

# Twelfth Annual AYE Conference: Exploring Human Systems in Action

Cary, North Carolina October 30 - November 3, 2011

AYE is a conference that's designed to increase your effectiveness—in coaching, managing, influencing, and working in teams, whether you work in systems development, testing, product development, quality assurance, customer service, or consulting.

AYE is a different kind of conference, based entirely on experiential learning, not lectures. Our conference is limited to 75 participants, and all sessions are small—to promote interaction among participants and hosts and to allow in-depth exploration of the problems facing such professionals. You will have the opportunity to explore and share:

## **Individual Effectiveness**

Become a better problem solver by learning new tools and principles.

Learn to observe and understand what was formerly invisible.

Improve your ability to act congruently in difficult interpersonal situations.

Acquire new ways of understanding yourself and others.

## **Team Effectiveness**

Learn to build strong relationships in teams.

Share team experiences—good and bad—with teams from other organizations.

Amplify your own leadership effectiveness through helping others amplify theirs.

Learn how to introduce new team problem-solving techniques.

## **Organizational Effectiveness**

Understand the elements of organizational change.

Learn how an organization's culture affects the individual's behavior.

Acquire and practice with tools to recognize organizational patterns.

Discover models that help you understand complex system relationships.

Plan interventions that will affect your culture in a positive way.

## **Presenters**

AYE is led by hosts Esther Derby, Don Gray, Johanna Rothman, and Jerry Weinberg.

Join us—along with other technical managers, team leaders, lead engineers, project managers, and ordinary folks—as we explore human systems in action. You will improve your abilities as a problem solver and find answers to some of your toughest questions, based on our mutual experience and practice.

For more detailed information on the conference and our free library of relevant articles, visit our website at [www.AYEConference.com](http://www.AYEConference.com).

If you'd like to receive the AYE Conference email newsletter, send your name and email address to Don Gray, [don@donaldegray.com](mailto:don@donaldegray.com)

# AYE 2011: Exploring Human Systems in Action

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## Sunday Session

AYE WARMUP TUTORIAL, all day

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## Sunday Evening

WELCOMING BUFFET DINNER

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### Monday Morning Sessions

Customize the AYE Conference

Clinics

(Don Gray, Esther Derby, Jerry Weinberg, Johanna Rothman)

### Monday Afternoon Sessions

Project Bloat Doesn't Float (Johanna Rothman)

Finding Leverage Points (Esther Derby)

Team Patterns (Don Gray)

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### Tuesday Morning Sessions

Help Your Manager Help You (Don Gray)

Replacing Management Myths with Effective Practices (Johanna Rothman)

Organizational Mapping (Jerry Weinberg)

### Tuesday Afternoon Sessions

Reading the River: Using Organizational

Currents to Get You Where You want to Go (Don Gray)

Motivation that Doesn't Misfire (Esther Derby)

Reprogramming Yourself (Jerry Weinberg)

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### Wednesday Morning Sessions

Coaching Team Improvement (Don Gray)

Influence and Authority: Using Your Personal Power to Get Things Done (Johanna Rothman)

Questionable Questions (Esther Derby)

### Wednesday Afternoon Sessions

Tell Me a Story: Metaphor and Narrative at Work (Esther Derby)

Handling Awkward Situations at Work (Jerry Weinberg)

Adapting to Change in Your Life (Johanna Rothman)

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## Wednesday Evening

AYE CLOSING DINNER

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## Thursday All-day Workshops

TBD (Don Gray, Esther Derby, and Johanna Rothman)

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Session descriptions can be found on <http://www.ayeconference.com>.