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*The Advocacy Institute Is Pleased to Announce*

**PROGRAM ANNOUNCEMENT**  
**MANAGEMENT TRAINING PART II**

**April 19, 2016**

**9:00 a.m. to 1:00 p.m.**

**Richard J. Hughes Justice Complex  
6th Floor Point Meeting Area  
25 Market Street  
Trenton, NJ**

**April 21, 2016**

**1:00 p.m. to 5:00 p.m.**

**Richard J. Hughes Justice Complex  
6th Floor Point Meeting Area  
25 Market Street  
Trenton, NJ**

**April 26, 2016**

**9:00 a.m. to 1:00 p.m.**

**Richard J. Hughes Justice Complex  
6th Floor Point Meeting Area  
25 Market Street  
Trenton, NJ**

**April 28, 2016**

**9:00 a.m. to 1:00 p.m.**

**124 Halsey Street  
7th Floor – Monmouth Room  
Newark, New Jersey**

**May 24, 2016**

**9:00 a.m. to 1:00 p.m.**

**Richard J. Hughes Justice Complex  
6th Floor Point Meeting Area  
25 Market Street  
Trenton, NJ**

## *Program Summary*

Management Training Part II will build upon Management Training Part I, which was provided in the Winter of 2015. Students will continue to learn methods on how to improve their effectiveness as a manager, with a particular focus on how to have difficult conversations with staff about performance issues. This presentation will expand upon the curriculum of Management Training Part I, which was designed to provide attorney managers, through discussion and group exercise a better understanding of, key management issues, good and bad communication, how important communication is and how to improve upon your communication skills, sharing feedback, the different personalities we encounter daily, the transition into the manager role, and final feedback.

### *Who Should Attend?*

**This program is for AAsG, Section/Bureau Chiefs and Assistant Section/Bureau Chiefs within the Department of Law and Public Safety, who have been selected to attend this course. If you have not already been selected to attend this course, please do not attempt to register.**

### *Who Is the Faculty?*

**Jonathan Sibley, LCSW, MBA**, trains and coaches business and government leaders, executives, and management teams for greater effectiveness by helping them to: better understand how their performance compares to the expectations of their key constituencies; identify and overcome important blind-spots and obstacles to greater effectiveness; improve their ability to deal with conflict, building their capacity for effective, difficult conversations; enhance and build on their strengths while finding strategies to compensate for and improve upon weaker areas; and improve key business relationships.

Jonathan is a certified facilitator of Kegan and Lahey's Overcoming Immunity to Change methodology and has coached a variety of executives, within for-profit and not-for-profit organizations – from mid-level and senior executives to the chairperson of a board of directors. Jonathan also provides coaching for Karlin Sloan & Company, NetExpat, and SupportTED (coaching TED fellows) as well as intercultural training for NetExpat.

Jonathan has presented about coaching and about overcoming immunity to change at multiple conferences in the US, England, and Mexico. Jonathan also completed research on the coaching process under a grant from Harvard University's Institute of Coaching. During his career at American Express, Jonathan led cross-functional product development teams using new technologies, oversaw a 4 million dollar technology budget, served as an internal and external consultant with executives in Fortune 500 companies, and was the recipient of multiple awards for quality and innovation.

Jonathan has lived in the USA, France, Spain, Germany, Switzerland, and Brazil and is fluent in English, French, Spanish, German, and Portuguese. This experience is helpful in working with multinational executives and their teams but has also proven critical in identifying and working with subtle differences in individual and organizational cultures and sub-cultures. Jonathan

holds a coaching certificate from Executive Coach Academy, an MBA from INSEAD in Fontainebleau, France, an MSW from Columbia University, and a BA from Princeton University.

**Georges Buzaglo, Ph.D.**, is a consultant, based in Philadelphia PA. In 1993, he founded Management Strategies International, Inc. (MSI) a consulting firm specializing in helping companies execute their strategic initiatives. He has lectured on the topics of organizational design, project leadership and strategy execution in over 20 countries.

Georges has developed proprietary methods that, seamlessly integrate business strategy, OD methodology, industry knowledge and social science expertise into a coherent approach that optimizes the fit between an organization's human systems and its business goals.

Georges has developed expertise across a range of industries, including specialty chemicals, financial services, high tech and pharmaceutical industries. A representative list of clients include: AT&T, Bausch and Lomb, Dow Chemicals, Evonik Industries, Frank Russell Securities, Ixis Financial Advisors, Johnson & Johnson, KPMG, Marsh Mexico, Merck, The Mexican Institute of Social Security, the Mexican Ministry of Public Health, Philadelphia Department of Public Health, Phoenix Home Life, Guy Carpenter and SAP-AG.

Georges holds a BA in Sociology and Anthropology, a Master's in Education and a Ph.D. from Temple University in the field of Organization Development. He is fluent in English, Spanish, French and Hebrew and has lived in Morocco, Spain, France and the US.

Publications include: Facilitating Work Team Effectiveness; Case Studies From Central America, The Group Development Questionnaire: A Scientific Method for Improving Work Team Effectiveness; and Developing Assessment Tools for Cross-Cultural Group Research.

### ***CLE Credit***

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 4.0 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 4.0 substantive credits (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 3.5 substantive credits (\$6.00 mandatory registration fee required).

### ***How Do I Register?***

#### **State Employees**

Most State employees are able to register for this course by going to <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> and creating an AGAI Course Registration account. To do so, your computer **must** be attached to the government's Garden State Network. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2>

to register for future courses or to manage your account. Please retain your user name and password for your records.

### **Non-State Employees or State Employees not Connected to the Garden State Network**

If you are not a State employee, or are otherwise unable to access the AGAI Course Registration System through the Garden State Network, kindly email the Advocacy Institute at: [AdvocacyInstitute@lps.state.nj.us](mailto:AdvocacyInstitute@lps.state.nj.us) for an authorization code to allow you access to the AGAI Course Registration System through the My New Jersey portal. **Setting up your account through the portal is a two-step process, the details of which are set forth in the next two paragraphs.**

Once you receive the portal authorization code you will be prompted to go to the My New Jersey portal at <http://www.state.nj.us/> and create a portal account. Once your portal account is created you are prompted to enter your authorization code. This is Step 1 of the process, which you need only do once.

**If you have already been issued an authorization code in the past you do not need to request another one.** You can log into your account on the Garden State Network at <http://www.state.nj.us> and under the heading NJ L&PS Applications you will see the Attorney General's Advocacy Institute's Registration System. Click on that and log into your account on our system.

Upon setting up your portal account, you need to set up your AGAI Course Registration System account. This is Step 2. To do so, log on to the My New Jersey Portal <http://www.state.nj.us/>. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a new user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.