



International Public Management Association for Human Resources, San Diego Chapter  
P.O. Box 231036  
San Diego, California, 92193  
[SDIPMArsvp@gmail.com](mailto:SDIPMArsvp@gmail.com)  
[www.sdipma.org](http://www.sdipma.org)



San Diego IPMA-HR is an affiliate of the International Public Management Association

## THIS MONTH'S MEETING:

**Thursday, September 21, 2017**

Check-in 11:15 a.m.

Lunch 11:30 a.m.

Speaker 12:00 p.m. to 1:00 p.m.

**The Butcher Shop**  
5255 Kearny Villa Rd.  
San Diego, CA 92123

*just a friendly reminder...*

### PLEASE RSVP

**by Monday, September 18, 2017 at 12:00 p.m.**

<https://www.surveymonkey.com/r/2017September21>

#### Plated Menu Entrée Choices

\*one to be selected at time of RSVP

To change or cancel your RSVP,  
please send an e-mail to:

[sdipmarsvp@gmail.com](mailto:sdipmarsvp@gmail.com) by the RSVP deadline

Cost with RSVP: \$25.00 (Members)  
\$40.00 (Non-Members)

Cost for walk-ins: \$30.00 (Members)  
\$45.00 (Non-Members)

**\*\*Please have payment ready at check-in  
(if check, make out to SDIPMA)**

**No-show reservations and cancellations  
after RSVP deadline will be billed**

This meeting qualifies for one point  
towards recertification in the  
IPMA-CP credential

## Creating True High-Performance, Feedback - Rich Coaching Cultures (It's not what you think)

Tom is an international consultant, facilitator, author, and speaker who specializes in assisting leaders in creating *high-performance* through the development of high performance coaching cultures. He works with all levels of leaders and their teams to embrace coaching as a primary method of communication designed to enhance both individual and team effectiveness in achieving performance objectives.

Tom's passion (and book, *The Heart of Coaching*) is focused on changing a leader's mindset from "the BOSS OF people" to the mindset of "the COACH FOR people." The premise of the book is that a performance-based, "feedback-rich" coaching culture will more effectively support an organization's business strategy, and lead to higher and more sustainable levels of performance.

The term "coaching cultures" has been around a while and the most universal approach to setting one up falls short of what is possible, because they end up a "coached culture". True coaching cultures are where members of the culture engage in sharing Actionable Feedback shared in all directions — UP, DOWN, and SIDEWAYS.

**AUTHOR, SPEAKER, CONSULTANT, FACILITATOR  
THOMAS CRANE**

#### Plated Menu Entrée Choices

**\*All meals will include:** Mixed Greens Salad with balsamic vinaigrette dressing, Fresh Vegetables (already included in the pasta entree), Dinner Rolls and Butter, Coffee or Tea, and Dessert (Carrot cake)

- Tri Tip Steak with Bordelaise Sauce and Yukon Gold Garlic Mashed Potatoes
- Tilapia Veracruz (onions, green bell peppers, stuffed green olives, capers, garlic jalapenos and white wine) and New Potatoes
- Pasta Primavera (fettuccine, baby zucchini, wild mushrooms, asparagus, bell peppers, baby squash, tomatoes, fresh basil, garlic, crushed red peppers and parmesan cheese tossed in a white wine sauce)