



CONFERENCE

CREATING EXCEPTIONAL TEAMS IN HIGHER EDUCATION

February 16 - 17, 2017

San Diego, CA



 **ACADEMIC
IMPRESSIONS**



Gain knowledge and resources that will extend directly to your current role and career in the future.

OVERVIEW

Gain the practical tools and techniques you need to help you and your team work better together. This unique two-day program is designed to help you understand and address the key differentiators of exceptional teams. Whether you are in a position of leadership or play an important role, you will leave this workshop with an understanding of how to improve your team.

You will have time to work together during this program to honestly and openly address what is working and what is not. Teams will leave with a shared commitment and action plan for moving forward. **This highly personal and interactive workshop is limited to the first 40 registrants.**

"I have participated in many professional development opportunities in my career - this session far exceeds anything I've participated in before. I am walking away with a wealth of information that is practical and powerful. Pat is an amazing leader!"

- Lindsay Johnson, Associate Dean for Admissions and Student Affairs, Texas Tech University HSC

POWERFUL LEARNING WITH PRACTICAL APPLICATION

All Academic Impressions leadership programs, including this one, are highly practical and offer tools and assessments that you can use back on campus to improve your individual and team effectiveness. During this program, you will complete assessments that measure:

- Thinking Styles of Your Team Members and You
- Effectiveness of Team Meetings
- Leadership Styles of Your Team and You

[VISIT EVENT PAGE](#)

www.academicimpressions.com/conference/creating-exceptional-teams-higher-education-february-2017



ATTEND AS A TEAM - REGISTER TWO, GET ONE 50% OFF

This program is open to teams from any area of a college or university and has been specially designed to improve the overall success of your team. This program is targeted at teams that are new or established and would like to improve their performance. We recommend teams of three to seven people, or individuals who are in a position to lead or influence the direction of a team.

Human resources and organizational development offices will find value in using the program's resources in their work.

LEARNING OUTCOME

After participating in this conference, you will be able to lead and participate in your team as a more productive and supportive team member.

CONTACT US FOR MORE INFORMATION

Contact Amit Mrig, President and CEO at Amit@academicimpressions.com or 720-988-1210 if you'd like additional information about the program.



AGENDA

THURSDAY, FEBRUARY 16, 2017

8:00 - 8:30 a.m.

Continental breakfast (included in registration fee)

8:30 - 9:00 a.m.

Welcome and Introductions

9:00 - 10:00 a.m.

10 Differentiators of Exceptional Teams

What do the most successful teams in higher education, government, military, and the corporate sector have in common? Independent of their purpose or affiliation, research shows that high performing teams share many commonalities that enable their success. In this session, you'll learn about each of these characteristics and have a chance to measure your team against these benchmarks.

10:00 - 10:15 a.m.

Refreshment break

10:15 - 11:15 a.m.

Thinking Styles Inventory

Most teams have members with diverse backgrounds, experiences, and thinking styles. That diversity, if not well understood, can pull a team apart. But if properly leveraged, it can lead to higher levels of performance. Using a validated assessment that identifies four primary thinking styles, you will uncover your dominant style of thinking and problem solving and discuss how this can and should influence the way you work with others on your team and improve your overall effectiveness.

11:15 a.m. - 12:00 p.m.

The Exceptional Team Survey

Using a published assessment tool, developed by program facilitator Patrick Sanaghan, teams will diagnose their effectiveness on critical areas of team performance including leadership, results orientation, group climate, communication, and assessment. Team members will then identify areas for improvement and specific steps they are willing to commit to take.

12:00 - 1:15 p.m.

Lunch (included in registration fee)

1:15 - 2:00 p.m.

Creating Ground Rules

High performing teams create and operate by a few critical ground rules or working agreements. In order to really live these principles, it's critical that they reflect the input of all team members and are created using a transparent process. In this session, team members will use such a process to suggest ground rules that reflect the unique character and dynamics of their team, and can help ensure higher levels of effectiveness.

2:00 - 2:45 p.m.

Highly Effective Meetings

Teams spend the majority of their time together in meetings. If the meetings aren't managed or executed well, the team will not be as effective. In this session, team members will use a published assessment tool, developed by program facilitator Patrick Sanaghan, to diagnose the effectiveness of their meetings and then identify specific tactics to improve how the time spent together is used.

2:45 - 3:00 p.m.

Break



AGENDA

THURSDAY, FEBRUARY 16, 2017 (CONTINUED)

3:00 - 4:00 p.m.

Tools and Techniques to Improve Team Effectiveness

Drawing on both the facilitator's vast experience and current research, this session offers a series of highly practical tools that can help teams manage critical tasks like decision-making, delegating tasks, and on-boarding new team members.

4:00 - 4:30 p.m.

Q&A and Day 1 Wrap-Up

4:30 - 5:30 p.m.

Networking Reception (included in registration fee)

FRIDAY, FEBRUARY 17, 2017

8:00 - 8:30 a.m.

Continental breakfast (included in registration fee)

8:30 - 9:00 a.m.

Day 1 Review and Q&A

9:00 - 10:00 a.m.

5 Paths to Leadership

In addition to understanding others' thinking styles, it's important to understand how team members' behaviors impact those around them. This session utilizes an assessment instrument that will divulge a team member's operating style and its impact on effectiveness when working with others. Suggestions will be offered for mitigating the effects of overused strengths as well as for overcoming challenges created by shortfalls in other areas.

10:00 - 10:15 a.m.

Morning break

10:15 - 10:45 a.m.

Talent Audits

Teams are most effective when they can properly leverage each other's strengths and support each other in areas of needed development. In this interactive session, team members will have an opportunity to share with one another and ensure the team is fully aware and able to leverage the team's human capital.

10:45 - 11:30 a.m.

Effective Supervision/The Supervisory Dialogue

Effective supervision is critical to ensuring that the ideas surfaced in this program are actually lived. In this session, participants will learn seven questions that enable more open and honest dialogue about critical items.

11:30 a.m. - 12:45 p.m.

Lunch (included in registration fee)

12:45 - 1:45 p.m.

Building Resilience As a Team

Why do the same incidents paralyze some people, but act as a springboard for others to change, grow, and learn? Setbacks, mistakes, and failures are inevitable—the key is resilience. Leaders must be able to navigate these situations and not just bounce back, but bounce forward. In this session, participants will define leadership resiliency, learn personal strategies that build leadership resilience, and learn how to assess their organization's resilience.



AGENDA

FRIDAY, FEBRUARY 17, 2017 (CONTINUED)

1:45 - 2:00 p.m.

Break

2:00 - 3:30 p.m.

Group Dynamics Simulation

In this simulation, participants will learn more about the factors that enable successful group cohesion and the factors that can derail groups, including how group dynamics can influence individual behavior.

3:30 - 4:00 p.m.

Action Planning, Program Wrap-Up

High performing teams make commitments to each other that are worthy of themselves and others. In this session, team members will work with a thought partner to distill the program's takeaways and identify specific steps they are willing to commit to in the month following the program to enhance their team's effectiveness.



INSTRUCTORS

Patrick Sanaghan, President, The Sanaghan Group

Dr. Sanaghan serves as the head of The Sanaghan Group, an organizational firm specializing in leadership development, executive coaching, strategic planning, and leadership transitions. Pat has worked with over 200 campuses and hundreds of organizations in the last twenty-five years. He has taught leadership to thousands of leaders in higher education, and helped over one hundred campuses conduct collaborative, transparent strategic planning processes.

He is the co-author/author of six books, numerous articles, and several monographs in the fields of strategic planning, leadership, and change management. His most recent books include: *Collaborative Leadership in Action* and *How to Actually Build an Exceptional Team*.

Other AI contributions:

- Strategic Planning: 5 Tough Questions, 5 Proven Answers | Book
- 8 Keys to Improving Task Forces and Committees in Higher Education | White Paper
- The Seduction of the Leader in Higher Education | White Paper
- The Derailment of the Leader in Higher Education | White Paper

TESTIMONIALS

"Really worth the professional development investment!"

- Kelli Austin, Sr. Assoc. Director, UChicago

"Loved the conference. This was the most technique packed, relevant, practical info I've ever received at a conference. I can't wait for Monday- I can take what I learned today and implement tomorrow."

- Michele Bart, Senior Director of Development, University of California San Diego

"The information shared is thought-provoking and insightful. I'll be able to immediately take this information and immediately implement at my institution."

- Andrea Davidson, Interim Associate Vice Chancellor, University of California San Diego

"The conference provided several practical tools that can be implemented immediately. I left the conference with several ideas and resources to delve into topics at a deeper level. I particularly enjoyed the diversity of the professionals (e.g. faculty, admissions, facilities management, development/ advancement) which provided a rich learning environment that expanded my understanding and appreciation of various departments in higher education!"

- Sandra Whisner, Program Director, Texas Tech University HSC

"I liked the small size of the seminar because it encouraged everyone to participate and contribute to the learning experience. The topics covered were relevant, and I enjoyed learning via all the assessments and tools provided. I will definitely utilize these tools with developing leaders and their teams back at San Jacinto."

- Jennifer Clark, Manager- Leadership Development, San Jacinto College



| OTHERS | VS | ACADEMIC IMPRESSIONS |
|--|----|--|
| Typically large annual event | | Intimate, workshop-style event with personalized attention |
| Many concurrent sessions; forcing choice | | One focused learning track |
| Uneven sessions and less outcome-focused, driven by an open call for proposals | | Needs-driven and meticulously planned with practical outcomes <ul style="list-style-type: none"> Action plans and next steps to use upon returning to campus Carefully-vetted expert instructors that are also practitioners in the field |
| Lecture-based | | Learner-centric and designed for interaction and collaboration |
| Large networking events with vendors | | Small-scale opportunity to truly connect with colleagues in the same position at other institutions |
| Some slide presentations posted online after the event | | 200+ page workbooks with references, worksheets, articles, templates, exercises, and planning documents |

96%
of past attendees would recommend an AI conference to a colleague

250+
and growing of AI member institutions (AI Pro)

15,000+
higher ed professionals served

AI Conference Experiences

Academic Impressions provides valuable exploration of timely and pragmatic challenges to higher education institutions. The combination of impassioned subject matter experts as presenters and means of engaging conference attendees was potent.

- C. Tennent, Associate VP of Facilities Management, University of Saskatchewan

This conference was the complete package: relevant topics, philosophical and practical applications, fantastic speakers, fantastic location. One of the BEST conferences I've ever attended. It is what a conference should be! Full of collaboration, networking and solutions.

- M. Lowe, Associate Professor and General Reference Librarian University of Louisiana at Monroe



LOCATION

February 16 - 17, 2017 :: San Diego, CA

HOTEL

Hyatt Regency Mission Bay Spa and Marina
1441 Quivira Rd
San Diego, CA 92109

To reserve your room, please call 619-224-1234. Please indicate that you are with the Academic Impressions group to receive the group rate.

ROOM RATE

The rate is \$189 for single or double occupancy, plus applicable tax.

ROOM BLOCK DATES

A room block has been reserved for the nights of January 15 and 16, 2017.

RATE AVAILABLE UNTIL

Make your reservations prior to January 25, 2017. There are a limited number of rooms available at the conference rate. Please make your reservations early. Rooms are subject to hotel availability.

ADDITIONAL INFORMATION

Hyatt Regency Mission Bay Spa & Marina promises incredible amenities, easy access to San Diego attractions, and impeccable service from a welcoming staff. Luxuriate in the eco-friendly, full-service spa, take a water taxi to SeaWorld San Diego, plan a day of sportfishing, stroll on the beach, or relax in a deck chair at the award-winning hotel pool and watch the boats in the marina. You'll find the best of California coastal chic at this luxury hotel in San Diego.

TRANSPORTATION

San Diego International Airport (SAN) is located approximately five miles, or 15 minutes, from Hyatt Regency Mission Bay Spa & Marina hotel.

San Diego Airport Shuttle: The Cloud 9 Shuttle runs 24 hours daily with service to San Diego International Airport. Fare is approximately \$13.00 USD per person/one way. Call 800-974-8885 for reservations.

San Diego Taxi Services: Fare is approximately \$23.00 USD from the hotel to San Diego International Airport via Yellow Cab.



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

PRICING (CIRCLE ONE)

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

Bring your team!

For every two people you register from your institution, receive a third registration at 50% off of the registration price.

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| CONFERENCE |
| Creating Exceptional Teams in Higher Education |
| \$1,495 |

EARLY BIRD PRICING

Postmarked on or before January 27, 2017. For registrations postmarked after January 27, 2017, an additional \$100 fee per registrant applies.

REGISTER ONLINE or on the next page.



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.

Empty space for dietary or accessibility needs.

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

ADDITIONAL CONTACT INFORMATION

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

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)

HIGHER ED IMPACT

Delivered free to your inbox, Higher Ed Impact provides you with a full tool kit to help you monitor and assess the trends and strategic challenges likely to have an impact on your institution's health and competitiveness. (Check the boxes for the editions you would like to sign up for)

DAILY PULSE - Scan current events, timely research, and notable practices at other institutions.

WEEKLY SCAN - Review the week's most significant events and the most timely research in higher education, with key takeaways suggested by higher education's leading experts.

DIAGNOSTIC - Get an enterprise-wide and in-depth look at a current, strategic challenge; identify steps to take and critical questions to address.

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

Learn more or sign up to receive Higher Ed Impact at: www.academicimpressions.com/news-sign-up

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



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.