

West Point Leadership China Training Camp

Hua Ting Hotel & Towers, Shanghai, May 17, 2008



"Give me anyone except a schizophrenic and I will turn him into a leader."

----General Dave R. Palmer, former superintendent, West Point

Training Facilitator: Larry Donnithorne



* Leadership Professor, West Point

* Author, *The West Point Way of Leadership*

"Larry's engrossing reveals the Military Academy's innermost ingredients for all to see and use. This should be required reading for anyone who aspires to leadership in any field "

----General Dave R. Palmer, former superintendent, West Point

"One of the best company commanders in Vietnam..."

----General Brigade, Commanding General in Vietnam

"The West Point model of leadership is a fascinating and insightful one, one that Donnithorne presents modestly, carefully, and convincingly.... The philosophy that underlies it...is based on moral principle, timeless values, and the leader's selfless commitment to others."

----Harvard Business Review

Key Topic

- * The Soft Power of West Point way of leaders
- * The West Point Way of Leadership and followership
- * The core of teamwork in West Point
- * Decision-making modes from West Point
- * Application of Leadership Development Model from West Point
- * Keys to achieve heartfelt obedience

Target Audience

- * President, CEO, General Manager, Vice GM, Director, Department and Division Manager, Regional Manager, team leader, project manager, etc.
- * For the sake of building a common sense and understanding on the west point way of leadership, group registration is strongly recommended



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Event Schedule

09:00 - 09:05	Opening Ceremony
09:05 - 10:30	Module 1: The Soft Power of West Point way of leaders * Moral Leadership and the source of inspired moral courage * A Spectrum of Character in Leadership * Be the leader of leaders * The principles of effective West Point Way of leadership Module 2: The West Point Way of Leadership and followership * The definition of Leadership and Followership * Levels of leadership and types of followership * Interaction between leaders and followers around organizational goals
10:30 - 10:45	Tea Break
10:45 - 12:00	Module 3: The core of teamwork in West Point * The balance between teamwork and individuality * The leader's role in defeating the five dysfunctions of teams * Define the role of each individual in your team * Forming and Using Circles of Trust * Keys to a successful handling of a conflict situation
12:00 - 13:30	Lunch
13:30 - 14:15	Brainstorming: Keys to achieve heartfelt obedience
14:15 - 15:30	Module 4: Decision-making modes from West Point * 3 modes of decision-making * situations which may affect a leader's involvement of followers * Which of these modes would be most advisable for buy-in? for risk? for time limitations?
15:30 - 15:45	Tea Break
15:45 - 16:45	Module 5: Application of Leadership Development Model from West point * 4 years' leadership challenge at West Point * Leadership Development—From Principles to Practices * Challenges and tasks of leadership development * Develop leaders of your team * Self-assessment
16:45 - 17:00	Q & A
17:00 - 17:15	End of the training camp



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Training Facilitator: Larry Donnithorne

Dr. Larry Donnithorne began his formal higher education at the United States Military Academy at West Point from which he graduated in 1966. He later earned master's degrees in economics and civil engineering from Stanford University and his doctorate in education from Harvard University.

Dr. Donnithorne has served in varied executive roles ranging from commanding a company of 150 soldiers in combat in Vietnam and managing construction projects in Korea and the US to serving as president of a college and then as president of a university. In Vietnam, he was described by the Brigade Commanding General as **"one of the best company commanders in Vietnam,"** and his subsequent work enjoyed similar commendations.

In addition to his leadership roles, Dr. Donnithorne also served for fifteen years on the staff and faculty of the United States Military Academy at West Point teaching ethics, economics, and leadership and assisting the Superintendent with reforms of the institution's character development programs and leader development programs.

In 1993, Dr. Donnithorne retired from active Army service. He then served for almost six years as president of the College of the Albemarle in Elizabeth City, North Carolina. He was then selected in 1998 as president of Colorado Christian University in Denver, Colorado. He served in that capacity for eight years, when the University appointed him as President Emeritus and Distinguished Professor of Ethics and Leadership.

Drawing upon both his many years education and experience in practicing and teaching leadership and ethics, Dr. Donnithorne has worked with leaders of many organizations on the interplay of sound ethics and the practice of effective, results-oriented leadership. Organizations with whom he has worked or provided seminars or speeches include the following: Johnson & Johnson, Inc., IBM Corporation, American Express Financial Advisors, Coopers & Lybrand (now known as PriceWaterhouseCoopers), State Farm Insurance, Federal Home Loan Bank of Pittsburgh, CB Commercial Real Estate Group, FMI Corporation, Appalachia Educational Laboratory, International Association of Chiefs of Police, City of Spokane (Washington, USA), Future Presidents Institute of North Carolina State University, Carnegie Mellon University, United States Air Force Academy, Valley Forge Military Academy.

Dr. Donnithorne's most notable publication is a book titled, *The West Point Way of Leadership: From Learning Principled Leadership to Practicing It*, which was published in the US in 1994 by Random House and in the People's Republic of China by the China Social Sciences Press in 2005. A review of this book in the *Harvard Business Review* concluded that **"the West Point model of leadership is a fascinating and insightful one, one that Donnithorne presents modestly, carefully, and convincingly.... The philosophy that underlies it...is based on moral principle, timeless values, and the leader's selfless commitment to others."**

Dr. Donnithorne is passionate about assisting the leaders of organizations of all types to achieve meaningful and long-lasting results through leadership which is founded upon high ethical values. He argues persuasively that this is the leadership that builds great companies, great communities, and great nations.

"Larry's engrossing reveals the Military Academy's innermost ingredients for all to see—and use. This should be required reading for anyone who aspires to leadership in any field. "

----General Dave R. Palmer, Former Superintendent, United States Military Academy At West Point

"Larry's philosophy of leadership is right. His techniques and tactics will work in the modern era of leadership."

----Dana G. Mead President and CEO , Tenncco Inc.



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Registration Form

Please fill in the form and fax to **86-21-54788957**.

Any questions or inquiries, please contact Harry Wong @ **86-21-54788759**.

Name(1) _____	Title(1) _____	<input type="checkbox"/> Standard	<input type="checkbox"/> VIP
Name(2) _____	Title(2) _____	<input type="checkbox"/> Standard	<input type="checkbox"/> VIP
Name(3) _____	Title(3) _____	<input type="checkbox"/> Standard	<input type="checkbox"/> VIP
Company _____			
Address _____	Province _____	City _____	Zip _____
Contact Phone _____	Contact Fax _____		
Contact Email _____			

Training Fee

***Standard Seat** : RMB 4880 per person, including training fee, training materials, lunch and tea breaks.

***VIP Seat**: RMB 8880 per person, including seat in VIP area, training fee, training materials, VIP learning materials, Personal talk with Larry, certificate, supper, lunch and tea breaks, 2 books with Larry's signature, etc.

Registration Process

- * Please fill the form and fax to us.
- * We will confirm with you via phone or email and provide you with the payment information.
- * Please arrange payment.
- * We will send you the confirmation letter for you to register onsite 1 week before the event.

