colleague, Joe Vrazo.

Faster, SMARTer, Better Goals

Cynthia Riha

We know that the quality of our goals directly affects our likelihood of achieving them. We've integrated Glenn Hughes' SMART as Hell methodology with the Six Boxes Approach to give you a quick way to optimize your current goals, a new way to develop them going forward, and show you how to tease them out of the Performance Chain to ensure they're focused on what matters. Bring your existing goals and be ready to rethink how you set them going forward.

.....

Thursday June 21

How to Build Culture Change into Performance Improvement

Carl Binder

We've been trying for years to integrate Don Tosti's model of cultural values and practices into Six Boxes® Performance Thinking. We think we've finally done it, and will show you how to drive culture through performance in a job role, in a department, or in a process. Learn how to tweak the Performance Chain based on values, and to build culture into management, leadership and performance consulting.

Strengthening Lean Implementation & Practice with Performance Thinking

Gordon Anderson

Many organizations, recognizing the need to continuously improve, have implemented Lean process improvement. Many struggle to sustain Lean practices and gains, often seeing initial improvement but disappointing longer term impact. Gordon Anderson of Box One Solutions will share how he uses the Six Boxes Approach to stabilize processes, implement problem-solving practices that stick, and enable managers to coach teams for multi-tier accountability.

How to Document Human Performance in Processes

Carl Binder

Processes are among the most important places to "find" work outputs in organizations. This session will provide examples and practice for documenting elements of the Performance Chain in processes to support process implementation and stabilization, to serve as a starting-place for performance improvement projects, or to define a context for coaching to improve individual or team performance.

Performance Thinking Across the Organization -- From Concept to Reality

Bill Blunt (Amgen), Ann Cazares (Amerigroup), Bob Reticker & Lisa Jasper (Insperity)

Six Boxes Performance Thinking can be used to drive a consistent approach for managing and improving performance across multiple levels and functions in an organization. Representatives of three companies who've taken on the challenge to spread performance thinking across their organizations will share their experience. You'll learn practical tips, strategies and tactics, as well as potential obstacles, to consistent and coherent organization-wide performance improvement using the Six Boxes Approach.