



STS INTERNATIONAL
PRESENTS
A VERY SPECIAL
RESOURCE GROUP
FEATURING
R. WAYNE PACE, PH.D.
STS SENIOR ASSOCIATE
OF DEVELOPMENT

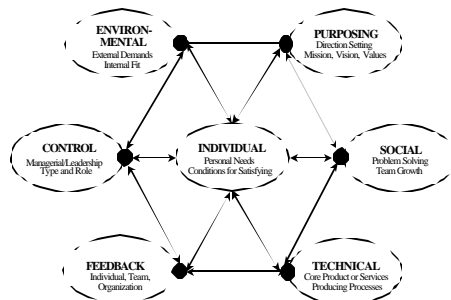
A TIMELY TOPIC:

Individual Vitality – The Heart and Soul of the Seven Core Processes

You will not want to miss this unique Resource Group!

First, we have the opportunity to work with and learn from R. Wayne Pace, Ph.D., prolific writer and consummate student of people and how they respond to and create their environment.

Second, we are going to begin building an understanding of how the satisfaction of individual needs impacts the fulfillment of the other six core processes and enables organizations to thrive. The cultural life of a high performance organization is directly linked between the vitality of the organization and the energy of the individuals who create the organization. Wayne will share the research



lethargic, crest-fallen, and certainly the “walking dead”.

Third, we have an opportunity to collect some real data on the fulfillment of team members’ individual needs from your own organization. We will study

(cont.)

done at Work Teams That Work™ that validates this basic premise.

Organizations depend on people. Live people, vital people, exuberant people bring much more to the organization’s capacity to be effective than

Alamance Country Club

**Burlington,
North Carolina**

**June 13-14, 2000
8:30am - 4:30pm**

(Further information about this session can be found on the back)

BUILDING TOMORROW’S ORGANIZATION TODAY

that data within the seven core processes and the impact it has on the team's energy and vitality. This will also enable us to better understand the key issues surrounding the cultural life within our own organization.

Lastly, we are going to get specific. Specific on what is threatening our organization's vitality, and specific on where within the seven core processes we can influence and impact effective improvement of our overall organizational culture— then we will build an Action Plan for back home.

Pre-Work

Complete 12 Team Member Satisfaction surveys and 12 Natural Growth Goals Profiles with a specific team or group within your organization

Pre-Reading

The Four Basic Work Perceptions
Natural Growth Goals

Pre-Work and Pre-Reading will be sent to participants under separate cover. Please call as soon as possible if you plan to attend.



Optional

Monday June 12, 2000

STS International sponsored shoot-out at 1pm, Alamance Country Club (weather permitting). If you are interested in participating, please contact Amy Lee at (336) 584-7220 x 301.

Meeting Location:

Alamance Country Club
2402 Pineway Drive
Burlington, NC 27215
(336) 584-0345

Hotel Location:

Courtyard by Marriott
3141 Wilson Drive (I-85/I-40 at Exit 141)
Burlington, NC 27215
(800) 321-2211
Special group rate for "The STS Resource Group" \$77.00 per night single occupancy. **YOU MUST CALL THE HOTEL WITH YOUR GUARANTEE FOR A ROOM NO LATER THAN MAY 29, 2000.**

Guests:

As always, a limited number of guests are welcomed on a "first pay" basis. Call Amy if you wish to bring someone.



R. Wayne Pace, Ph.D.

Dr. Pace, Professor-Emeritus of organizational behavior in the Marriott School of Management, teaches courses in human resource development, general semantics, and organizational effectiveness. Following an 18 month sabbatical in Australia where he had the opportunity to further explore the factors that affect worker and organizational vitality, he returned to the U.S. as a Distinguished Visiting Professor at the University of Georgia. Dr. Pace consults on issues of organization effectiveness, work systems, motivation and vitality, communication, and leadership.

Wayne has researched and lectured extensively on theory and practice in human resource leadership, management development, organizational communication, and organizational and worker vitality at international conferences in Monterrey, Mexico; Berlin, Germany; Enschede, Netherlands; Singapore, Singapore; and Madras, Bangalore, Delhi, and Bombay, India, as well as at dozens of conferences across the United States.

A prolific writer, Dr. Pace is an author of Human Resource Development the Field, (Prentice Hall, 1991), The Perfect Leader (Deseret Book, 1990), Analysis in Human Resource and Organization Development (Addison-Wesley, 1989), Organizational Communication (Prentice Hall, 1983, 1989, 1994), The Bibliography of Literature on Management Development (ASTD, 1987), and ten other books on communication. He is the consulting editor for the Prentice Hall Series on Human Resource Development.

Wayne received the Research Excellence Award from the College of Fine Arts and Communications, BYU, in 1985 and the Distinguished Scholar Award from the Human Resource Development Professor's Network of the American Society for Training and Development in New Orleans, LA, during its annual business meeting on May 31, 1992. The award recognizes one professor of HRD for excellence in teaching and instruction, quality research representing a substantive contribution to the field, exceptional service to the profession, and a collective embodiment of excellence consistent with the best traditions of human resource development.

Dr. Pace received his doctoral degree from Purdue University in organizational communication with cognate studies in industrial relations and educational psychology. He has taught at Parsons College (Iowa), Bowdoin College (Maine), Purdue University (Indiana), Fresno State University (California), University of Montana, Sacramento State University (California), and University of New Mexico prior to joining the BYU faculty in 1978, and since then at BYU-Hawaii and Boise State University where he was a Distinguished Visiting Professor.