



“Minutes from world famous Big Sky Resort, alongside the famed Gallatin River, this retreat truly brings credibility to the term ‘working vacation’.”

- Wade Dokken,
Ameya Preserve

**Held at the historic
320 Guest Ranch in
Big Sky, Montana**

This five day retreat delivers breakthrough impact for senior leaders in any enterprise. It leverages an individual’s personal leadership potential to create the effective relationships and organizational clarity essential to achieving results in our knowledge-based and technology-driven marketplace. We will demonstrate and you will experience and apply the concepts presented by the extraordinary new Harvard Business School Press book, *Executing Your Strategy*.

The power of this experience is a once in a lifetime opportunity. You will gain first hand experience in executing alignment and strategic systems-wide performance. You will explore the three internal sources that guide your ability to successfully achieve desired strategic objectives. These sources will enable you to work more successfully both interpersonally as well as within the context of your larger enterprise. Next, we will provide the building blocks necessary for you and your team to plan and execute essential organizational change, improvement, and innovation initiatives. You will learn how to unlock your company’s ability to align structure, culture, goals and metrics to create consistent strategic leadership.

The morning sessions of this retreat will be held within the beautiful main lodge of the 320 Ranch in Big Sky, Montana within the incredible surroundings of Yellowstone Country. Following each morning of facili-

tative learning with world class executive education seminar leaders, we will reinforce our discussions through a unique action learning experience employing the metaphor of horses guided by master trainers. This powerful combination of classroom and experiential work will create expanded horizons for you on how to be a more effective, focused and assertive strategic leader. This unique seminar will change your life because the learning process will require you to actively engage and expand your emotional and intuitive powers as well as those of your intellect to achieve your desired strategic goals.

Previous experience with and around horses is not required.

For Big Sky Leadership Summit reservations & information contact:

Doug Saarel, President of Sky Ranch Seminars and The Montana Institute for Leadership Science at:
p) 406 222-9453
f) 406 222-8477
e-mail: info@skyranchseminars.com

For reservations & information on the 320 Ranch:

please visit www.320Ranch.com or call 800 243-0320 or 406 995-4283.



Montana's beauty will amaze you...The horses will challenge you...Our Seminar Leaders will inspire you...



Doug Saarel has been a Senior Fellow at The Wharton School and a former senior executive of Johnson & Johnson, Pepsi Co, Squibb, and the Coca-Cola Company. He was Chair of Overseers at The Aspen Institute and a moderator of its executive programs. For more information on Saarel, please visit www.skyranchseminars.com. **Mark Morgan** and **William Malek** are co-authors of the much acclaimed, *Executing your Strategy*, published by Harvard Business School Press. Mark is the former Practice Director of the Stanford Advanced Project Management program and a veteran manager, leader and master facilitator with clients such as IBM, Cisco, and HP. He is the Chief Executive Advisor with StratEx Advisors, Inc. More information on Mark is available at www.stratexadvisors.com. Malek, a former Program Director for the Stanford Advanced Project Management Program is the Chief Strategy Officer for Strategy2Reality LLC. William is an educator and consultant and has worked with clients such as Pacific Gas and Electric, Qualcomm, McKesson and the Library of Congress. For more information on Malek, please visit www.strategy2reality.com.

Learn to identify and use three critical interfaces:

The Internal Interface

Master your internal dialogue by gaining perspective of the parts that interact to create coherent self leadership. Use systems thinking to leverage the influence you have at your immediate disposal.

The One to One Interface

Take your current mastery of interpersonal relationships to a new level. Receive real-time feedback from a totally aware, honest, and, no-nonsense coach – the horse. Accept what this coaching teaches you and put it to work building the kind of interpersonal relationships you need to be more effective one on one, within your total enterprise, and in a fragmented marketplace.

The One to Many Interface

Learn a new set of interpersonal communications skills by using your developing mastery of internal and one to one interfaces to achieve the kinds of organizational results you expect. Organizational mastery is the highest form of interface complexity and is based on the fundamentals of the first two. Learn what it will take to master organizational leadership with your management teams and larger groups in the post industrial, post information age of the human-technology network.

Learn the three actions that drive positive results in your life and in your enterprise.

Effectively leverage four aspects of culture, two types of structure and two types of core strategies to achieve your strategic goals.

Develop the ability to discern between a real strategic imperative and a mirage. Focus on the few issues that clear the way to getting the important stuff done.

Commit to the journey of a balance between breakthrough thinking and continuous improvement driven by action-based budget and accountability systems.