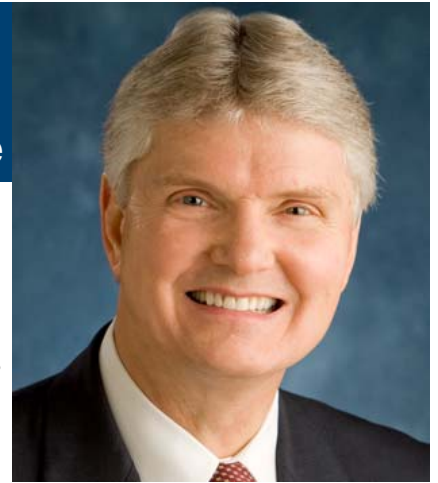


Kim Cameron

World's Leading Authority on Organizational Change
Leading Change for Extraordinary Performance

Kim Cameron is a world expert in organizational culture and change management. He is one of the founders of [Competing Values](#), [The Center for Positive Organizational Scholarship](#) and is a partner in [The Innovatrium](#), a change and innovation institute. Kim developed the Competing Values Culture & Competency Assessments which have been used by over 100 of the Fortune 500 and 100,000 executives. He is The William Russell Kelly Professor of Management and Organizations at [the University of Michigan Ross School of Business](#). Kim's past research on organizational downsizing, organizational effectiveness, corporate quality culture, development of leadership excellence and the study of virtuousness in organizations has been published in more than 120 articles and 14 books.



MORE ABOUT CAMERON

Cameron's recent investigations in a variety of organizations—from financial services and large-scale manufacturing to health care, airlines, and governmental agencies—have found that an abundance culture and implementing organizational virtuousness is significantly and positively related to effectiveness in at least six organizational outcomes: profitability (or revenues), productivity, quality, innovation, customer satisfaction, employee engagement (retention). Developing an abundance culture enhances organizational effectiveness.

Cameron's work on *positively deviant leadership* highlights what elevates individuals and systems (in addition to what diminishes them), what goes right in organizations (in addition to what goes wrong), what is life-giving (in addition to what is problematic or life-depleting), what is experienced as good (in addition to what is bad or arduous), and what is inspiring (in addition to what is depressing). Positively deviant leadership is associated with the promotion of outcomes such as interpersonal flourishing, meaningfulness of work, virtuous behaviors, positive emotions, and positive energy networks.

KEYNOTE PRESENTATIONS

Positive Leadership: Making the Impossible Possible

While studying organizations that achieved extraordinary results Kim began to discover that Positive leadership was one of the main enablers for their success. In this talk Kim introduces four strategies to help you increase your positive leadership abilities and enhance your organizations toward higher levels of performance.

Leading Organizations in Trying Times

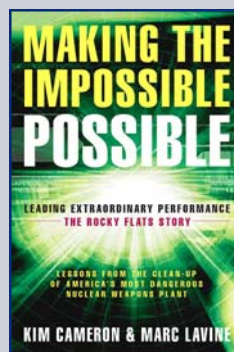
Has your organization experienced more threats of being taken over, great ambiguity and a workforce with low moral? Your not alone. Kim studied downsizing in 16 industries over 15 years and 80% of companies never fully recovered from downsizing and going through trying times. 20% of companies thrived after downsizing. In this talk Kim will introduce what caused success for those 20% of companies and how it can help all organizations who are dealing with difficulty.

Diagnosing and Changing Organizational Culture

Based on 25 years of research and experience in working with hundreds of organizations Cameron gives people the opportunity to actually make a meaningful diagnosis of their existing culture and to determine what kind of culture they need if they are to accomplish the strategy of the business. Tools and key insights are provided to help people understand, talk about and change their culture.

Custom Presentations

Kim's presentations can be tailored in content and length to the specific needs of your organization, industry, and event themes.



Cameron's recent research uncovered specific examples of the contributions of "positively deviant leadership" in enabling extraordinarily organizational performance. In [Making the Impossible Possible](#), Cameron documents the closure and clean-up of the Rocky Flats Nuclear Production Facility 60 years a head of schedule, \$30 billion under-budget, and 13 times cleaner than required by federal standards. The processes, procedures, culture, and leadership required to make the impossible possible are explained in this compelling book.

To Arrange Your Speaking Engagement with Kim Cameron:
Please contact Sarah Hussong at 734-604-1012 or
sarah@competingvalues.com

CAMERON ON LEADING CHANGE

"It is a cliché to state that we live in a dynamic, turbulent, high velocity world. Everyone agrees that change is ubiquitous. Unfortunately, when everything is changing, it is impossible to manage change. Without a stable, unchanging reference point, direction and progress become indeterminate. Principles of positive leadership—based on virtuous practices—serve as fixed points to guide individual and organizational behavior in times of ambiguity, instability, and rapid change."

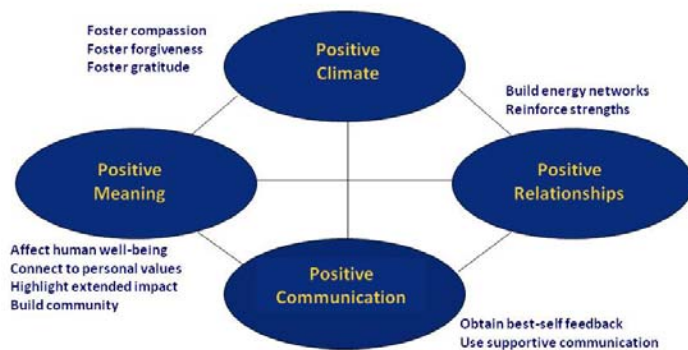
"Most leaders spend the majority of their time problem solving and addressing deficit gaps. Leaders that achieve spectacularly positive performance—or positively deviant performance—spend substantial amounts of time also addressing abundance gaps."

"We are unaware of culture until it is challenged or contradicted. Consequently, a validated measure of culture, as well as a proven, systematic approach for changing culture is a necessity. To date more than 10,000 organizations have utilized the Organizational Culture Assessment Instrument and have implemented the culture change processes based on the Competing Values Framework."

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- Prudential Retirement
- Rexam
- Telefonica O2
- Thomson Reuters
- University of Michigan Health System
- US Army
- Whirlpool

Four Strategies for Positive Leadership



SOURCE: Cameron, 2008

