

Eleventh Annual AYE Conference: Exploring Human Systems in Action

Phoenix, Arizona November 7-11, 2010

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 Steve Smith.

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 to enjoy our participant-run wiki and our free library of relevant articles, visit our website at 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

AYE 2010: Exploring Human Systems in Action

Sunday Session

AYE WARMUP TUTORIAL, all day (Don Gray, Esther Derby, Johanna Rothman and Steve Smith)

Sunday Evening

WELCOMING BUFFET DINNER

Monday Morning Sessions

Connect the Dots: How Simple Diagrams Reveal Hidden Dynamics (Don Gray)

Lifting the Veil: How Visible and Invisible Structures Drive Organizational Behavior (Esther Derby)

You are Here. You Want to Go There? (Johanna Rothman)

“Feeling” isn’t a Four-Letter Word (Steve Smith)

Monday Afternoon Sessions

Reading the River: Using the organizational currents to get you where you want to go (Don Gray)

Mind Meld: Improving Customer Conversations (Esther Derby)

The Budgeting Black Hole: Predicting the Unknowable (Johanna Rothman)

Organizing Teams for Productivity (Steve Smith)

Tuesday Morning Sessions

Team Patterns (Don Gray)

Seeing How the Work Works (Esther Derby)

Coaching is a Two-Way Relationship (Johanna Rothman)

Coaching Your Personal Board of Directors (Steve Smith)

Tuesday Afternoon Sessions

Fresh Catch (Don Gray)

All Together Now: Facilitating Group Decisions (Esther Derby)

Agile Program Management: Another Approach to Large Projects (Johanna Rothman)

Don’t Worry, Be Happy? Managing Risks (Steve Smith)

Wednesday Morning Sessions

Where Do We Go From Here? (Don Gray)

Fresh Catch (Esther Derby)

Fresh Catch (Johanna Rothman)

Power, Authority and Teams (Steve Smith)

Wednesday Afternoon Sessions

Coaching Team Improvement (Don Gray)

Move Over Big Boss (Esther Derby)

Coping With Change in Your Life (Johanna Rothman)

Fresh Catch (Steve Smith)

Wednesday Evening

AYE CLOSING DINNER

Thursday All-day Workshops

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

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

You can reach the hosts at their web sites:

Don Gray at <http://www.donaldegray.com>, Esther Derby at <http://www.estherderby.com>, Johanna Rothman at <http://www.jrothman.com>, Steve Smith at <http://www.stevenmsmith.com>.