

# Applying Strength-Based Leadership: Positive Approaches for Outstanding Performance

## Presenter:

Ray Wells, PhD, President,  
Wellbeing Systems, Inc.

Who we are when we are at our best? How do consultants, whether you are internal or external, help leaders and managers capture the human energy within the organization, get the best performance out of their people, and win the respect of their employees? This program helps participants understand and leverage personal strengths and discover ways of maximizing the strengths of those around them. We'll explore:

- The business case for strength-based management and leadership
- Developing the "appreciative eye."
- Strengths spotting: discovering others' strengths and capabilities
- Capitalizing on the strengths of others: tracking and fanning
- Positive approaches for overcoming employee weaknesses
- Using strengths to build high performing teams

## Presenter:

Ray Wells is the president of Wellbeing Systems, Inc. (WSI), of Abington, PA, training and consulting firm that uses strength-based and appreciative approaches for designing leadership, team and organization development programs for its clients. Over the past 21 years, WSI has worked with nearly 100 non-profit, business, and education clients in organizations ranging from just a dozen people to the Fortune 500, from the smallest private universities to the Ivy League, from single-office non-profit agencies to the largest corporate health systems.

Ray also serves as Program Director for the Eastern Montgomery County Chamber of Commerce's strength-based program, *Leadership Montgomery County*, and as residential and international faculty for the Foundation for the Advancement of International Medical Education and Research (FAIMER). FAIMER Institutes serve medical school faculty from developing countries in South America, Africa and Asia who have the potential to play a key role in improving medical education in their schools. He is also a co-owner of Appreciative Inquiry (Ai) Consulting, LLC, a consortium that offers the greatest single concentration of AI expertise with consultants spanning the globe.

Ray earned his Master of Arts from Bowling Green State University (OH) in adult development and his PhD in applied social-psychology from Temple University. He can be reached at 215-884-4887 or by email at [raywells@wellbeing-systems.com](mailto:raywells@wellbeing-systems.com)

**May 22, 2008**

Networking: 5:30-6:15 PM      Program: 6:15-8:00 PM

PCOM, Evans Hall

City Line Avenue, Philadelphia

**For Directions & Registration:** [www.prodn.org](http://www.prodn.org)