

# "Building Value through Strategy, Risk Assessment and Renewal"

## *An Interactive Workshop Series for Board Members and Senior Management*

Learn How Your Board Can Better Manage Change  
Build Processes for More Effective Boards and Management.

Attend one or more of the 2005 Board Resources Workshops  
Based on the Book: **"Building Value through Strategy, Risk Assessment and Renewal"**  
Schedule your Board and/or Senior Team for the

### **December 21- Board Oversight of Value Creation and Results: Strategy, Risk Assessment, and Renewal**

**Bill Hass & Shep Pryor, Board Resources, Division of TeamWork Technologies, Inc.**

- ◆ Keeping the Roles of Board and Management in Focus ◆ 12 Principles for Building Value and Value Creation
- ◆ Oversight for Value Creation; Benchmarks & Additional Case Examples ◆ Interpreting the Performance of a Public Company of Your Choice

### **February 15 - Building Value through Effective Compensation Strategies**

**Don Delves, Author, Delves Group**

- ◆ Balancing Compensation - The Right Incentives; the Right Oversight ◆ The Impact of Expensing Options: Are Stock Options Dead? ◆ Linking Compensation to Value Creation

### **April 19<sup>th</sup> - Board Perspective on Strategic Thinking**

**Bill Hass & Shep Pryor, Board Resources, Division of TeamWork Technologies, Inc.**

- ◆ Strategic retreats ◆ Building the strategy ◆ Motivating and overseeing management ◆ Growth vs renewal strategies ◆ Incorporating Risk

### **June 28<sup>st</sup> - Value Creation – Winners and Losers**

**Dennis Aust & Vern Broders, CharterMast LLP.s Group**

- ◆ Drivers of Value ◆ Who's in and Who's out? ◆ Linking strategy to value – empirical evidence

**Third Wednesdays (fourth in June) –Even Months- Continuing December 21<sup>st</sup>**

### ***Each Morning Interactive Workshop Session Includes:***

- ◆ A framework for improving decision making, oversight and governance. ◆ Relevant reading material ◆ Tools and best practices for the new environment. ◆ An update on current issues and case examples. ◆ An interactive panel discussion with CPA and/or Legal Experts ◆ Examples of company performance benchmarks.

***Presented by - Board Resources***

***Board Processes, Financial Literacy, Strategy, Risk Management***

# "Building Value through Strategy, Risk Assessment and Renewal"

An Interactive Workshop Series for  
Board Members and Senior Management

**Presented by Board Resources**

Each program focusing on a key oversight issue. . .

Providing perspective; Providing coverage; Addressing all areas of corporate performance.

**Send your questions in advance to help ensure a more effective workshop.**

Workshops are conducted from 8:15AM to Noon

**Board Room A, The Illinois CPA Society,  
550 W. Jackson, Chicago (convenient to Union Station).**

3 Hours CPE Credits per Session

Dress: Business Casual

Price: \$295 per session; \$595 for four of the series.

[ILCPA Society members rate \$245 per session and \$595 for the series.]

Group rates and In-house custom workshops are available

**For registration/information call (847) 372-2151 or (847) 564-5575**

Or see Registration Form below.

**We thank our workshop sponsors:**



**Board Resources**

**E-mail or Fax Back Registration to:**

**Board Resources**

**Division of TeamWork Technologies, Inc.**

**4121 Rutgers - Suite 1000**

**Northbrook, IL 60062**

**Fax: 847-564-0605**

**E-mail to: [WJHass@TeamWorkTechnologies.com](mailto:WJHass@TeamWorkTechnologies.com)**

Register me for the "**NEW Rules - NEW Practices**" Interactive Workshops:

Dec 21 - Oversight:Value

Feb 15 - Compensation

Apr 19 Strategic Thinking

Jun 28 Value Creation

Enclosed is my check for \$ \_\_\_\_\_ for \_\_\_ checked sessions

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\$595 for the full series of up to 3 sessions.

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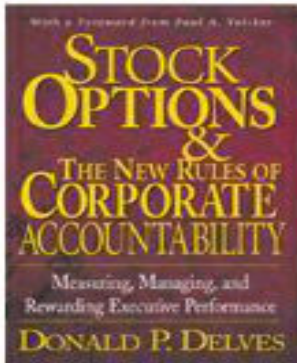
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**Board Resources . . .**

***Board Resources is a board/management consulting firm. The main purpose of our workshops is to provide directors and management with a view of specific ideas and best practices to enable better board level decisions and oversight of key management processes.***



## **Interact with Donald P. Delves and a panel of professionals Wednesday, February 15<sup>th</sup>**

### ***Advance Reviews----***

“This frank and expert guide to options in the post-bubble, post-Enron, post-expensing future is filled with thoughtful analysis and practical guidance.”

—*NELL MINOW, EDITOR, THE CORPORATE LIBRARY*“

Stock Options and the New Rules of Corporate Accountability should be required reading for everyone involved in executive compensation, especially corporate directors. Not only does it provide a comprehensive analysis of how executive compensation ran awry, it offers a thorough, intelligent approach to arriving at a more balanced, fair, and effective executive compensation system.”

—*WARREN L BATTS, FORMER CEO, PREMARK,  
AND MEMBER OF SEVERAL CORPORATE BOARDS*

### **Stock Options & the New Rules of Corporate Accountability**

#### **By Don Delves**

##### **Book Overview**

Executive compensation in America is out of control. Among the culprits are corporations that are providing enormous financial rewards for below-average performance through their stock option plans. Changes are needed to bring greater accountability and transparency to executive compensation systems - and to corporate governance itself.

Expensing options is a step in the right direction - but only touches the tip of the iceberg. In *Stock Options and the New Rules of Corporate Accountability*, ***Don Delves pinpoints the problems of the current system and outlines steps that will dramatically improve the weak link between executive pay and performance.*** Drawing on his 20 years of compensation consulting experience, Delves details:

--The underlying causes of the recent executive pay explosion - overuse of stock options and overemphasis on stock price

--The inefficiencies - and damage - to valuable company resources caused by the inappropriate use of options

-- Questions Board members should be asking about executive pay

-- A multifaceted strategy for solving the problems and satisfying key constituencies -- from stockholders to corporations to employees

**This is a must-read for Board members, executives, and investors alike.**

***Foreword By Paul Volcker***

**Board Resources Workshop Faculty**  
**for December 21<sup>st</sup> , 2005**

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**Bill Hass** is CEO of TeamWork Technologies, Inc. He is a director of the Association of Certified Turnaround Professionals and serves as community leader for the Center for Corporate Financial Leadership a consortium of CPA societies in seven Midwestern states. He is a former chairman of the Turnaround Management Association and a former partner and practice leader of the Midwest Strategic Services Group of Ernst & Young. He was named "Educator of the Year" by the Chicago Chapter of the Turnaround Management Association. He is a frequent speaker and workshop leader for continuing professional education programs conducted by the Illinois CPA Society and Turnaround Management Association. Bill received his M.B.A. in finance from the University of Chicago Graduate School of Business and has an undergraduate degree in engineering from the University of Illinois Chicago.

**Shepherd Pryor** is a managing director of Board Resources and Lead director and audit committee member at two mid-sized manufacturing/retail corporations and a NASD listed bank holding company. He was previously deputy group head for corporate banking at Wells Fargo Bank in Chicago. He serves as consultant and an expert witness and teaches finance at the Graduate School level. Shep received his M.B.A. in finance from the University of Chicago Graduate School of Business and has an undergraduate degree in Economics from Princeton.

**for February 15<sup>th</sup> , 2005**

**Donald P. Delves** has over 20 years of compensation and incentive systems consulting experience. Prior to founding The Delves Group, Mr. Delves started and managed the Chicago office of iQuantic, and worked as a Senior Consultant at Sibson and Company and as an executive compensation consultant with Towers Perrin. He also served as a manager in personal financial planning and taxation with Arthur Anderson & Co., and as a financial consultant to middle market companies for Harris Bank. Mr. Delves holds an M.B.A. degree in finance from the University of Chicago and a B.A., summa cum laude, in economics from DePauw University. He is also highly trained in organizational leadership development and sales management. Mr. Delves is a Certified Public Accountant and serves on the boards of the Wright Institute for Life Long Learning and the Chicago Compensation Association.

**Invited Workshop Panelists Include:**

To Be Announced  
**Board Resources Workshop Faculty**  
**for December 21<sup>st</sup> , 2005 - Workshop Series**

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