



CONFERENCE

DESIGNING A HIGH- IMPACT LEADERSHIP DEVELOPMENT PROGRAM

July 16 - 18, 2014
Baltimore, MD



ai ACADEMIC
IMPRESSIONS



According to a recent survey by Academic Impressions, over 70% of institutions are currently investing, or planning to invest, in an in-house leadership development program.

OVERVIEW

Institutions across North America are actively building in-house leadership development programs (LDP) that can identify and groom future leaders. While the corporate sector has a long history of developing leaders, there are a number of challenges unique to a university environment and culture that must be understood and planned for.

Join us in Baltimore for a one-of-a-kind program that will help ensure your in-house LDP is highly effective and impactful over the long term. We will cover both key elements to organize your LDP as well as dozens of resources and activities that you can incorporate in your program.

WHO SHOULD ATTEND

This program has been designed for those who have primary responsibility for the design, development, and oversight of a leadership development program. This could include representatives from the President's office, Provost's office, HR, Organizational Development, etc.

Whether you are just starting to build your program or have had one running for a few years and are looking to make a greater impact with your LDP, you will benefit from the 50+ years of collective experience of our program facilitators.

LEARNING OUTCOME

After participating in this conference, you will be able to plan or make improvements to an in-house leadership development program.

[CLICK HERE TO REGISTER](#)



WHAT MAKES THIS PROGRAM DIFFERENT?

1. The presenters have worked extensively across the corporate, government, non-profit, and education sectors. They have designed and taught in hundreds of programs and bring a wealth of experience, resources, and advice.
2. This program is rooted in the unique context of higher education and will address the cultural realities of universities that can be both supportive and challenging to leadership development.
3. This program is highly experiential and participants will get to experience much of the curriculum—the best way to take it back and apply it in your campus-based program.
4. You will leave this program with a leadership development map that will help you apply the aspects that you think will fit best with your specific goals and constraints.

AGENDA

DAY 1: JULY 16, 2014

8:00 - 8:30 a.m.	Registration and continental breakfast (included in registration fee)
8:30 - 9:00 a.m.	Welcome and introductions
9:00 - 10:00 a.m.	<p>Creating a Leadership Development Model</p> <p>Your leadership development model becomes a framework for both the structure and design of your program. In this opening session, we will share some universal perspectives and a proven model for organizing your program. We will also discuss critical aspects of leadership to ensure your program is built on a solid foundation.</p>
10:00 - 10:45 a.m.	<p>Structuring Your Program</p> <p>The structure of your program is critical to its success. How will you select program participants and will they work in cohorts? How long will the program be? Will you incorporate coaching or peer mentoring? What's the best way to start and pilot an LDP?</p>
10:45 - 11:00 a.m.	Break
11:00 - 11:30 a.m.	<p>Selecting Program Participants</p> <p>One of the most critical decisions you need to make is how you will select participants. In this unique session, we'll both create selection criteria and experience a group design that you can use back on campus.</p>
11:30 a.m. - 12:00 p.m.	<p>How Leadership is Learned</p> <p>We will explore best practices in how leadership is learned and developed. We will do a thorough audit of your program to identify program strengths and opportunities for enhancement. This framework will form the core of your action plan.</p>
12:00 - 1:00 p.m.	Lunch (included in registration fee)
1:00 - 2:15 p.m.	<p>Thinking Styles Inventory</p> <p>Core to your program is to help participants gain self-awareness of their own styles and of those that they lead. In this session you'll experience a validated assessment that identifies four primary thinking styles and discuss considerations for using it back on campus.</p>



AGENDA

JULY 16, 2014 (CONTINUED)

- 2:15 - 3:00 p.m.** 360s and Other Assessments
After experiencing one assessment, participants will explore the pros and cons of using many others including MBTI, DISC, etc. Special attention will be paid to 360 assessments which can be an excellent addition to your program, but have specific challenges that have to be managed appropriately.
- 3:00 - 4:30 p.m.** Leadership Wheel Assessment
Your participants will need more than one lens to understand their approach to leadership and the strengths and shadows of their styles. In this session, participants will experience a second assessment—one that divulges a participant's operating style and its impact on others.
- 4:30 - 5:00 p.m.** Question & Answer Session
To close day one, we will field your most pressing questions as they relate to structuring your LDP.
- 5:00 - 6:00 p.m.** Networking reception (included in registration fee)

DAY 2: JULY 17, 2014

- 8:00 - 8:30 a.m.** Continental breakfast (included in registration fee)
- 8:30 - 9:00 a.m.** Reflection and Q&A
- 9:00 - 9:45 a.m.** 10 Differentiators of Exceptional Teams
Teamwork, especially cross-boundary teamwork, has never been more important in higher education; team-building has to be a key part of your program. We will begin day 2 with an in-depth examination of exceptional teams and how your program can incorporate this content.
- 9:45 - 10:30 a.m.** Exceptional Teams Survey
Using a published assessment tool that you can use in your program, we'll walk through a proven way to diagnose the effectiveness of teams in critical areas of performance including: leadership, results orientation, group climate, communication, and assessment.
- 10:30 - 10:45 a.m.** Break
- 10:45 a.m. - 12:00 p.m.** Team Challenge
During this time, a simulation will be used to demonstrate the complexities and challenges of building effective teams. In addition to experiencing the simulation first-hand, you will discuss key considerations for including it in your LDP.
- 12:00 - 1:00 p.m.** Lunch (included in registration fee)



AGENDA

JULY 17, 2014 (CONTINUED)

- 1:00 - 2:00 p.m.** **Building Trust**
Trust is the most important element of leadership and your LDP needs to find impactful ways to examine it. We'll explore a unique resource that can be used to engage participants in a deep conversation regarding trust, its fragility, and ways to build and nurture it.
- 1:45 - 2:45 p.m.** **Difficult Conversations**
Difficult conversations are one of the most challenging elements of leadership because the stakes are usually high. In this session, you will explore this topic and learn key concepts and resources that can be incorporated into your LDP.
- 2:45 - 3:00 p.m.** **Break**
- 3:00 - 3:30 p.m.** **Personal Mastery**
Your program must guide and empower participants to take responsibility for their own leadership development. In this session we'll explore ways to facilitate this and ensure your participants are motivated and have a keen sense of their journey.
- 3:30 - 4:00 p.m.** **Building Curriculum for Your Program**
To close day 2, we will capture the experiences from the last two days and discuss how this curriculum can best fit into your program. We'll also explore other critical issues like who should teach in your program, and how to best incorporate job rotations, shadowing leaders, and action learning in your program.

DAY 3: JULY 18, 2014

- 8:00 - 8:30 a.m.** **Continental breakfast (included in registration fee)**
- 8:30 - 9:00 a.m.** **Reflection and Q&A**
- 9:00 - 11:00 a.m.** **Systems Thinking**
In addition to building self-awareness and expertise in working with others, participants need skills to manage large groups and systems. In this session, we will explore several powerful activities that can be used in your LDP to expand systems thinking and awareness, including Appreciative Inquiry, Open Space and other methodologies
- 11:00 - 11:15 a.m.** **Break**
- 11:15 a.m. - 12:00 p.m.** **Embracing Confusion**
Critical to operating at a systems level is the ability to navigate situations that are unfamiliar, complex, and confusing. This session will explore strategies that you can teach your participants to turn these situations into opportunities for dialogue, testing assumptions, and creative problem solving.



AGENDA

JULY 18, 2014 (CONTINUED)

- 12:00 - 1:00 p.m.** Lunch (included in registration fee)
- 1:00 - 1:45 p.m.** Maximizing Meeting Time
Most of your participants spend the majority of their time in meetings that are likely ineffective. Oftentimes, they may be leading these meetings. We'll share a tool that you can use to help participants understand and improve the effectiveness of their meetings.
- 1:45 - 2:30 p.m.** Organizing Your Program
How institutional leaders support and oversee the program, who the champion is, and how you deal with institutional politics are critical factors in the success and long-term impact of your LDP. In this session, we'll explore these critical issues and share key principles to help you organize your program.
- 2:30 - 3:30 p.m.** Building your Leadership Development Plan
To ensure you can take back and apply what you've learned, we'll guide you in creating your leadership development plan. We will also help you to identify where you can make improvements to your program and assist you in developing specific steps to follow when you return to campus.
- 3:30 - 4:00 p.m.** Final Q&A and program wrap up



INSTRUCTORS



PATRICK SANAGHAN / President

The Sanaghan Group

Dr. Sanaghan is the president of The Sanaghan Group, an organizational firm specializing in leadership development, executive coaching, strategic planning, and leadership transitions. Pat has worked with more than 100 campuses and hundreds of organizations in the past 25 years. He has taught leadership to thousands of leaders in higher education, and has helped dozens of campuses conduct collaborative, transparent strategic planning processes.

He is the coauthor or author of five books, numerous articles, and several monographs in the fields of strategic planning, leadership, and change management. His most recent book, *Collaborative Leadership in Action*, was published in 2011, and his next book, *How to Actually Build an Exceptional Team*, will be published in early 2014.



CLINT SIDLE / Director, Roy H. Park Leadership Fellows Program, Johnson Graduate School of Management

Cornell University

Clint Sidle is widely sought as a keynote speaker and consultant in leadership development, executive coaching, and managing strategic change. He has worked with Fortune 500 companies, state and local educational systems, and some of the nation's leading universities and nonprofit organizations.

His leadership program in the Johnson School at Cornell has earned national recognition as a unique and powerful contribution to management education. His developmental approach is based on a unique experiential learning model that is the topic of his book, *The Leadership Wheel: Five Steps to Achieving Individual and Organizational Greatness* released by Palgrave Macmillan in September 2005. He elaborates on the inner aspect of leadership development in his most recent book, *This Hungry Spirit: Your Need for Basic Goodness*, published in December 2009 by Larson Publications.



HOTEL RESERVATIONS

The conference will be held at:

Sheraton Baltimore North
903 Dulaney Valley Rd
Towson MD 21204

To reserve your room, call (410) 321-7400. Please indicate that you are with the Academic Impressions group to receive the room rate of \$139.00 for single or double occupancy, plus applicable tax.

A room block has been reserved for the nights of July 15-17, 2014. Reservations must be made by June 24, 2014. There are a limited number of rooms available at the conference rate. Please make your reservations early.

Our Towson MD hotel is located in the heart of the Towson business district, convenient to local corporate offices, universities and hospitals, and only 15 minutes from Baltimore's Inner Harbor, Oriole Park at Camden Yards, Ravens Stadium and Timonium Fairgrounds. Plus, our skywalk connects you directly to the Towson Town Center, Maryland's largest mall.

Working or relaxing is a breeze at Sheraton Baltimore North Hotel. You can always expect great perks and amenities with us. What could be more satisfying than getting online quickly and easily with complimentary wireless High Speed Internet Access in the lobby of our Towson hotel? Or perhaps you would like a refreshing dip in our beautiful indoor heated pool. And we all know that staying fit while traveling can be challenging, so you will appreciate our complimentary, state-of-the-art fitness center.

Of course, if you are here on business, you do not want anything to slow you down. Sheraton Baltimore North Hotel is equipped with a 24-hour Business Center to keep you on the go.

Transportation: Baltimore Washington Intl. Airport (BWI)

Travel Distance: Approximately 45.06 km/28.0 miles





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DEVELOPMENT PROGRAM
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PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

Questions about the event? Call us at 720.488.6800 to help determine if this event is right for you.

Register online at www.academicimpressions.com

REGISTRATION FEES

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Your registration fee includes: Full access to all conference sessions and materials, breakfast, lunch, and access to the networking reception on Wednesday, breakfast and lunch on Thursday and Friday, as well as refreshments and snacks throughout the conference.
.....

Conference
Conference - \$1495 USD (Includes Monograph)
<input type="checkbox"/> ___ # of attendees

Total _____

EARLY BIRD PRICING

Postmarked on or before June 27, 2014. For registrations postmarked after June 27, 2014, an additional \$100 fee per registrant applies.

Visit our website to register online:

<http://www.academicimpressions.com/conference/designing-high-impact-leadership-development-program>



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

CONFERENCE REGISTRATION INFORMATION

Print Name

Job Title

Institution/Organization

What name do you prefer on your name badge?

Address

City

State/Province

Zip/Postal Code

Country

Telephone

Email

IF THIS CONFERENCE PARTICIPANT HAS ANY DIETARY OR ACCESSIBILITY NEEDS, PLEASE LIST THEM IN THE SPACE BELOW. WE WILL DO OUR BEST TO ACCOMMODATE THESE NEEDS.

How did you hear about this event? (email from AI, ACPA, colleague forwarded email, *The Chronicle*, etc.) _____

If you would like us to send a copy of your registration confirmation or receipt to someone else, please complete this section

ADDITIONAL CONTACT INFORMATION

Additional Contact Name

Contact Phone

Additional Contact Email

Additional Contact Title

EMERGENCY CONTACT INFORMATION

Emergency Contact Name

Emergency Contact Phone



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

PAYMENT METHOD

We accept Visa, MasterCard, and American Express credit cards. To pay by check, include the check with this form or select the "invoice me" option. Fax form to 303.221.2259 or mail form along with payment to: Academic Impressions, 4601 DTC Blvd., Ste. 800, Denver, CO 80237

CREDIT CARD



Name on Card

Account Number

Billing Address

Billing City

Billing State

Billing Zip Code/Postal Code

Exp. Date

Security Code (last 3 digits on the back of Visa and MC or 4 digits on front of AmEx)

AMOUNT TO CHARGE: _____

CHECK/INVOICE

My check is included and covers _____ registration(s) Check # _____

Please invoice me, Purchase Order # _____ (PO # not required to receive invoice)



FREE HIGHER ED NEWS AND ANALYSIS

Each conference registration includes a subscription to *Higher Ed Impact*, a free industry scan of news, trends, and research on higher education, delivered in an easy-to-scan email. *Higher Ed Impact* (HEI) includes:
(Check the boxes for the editions you would like to sign up for)

- HEI: Daily Pulse** - impactful news, trends, and practices, sent daily
- HEI: Weekly Scan** - the week's most critical news, with analysis of top stories and trends, sent on Fridays
- HEI: Monthly Diagnostic** - practical takeaways addressing a strategic challenge facing institutions of higher ed, sent 9-12 times/year

List the names of the registrants you'd like to sign up:

Note if you do not provide any names in the above space, all attendees will be signed up for the options selected.



ACADEMIC IMPRESSIONS CANCELLATION AND REFUND POLICIES



SATISFACTION PROMISE

We want you to be satisfied with your Academic Impressions learning experience. If the program you purchased fails to meet your expectations, please contact us within 30 days and let us know. We'll credit the full amount you paid toward another AI program that may better fit your needs.

CONFERENCES

For in-person conferences, substitute registrants are welcome and may be named free of charge at any time. If you cancel 8 weeks or more prior to the first date of the conference, you will receive a full refund, less a \$100.00 service charge per attendee.

If you cancel within 8 weeks of the first date of the conference, you are not entitled to a refund. However, as a courtesy, we will allow you to apply your payment, less the service charge, toward a future purchase within one year from the date you cancel. Your payment is transferable to another person from your institution if you wish.

Please note that if you do not attend and you do not contact us in advance to cancel as described above, you are responsible for the entire payment. In case this event is cancelled, Academic Impressions' liability is limited to a refund of the registration fee only.

ONLINE TRAININGS CONSISTING OF AT LEAST ONE LIVE TRAINING DATE

You will receive a full refund (less a \$75 service charge) if you cancel 8 weeks or more prior to the first live training date. If you cancel within 8 weeks of the first live training date, you are not entitled to a refund. But as a courtesy, we will apply your payment (less a \$75 service charge) towards a future purchase within one year from the date you cancel. Your payment is transferable to another person from your institution if you wish. You may name a substitute primary participant free of charge at any time prior to the first live training date. If available, you may switch the live training format to a self-paced format (such as a CD-ROM Recording or On-Demand Download) free of charge. (Shipping charges will apply to CD-ROM Recording orders outside the U.S. or Canada.)

ONLINE TRAININGS WHICH ARE PURELY SELF-PACED

All sales are final. No cancellations or refunds are provided.

RECORDINGS, ON-DEMAND DOWNLOADS, MONOGRAPHS AND OTHER PUBLICATIONS

All sales are final. No cancellations or refunds provided.