

Master of Science in Leadership

———— WITH AN EMPHASIS IN ————
HUMAN RESOURCE MANAGEMENT

KEN BLANCHARD
College of Business
AT GRAND CANYON UNIVERSITY

I A **INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.**
M L The Professional's Choice in Training Since 1979

A Degree Combining the Resources of the Ken Blanchard College of Business
(at Grand Canyon University) and the Institute for Applied Management & Law, Inc.



Master of Science in Leadership (MSL) with an emphasis in Human Resource Management

A Degree Combining the Resources of the Ken Blanchard College of Business
(at Grand Canyon University) and the Institute for Applied Management & Law, Inc.

Degree Features

- Fully accredited, prestigious Master's program
- Unique combination of online coursework from the Ken Blanchard College of Business and live IAML seminars
- Targeted, real-world oriented degree content
- Flexible, "start almost anytime, complete at your own pace" format
- Focus on leadership/management skills, organizational development and IAML seminars in HR
- Affordable price structure
- Potent impact on your personal development, professional growth and recognition

Accreditation

Grand Canyon University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The Ken Blanchard College of Business holds additional accreditation from the Association of Collegiate Business Schools and Programs.

KEN BLANCHARD
College of Business
AT GRAND CANYON UNIVERSITY



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

1200 Newport Center Drive, Suite 220, Newport Beach, California 92660
Phone: (949) 760-1700 Fax: (949) 760-8192 www.IAML.com

About the Master of Science in Leadership Degree

The Master of Science in Leadership with an emphasis in Human Resource Management is a *fully accredited graduate* degree program whose goal is to provide students with the applied cognitive and behavioral skill sets necessary to become effective HR leaders.

This graduate degree program is unique in several respects:

- The degree combines the “Best of Blanchard” online with “live” courses from IAML, widely recognized as one of the nation’s leaders in HR training for nearly 30 years. IAML courses are stimulating, engaging and enjoyable...but most importantly, they are all about providing you with practical “best practices” insights you need to be at the top of your profession.
- This degree program recognizes and respects your professionalism and time through thoughtful program features, such as flexible starting dates, credit transfer opportunities, and a targeted curriculum that focuses on your real-world needs.
- You will have an opportunity to earn a prestigious, valuable credential with unique content that will equip you with the knowledge and skills to flourish in your career.

Degree Awarded:

Master of Science in Leadership (MSL) with an emphasis in Human Resource Management. Awarded by the Ken Blanchard College of Business at Grand Canyon University (GCU). GCU was founded in 1949 and enrolls approximately 16,000 students on campus and online.

Total Credits Required:

Total credits required for graduation: 42

Thirty three (33) credits must be earned from the Ken Blanchard College of Business and nine (9) credits from programs offered by IAML. You may be able to transfer credits to meet some of these degree requirements, but a minimum of 24 credits must be earned from the Ken Blanchard College of Business and 9 from IAML.

Previous IAML Participants:

Previous participants in IAML’s public seminars may be able to apply those seminars to meet some of the degree requirements as follows:

| | |
|--|-----------|
| Certificate in Employee Relations Law SM | 3 units |
| Certificate in Employee Benefits Law SM | 3 units |
| Certificate in Environmental, Health & Safety Law SM | 3 units |
| Certificate in Business Management SM | 3 units |
| Certificate in Essentials of Human Resource Management SM | 3 units |
| Advanced Certificate in Employment Law SM | 1.5 units |
| Certificate in Making Employment Workplace Decisions SM | 1.5 units |
| Advanced Certificate in Employee Benefits Law SM | 1.5 units |

You may be eligible to earn up to 9 hours of credit, thereby satisfying all of the IAML course requirements. Please contact IAML at (949) 760-1700 to discuss your specific situation.

Program/Course Costs:

The current regular Ken Blanchard College of Business tuition is \$485 per credit hour, which is highly competitive with other graduate programs nationwide.

In addition, if you apply on or before June 29th 2009, you may be eligible for a 5% discount on the Ken Blanchard College of Business tuition, and a 20% discount on all future IAML courses that you take as part of this degree. IAML and GCU may enter into other tuition agreements with employers. Please call IAML for details.*

IAML course prices vary by course, with 4½ day programs worth 3 credits, and 2½ day programs worth 1.5 credits toward this degree.

The credit hour fees and total cost for this degree are substantially lower than many other graduate programs available nationwide.

* The 5% discount on tuition expires after the June 29th, 2009 start date.

Please check with your employer, as they may reimburse all or a portion of your tuition and other costs, and IAML/ Ken Blanchard College of Business has arrangements with some employers resulting in even lower fees.

Please contact IAML for information on student loan programs.

Start Months for Enrollment:

For Ken Blanchard College of Business courses, start dates are September, October, January, March, May and July. Each session is eight weeks in length and courses (Blanchard online) start and end within this time frame. IAML courses are held at various locations and times throughout the year.

Admission Requirements for MSL (with an emphasis in Human Resource Management):

Accredited Undergraduate Degree with an acceptable grade point average (usually 2.8, but subject to Ken Blanchard College of Business discretion). No GRE's or other entrance examinations are required.

Counseling:

Prospective students are encouraged to call IAML to discuss any questions they may have. Please call (949) 760-1700 or email us at iaml@iaml.com. In addition, the Ken Blanchard College of Business has dedicated counselors who specialize in working with IAML's clients and this program.

Other Grand Canyon University Degree Programs:

GCU offers other professionally-oriented undergraduate and graduate degree programs. These degrees include an Executive MBA (featuring three retreats with Ken Blanchard and other business leaders), an online MBA, doctoral programs, and numerous Master's degrees in Education and other specializations. *Please call IAML to learn more about these degrees, and ask about special IAML discounts which may be available.*

What might I expect in a typical online, eight week course session?:

- 3–4 written assignments (about 1000 words, 3–4 pages). These assignments will be your response to instructor assigned course problems, questions and research.
- Online discussion groups and forums. Students will usually resolve two questions per week in an online group session (not “real-time”, giving you scheduling flexibility.)
- Instructor will lead these groups and add content and respond as required ensuring that each course stays on track and focused.
- GCU has excellent technical assistance and support available for its students.
- Students will need to purchase textbooks for each course.

Your individual GCU courses will vary.

IAML Seminars:

IAML seminars are either 2½ days (1.5 credits) or 4½ days (3 credits). These seminars are offered at attractive locations from coast-to-coast on a year-round basis. Schedules for each seminar vary. Contact IAML for our current plans.

Program Curriculum

The total credits required for the Master of Science in Leadership (with an emphasis in Human Resource Management) is 42 credit hours. Typically, the degree requires: A combination of 33 credits from Ken Blanchard College of Business “online” courses, and 9 credits earned from IAML “live” seminars, workshops and conferences. Participants in past IAML programs may apply to use those courses to satisfy some or all of the IAML credit requirement portions of the degree.

Getting Started

Ken Blanchard College of Business/Grand Canyon University has special counselors dedicated to providing top-notch services to IAML clients. Please contact IAML to set-up an informal telephone counseling session to review your academic background, transfer credits and assist with any questions you have in getting started.

If you have questions, call IAML at (949) 760-1700 and ask for Bob Lee, IAML's Executive Director, to find out how you can get started on the road to your degree.

Course Descriptions

Below are the Ken Blanchard College of Business “online” courses required (33 credit hours):

| Course # | Course Title | Course Description | Credits | Format |
|----------|---|---|---------|--------|
| MLE 601* | Introduction to Organizational Leadership | An introduction to the cross-functional complexities inherent in organizational life. Students will develop an advanced skill-set enabling effective leadership of each of the major organizational functions. Students will understand the difference between transformational and transactional leadership and how both are critical to effective leadership, with the primary emphasis in this class being placed on transactional leadership *You may satisfy this course requirement by taking IAML's Certificate in Business ManagementSM Seminar (IAML8). | 3 | Online |
| MGT 625 | Leadership Styles and Development | An exploration of the nature of business leadership models and theories, examining these models through a broad variety of insights and viewpoints. Provides a description and analysis of these approaches to leadership, giving special attention to how the models can improve leadership in the real-world organization. | 3 | Online |
| BUS 604 | Organizational Ethics | The role of ethics in the organization. Emphasis is placed on the way ethics affect policy formation and professional conduct in business and society. Coursework includes case studies of ethical situations, internet research, and a project. | 3 | Online |
| MLE 605 | Leading High Performance Teams | This course is an experiential introduction to models of team dynamics and group process. Issues discussed will include meeting management, team building, assessment, roles and responsibilities of the team leader, characteristics of successful teams, strategies for designing and supporting teams in the workplace. Students will also learn methods used to motivate others in helping an organization succeed | 3 | Online |
| MLE 619 | Power, Politics, and Influence | This course teaches the student sources and types of power, specific tactics for becoming an empowering leader and deals with issues around organizational politics, influence tactics, and succession planning. Students will learn how transactional leaders can become transformational leaders. | 3 | Online |
| MGT 626 | Organizational Systems and Cultures | This course will equip students to fully understand the complexities of organizational systems and cultures, the ways in which these forces manifest themselves, and the means by which leaders intentionally impact the shape that these forces take in their organizations. Students will explore the application of various organizational systems and cultures theories to case studies, as well as to their current professional settings. Additionally, students will research, and critically analyze the comparative cultures of two organizations from the same industry, and present their findings related to this research. | 3 | Online |
| MLE 613 | Strategic Planning and Decision-Making | This course is designed to prepare leaders to guide their organization through the use of effective strategic and contingency planning. A critical component will include learning to evaluate alternatives and make effective decisions and use appropriate decision-making process. | 3 | Online |

Continued

| Course # | Course Title | Course Description | Credits | Format |
|----------|---------------------------------------|--|---------|--------|
| MGT 623 | Organizational Development and Change | An exploration of the behavioral forces and relationships that influence organizational effectiveness and change. Topics include the study of intervention strategy and application skills. | 3 | Online |
| LDR 657 | Leading Global Organizations | The course will address the need to develop the capacity for leaders to promote a global perspective within multi-cultural and multi-national organizations. Students will be learn to recognize the impact of the global economy on organizational decision-making, planning, and sourcing of organizational resources and functions. Understanding how global operations are influenced by environmental differences, legal-political, and economic systems within countries will be examined as central to leaders maintaining a global competitive advantage. Students will explore the international business practices that leaders must comprehend that drive global sourcing, organizational structure, and the influence of diverse cultures on leadership practices and decision-making. | 3 | Online |
| LDR 650 | Diversity Management and Leadership | Demonstrating organizational leadership demands the development and implementation of diversity management and a commitment to lead using values-based strategic and operational objectives designed to champion organizational diversity as a source of strength. Students will demonstrate the capacity to value the talents and skills of a diverse workforce with respect to gender, age, race, ethnicity, disability, and lifestyle. Students will master leadership skills based on a comprehension that leading and managing diversity is a process of constructing a work place that is inclusive and allows all employees to reach their full work potential. Through diversity leadership, students will make significant cognitive connections across organizational practices and access the full talents of individuals to achieve and sustain a competitive advantage. | 3 | Online |
| MLE 617 | Leadership and Innovation | Students will understand and apply various models of problem solving. They will learn various techniques, strategies and skills appropriate for creative and innovative thinking. | 3 | Online |

Institute for Applied Management & Law “live” courses (9 credit hours needed from any of the 8 courses listed below). Please note: IAML courses are held at various locations across the country. Check our website www.IAML.com for currently scheduled programs.

| Course # | Course Title | Course Description | Credits | Format |
|----------|---|---|---------|--|
| IAML1 | Certificate in Employee Relations Law SM (required or equivalent in transfer) | The definitive seminar in the employment law field since 1979. Focus on “best practices” and the effective approaches to complex employment issues. Provides core knowledge in an area that impacts virtually every aspect of HR management. Extensive materials and an outstanding faculty of prominent employment law attorneys who are excellent presenters. <i>Block I (2 days): Labor Law in the Union and Non-Union Workplace</i> <i>Block II (2 days): Employment Discrimination Law</i> <i>Block III (½ day): Special Issues in Employee Relations Law</i> | 3 | Live (4½ days) Nationwide Programs |
| IAML2 | Certificate in Essentials of Human Resource Management SM | <i>Block I (2 days):</i> <i>Employment Law Overview</i> Employment Discrimination Law; Kinds of Discrimination; How Discrimination is Proven; Specific Laws/Rules Regarding Employment Termination; Labor Standards Laws; Labor Law – The National Labor Relations Act; Potential Personal/ Individual Liability <i>Complying With The Legal Requirements</i> Employee Selection: Hiring and Interviewing; Managing, Training and Supervising Employees; Evaluating/ Appraising Employees; Employee Discharge and Discipline <i>Block II (2½ days):</i> <i>Hiring Strategies For Today’s Job Market</i> Identify smart hiring techniques and gain an edge in staffing <i>Training the Trainers</i> Focusing on techniques, ideas and strategies for developing and delivering training <i>Compensation</i> Overview of the process for developing a compensation program consistent with your organization’s business strategy | 3 | Live (4½ days) Nationwide Programs |
| IAML8 | Certificate in Business Management SM | An intensive seminar that provides a genuinely unique, practical and valuable overview of all major facets of business. Participants learn the basics of accounting and finance; communication; management; marketing; business ethics; technology; negotiation skills; business law; globalization; and more, all packed in a one-week seminar. This course may be used to satisfy KBCOB’s course MLE601 requirement. | 3 | Live (4½ days) Nationwide Programs |

Continued

| Course # | Course Title | Course Description | Credits | Format |
|----------|---|--|---------|--|
| IAML3 | Certificate in Employee Benefits Law SM | <p>Block I (2 days): <i>Retirement Plans</i> Overview of the Statutes and Regulatory Agencies; Investing Plan Assets; Nondiscrimination Testing; Plan Administration; Plan Audits and the Voluntary Compliance Programs; Nonqualified Retirement Plans; Early Retirement Incentive Programs; Government and Nonprofit Employers-Qualified and Nonqualified Plans</p> <p>Block II (1 day): <i>Special Employee Benefits Issues</i> ERISA Compliance; Executive Compensation; Benefit Issues Arising in Corporate Mergers and Acquisitions</p> <p>Block III (1½ days): <i>Welfare Benefit Plan Issues</i> ERISA Compliance for Health & Welfare Plans; HIPAA's Impact on Health Plans; HIPAA Privacy Overview; The H & W Plan Alphabet; Cafeteria Plan Issues; Consumer Driven Health Care; Discrimination Testing Basics; COBRA</p> | 3 | Live (4½ days) Nationwide Programs |
| IAML4 | Certificate in Environmental, Health & Safety Law SM | <p>A unique blend of practical, comprehensive information, timely content and "best practices" focus.</p> <p>Block I (2 days): <i>Occupational Safety & Health Law and Special Issues</i> Structure of the Occupational Safety and Health Act; Duties Imposed on Employers; Inspections; Warrants; Citations; Criminal Liability Under The Federal Occupational Safety and Health Act; Review Commission Proceedings; Employee and Union Participation; Defenses; Special Issues</p> <p>Block II (2½ days): <i>Environmental Laws and Regulations</i> Introduction to Federal Environmental Law; Contingency Planning; The Clean Air Act; The Clean Water Act; CERCLA-The Comprehensive Environmental Response, Compensation and Liability Act of 1980 and SARA-Superfund Amendments and Reauthorization Act; EPCRA – Emergency Planning and Community Right-To-Know Act; RCRA – The Resource Conservation and Recovery Act; TSCA – Toxic Substances Control Act; EPA Enforcement and Liability; Managing Agency Inspections; Environmental Audits and Management Systems; Spill and Release Reporting</p> | 3 | Live (4½ days) Nationwide Programs |
| IAML5 | Advanced Certificate in Employment Law SM | <p>The content of this program varies. Currently scheduled programs will include the following content:</p> <p>The November Presidential Election-Big Changes and New Risks for Employers; The Wage-and-Hour Tsunami Continues: How Should Employers Respond?; The Future of Employment Law; Retaliation-the New Claim du Jour in the Aftermath of White v. Burlington Northern; Supreme Court Update; Practical Issues in Employment Litigation: What Wins and Loses Cases for Employers; Babyboomers Are Now Called "Plaintiffs"; FMLA – A Migraine Headache (Serious Health Condition?) for Employers; Legal Updates on Harassment and the ADA; The National Labor Relations Act in the Electronic Era; The Latest, Most Important State Law Developments, including Non-Competes, Trade Secrets, Change-In-Control Agreements and New Theories of Discrimination; Open Forum to include Employee Privacy Issues</p> | 1.5 | Live (2½ days) Nationwide Programs |

Continued

| Course # | Course Title | Course Description | Credits | Format |
|----------|--|--|---------|---------------------------------------|
| IAML6 | Advanced Certificate in Employee Benefits Law SM | <p>The content of this program varies. Currently scheduled programs will include the following content:</p> <p>Qualified Plans; Pension Protection Act of 2006; Identifying Plan Errors and Developing Solutions to the Errors; IRS DOL Audits: How to Manage; Sarbanes-Oxley Act – Impact on Blackout Periods; Plan Administrators – Enhancing Communication and Avoiding Pitfalls; Executive Compensation – Recent Developments; Washington Update – What’s New?; Special Participant Issues; ERISA Litigation; HIPAA Compliance: Security and Other Advanced Issues; HRAs Usher in New Age of Health Care; Everything You Wanted to Know About HSAs: And Then Some; VEBA Do’s and Don’ts; What’s a Benefits Administrator to Do? How to Manage Risks Under New Federal Health and Welfare Mandates; Disease Management – Overcoming Legal Compliance Hurdles</p> | 1.5 | Live (2½ days) Nationwide Programs |
| IAML7 | Certificate in Making Employment Workplace Decisions SM | <p>Every workshop is constructed in an interactive format with different subjects, topics and case studies. The workshop is taught using:</p> <ol style="list-style-type: none"> 1. Factual situations addressed by the class as a whole, 2. Factual situations evaluated through small groups, 3. Hypothetical role plays, 4. Limited lecture intended to analyze the hypothetical fact situations within the context of the law, and 5. Class discussion. Subject will range across a variety of substantive areas including: <p>Dealing with FMLA and ADA situations; Analyzing hiring and discharge decisions in the context of potential claims of discrimination, retaliation and wrongful discharge; Addressing behaviors at union and non-union locations that create the need for discipline; Evaluating ways to implement management changes without creating legal risk or substantial adverse employee response; Creating feasible performance feedback methods; Working to solve an array of employment-related issues</p> | 1.5 | Live (2½ days) Nationwide Programs |

Our Commitment to Quality

This innovative graduate degree program incorporates the talents and resources of two of the most prominent and recognizable names in professional education and training – Ken Blanchard and the Institute for Applied Management & Law. The MSL (with an emphasis in Human Resource Management) program is designed to enable career-oriented, employed adults to pursue an accredited, prestigious graduate degree through a combination of online and “live” courses, all at an affordable cost. Our commitment to quality education is reflected in our combined track records, and in the design of this degree program.

The Ken Blanchard College of Business and IAML are proud to offer you this unique opportunity to “learn the latest from the brightest,” and to further your career.

About Grand Canyon University

Founded in 1949, Grand Canyon University is a premier, private, accredited university with an expanding campus located in Phoenix, Arizona. The University offers online and traditional campus-based Bachelor’s and Master’s degree programs through the Ken Blanchard College of Business; College of Education; College of Nursing and Health Sciences; and College of Humanities and Social Sciences. These programs serve the needs of both “traditional” undergraduate students as well as working adults and professionals. The University enrolls approximately 16,000 students.

Grand Canyon University has been ranked the No. 6 online university in the U. S. for the year 2008 and the No. 1 online university in the U.S. for the year 2007 by

the independent agency Online Education Database (www.oedb.org). FORTUNE Small Business magazine, in its first-ever compilation of America’s best colleges for entrepreneurs, has ranked GCU among the top five schools offering the best online programs that blend quality with flexibility. GCU was among FOX.com’s 2008 Top 10 list of accredited online schools with solid track records. In August 2008, Technology & Learning magazine, which promotes the use of technology in America’s schools, recognized GCU as among the Top 10 Online Programs for educators.

Ken Blanchard College of Business

Few individuals have impacted the day-to-day management of people and organizations more than Dr. Ken Blanchard. He is a global leader in workplace learning, employer productivity, leadership, and team effectiveness. Dr. Blanchard is one of the nation’s most prominent business consultants, speakers, and authors. He is coauthor of the best-seller *The One Minute Manager* and principal author of dozens of other titles including the leadership manuscript *Leading at a Higher Level*.

The Ken Blanchard College of Business, at Grand Canyon University, embraces the wisdom; insight; time proven professional development; leadership; and general management techniques that Dr. Blanchard has taught for decades. These values are the foundation of the program’s construct and maintained and nurtured through its outstanding faculty and innovative program design.

Accreditation

In choosing a university, students and employers should pay close attention to whether or not their university of choice is regionally accredited.

Regional accreditation in higher education originated almost a century ago as an American process conferred by a nongovernmental agency. It provides quality assurance and ensures institutional program improvement. The agency has visited Grand Canyon University and all reviews on accreditation have been made by expert and trained peers. During the visit, educational activities; administration; financial stability; admissions and student personnel services; resources; student academic achievement; organizational effectiveness; and relationships with outside constituencies are reviewed.

Six regional agencies provide institutional accreditation on a geographical basis – Middle States, New England, North Central, Northwest, Southern, and Western. While independent of one another, the six regional associations cooperate extensively and recognize one another's accreditation.

Grand Canyon University is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools. This is a regional accrediting body as mentioned above.

(30 N. LaSalle St., Suite 2400, Chicago, Illinois 60602.
Telephone 800-621-7440.
www.ncahigherlearningcommission.org)

The Ken Blanchard College of Business at Grand Canyon University is accredited by the Association of Collegiate Business Schools and Programs (ACBSP) based on standards that required the school to demonstrate teaching excellence. The degrees accredited by ACBSP are as follows:

- The Bachelor of Science (BS) with majors in Accounting, Business Administration, and Marketing.
- The Master of Business Administration (MBA).

Entrepreneurial Spirit

The Ken Blanchard College of Business believes that an 'entrepreneurial spirit' is the engine required to drive innovation and achieve competitive advantages in the global marketplace. The Ken Blanchard College of Business focuses much of its curriculum on how leaders can develop and nurture an entrepreneurial spirit within their organizations, regardless of size. Students have the opportunity to learn from faculty who have also been real-world entrepreneurs and who are willing to openly share what they have learned from both their successes and failures.



INSTITUTE FOR APPLIED MANAGEMENT & LAW, INC.

About the Institute for Applied Management & Law, Inc. (IAML)

One of the nation’s leading providers of practical and current information on employment law and human resource management since 1979, IAML offers Certificate programs in Human Resource Management; Employment Law; Employee Benefits Law; Environmental, Health and Safety Law; and other subjects. Tens of thousands of professionals have relied on IAML for state-of-the-art training. These programs incorporate the best in practical, insightful, and career-relevant information, delivered by a superb faculty of leading employment law attorneys and management professionals. IAML also presents customized in-house training; produces and markets more than 35 DVD titles on employment law topics; and conducts timely AudioProSM Teleconferences. IAML’s clients include most of the Fortune 500 companies. IAML is based in Newport Beach, California and offers programs nationwide.

Participants in IAML seminars say it best:

“All aspects of the seminar were terrific – your instructors, staff, materials, and location were excellent. I loved the time spent in your seminar and plan on attending another IAML seminar next year.”

Kathleen A. Via
EEO Administrator, Mason & Hanger

* * * * *

“The vast knowledge and experience of the instructors; entertaining and dynamic presentation style; discussion method of training was well received; linkage of legal facts to actual cases was enlightening.”

Jose E. Martinez
Facilities Maintenance Program Manager
Sandia National Laboratories

* * * * *

“The entire seminar was terrific.”

Michael J. Martinez
Retirement Plans Specialist, PricewaterhouseCoopers

“I found this to be the most interesting and helpful seminar that I have ever attended. The instructors were phenomenal and did an incredible job of providing real life examples to illustrate the information they were conveying.”

Kristen Kropp
Senior HRD Specialist, Cape Cod Healthcare

* * * * *

“This program was great and I highly recommend it. Will attend again.”

Don Guarnier
Environmental Scientist, Boeing Company

* * * * *

“IAML’s instructors are excellent. You can tell they enjoy what they do. The case studies and examples they provided will help me when training our supervisors on various employment law topics.”

Susie White
Employee Relations Manager, Alfa Insurance

* * * * *

“Splendid, better than the brochure. By far the best seminar I have attended. The interactive nature of the workshop and the quality of the instructors was superior. Loads of fun at a legal seminar!”

Todd A. Bruhn
Division Human Resources Manager
24 Hour Fitness Worldwide Inc.

* * * * *

“This was the best seminar that I have attended on higher-level, critical human resource components. It was interactive, informative and provided very relevant, current information that I can and will use. I absolutely loved it.”

Melissa Pelisar
Human Resources Consultant, HIGHMARK, Inc.

“The seminar was great! I would highly recommend this seminar to employee benefits professionals to expand their benefits knowledge.”

Krysia Diaz
Benefits Manager, Follett Corporation

* * * * *

“The information presented was precise, complete and understandable. Gaining the awareness of real world issues through this IAML seminar was most enjoyable. The seminar was, to say the least, more than rewarding.”

George E. Duvall, Jr.
Facilities Specialist/OSHA Representative
National Security Agency

* * * * *

“IAML is a quality organization! I appreciated all the personal attention throughout the seminar. I will definitely attend a future seminar.”

Tanya Hunte
Human Resources Consultant
University of Alaska Anchorage

“No HR professional can hope to be successful in knowledge and understanding employment law issues without attending this conference. The value of the experience and insight gained makes the cost a bargain at any price.”

Brian L. Cicco
Executive Vice President, Human Resources
Fairwinds Credit Union

* * * * *

“Bar none, the best conference I attend. It is the only conference that is a must each year.”

Jeff C. Herring
Executive Director, Department of HR Management,
State of Utah

* * * * *

“This was my first IAML seminar and I was blown away at the value of the information. You learn more than in any other type of class and I have taken a lot. I wish I had found IAML earlier in my career.”

Sara Stebbins
Assistant Vice President, Benefits Analyst, First Charter Bank

A few of the thousands of organizations that have utilized IAML training:

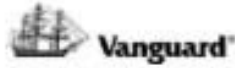




Neutrogena



NORTHROP GRUMMAN

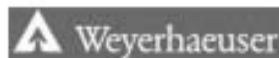
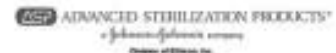


FedEx

DENTSPLY



GOODRICH





To request information on any Ken Blanchard College of Business/Grand Canyon University degree:
 • send completed form to IAML, Inc., 1200 Newport Center Drive, Suite 220, Newport Beach, CA 92660
 • call (949) 760-1700 • fax: (949) 760-8192 • e-mail: iaml@iaml.com

Name: _____ Title: _____

Organization: _____

Address: _____

Phone: _____ E-mail: _____

1. Yes No Do you hold an undergraduate degree?
 If yes, from which institution? _____ Degree? _____
 Years in HR (if any): _____
 Brief description of your experience: _____

2. Yes No Have you taken any graduate courses for credit?
 If yes, please provide details: _____

3. Yes No Have you previously participated in IAML courses?
 If yes, please provide programs and approximate dates of participation: _____

4. Please send me information about these degree programs:
 Master of Science in Leadership/ emphasis in HR Management
 Executive MBA
 Degrees offered by the College of Nursing and Health Sciences
 Undergraduate Business
 Doctor of Education in Organizational Leadership (Ed.D.)
 Degrees offered by the College of Liberal Arts
 Online MBA
 Degrees offered by the College of Education

5. Do you think your employer might pay for all or a portion
 No All Portion What percentage? _____

6. Best time to contact me: _____

7. organization: _____ Please provide th

8. Comments/Questions: _____
