



CONFERENCE

# ADVANCED LEADERSHIP DEVELOPMENT IN HIGHER EDUCATION

February 5 - 7, 2018

Orange County, CA



ACADEMIC  
IMPRESSIONS



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*Take a 360° assessment of your leadership, and prepare yourself to better lead at your institution.*

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## OVERVIEW

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Join us for a three-day, intensive leadership development program designed specifically for higher education. This comprehensive, robust, and practical training is facilitated by leadership development experts with more than fifty years of combined experience. As a part of this unique leadership training, you will:

- Complete a 360° assessment and will work in peer-to-peer coaching teams
- Receive one-on-one coaching with the program facilitators
- Master skills in four areas of leadership: personal, interpersonal, team, and systems
- Learn alongside peers from across the enterprise of higher education
- Participate in interactive and experiential sessions to assess and develop your leadership style
- Build a toolkit of leadership techniques and frameworks that you can use immediately
- Develop a leadership portfolio with your strengths and challenges, goals, values, and reflections

## LIMITED ATTENDANCE

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Given the intensive nature of the program, middle and senior managers who have experience leading teams or units will benefit from attending. We have intentionally designed this program for administrators across the institution including those on the academic side, such as deans and provosts.

Only the first thirty registrants will be allowed to participate. If you have questions about whether this program is right for you, please contact Amit Mrig, at (720) 988-1210 or [amit@academicimpressions.com](mailto:amit@academicimpressions.com).

## 360-DEGREE ASSESSMENT

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One of the highlights of this program is the opportunity to complete a 360° evaluation. Once you register, we will email you with detailed instructions on how to complete the assessment. Your results will be delivered to you at the workshop, and you'll have an opportunity for a personalized coaching session with one of the program facilitators.

[VISIT EVENT PAGE](#)

[www.academicimpressions.com/conference/advanced-leadership-development-higher-education-february-2018](http://www.academicimpressions.com/conference/advanced-leadership-development-higher-education-february-2018)



## HEAR FROM PAST PARTICIPANT

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Over 350 professionals in higher education have gone through this leadership training. It is consistently one of our highest-rated programs and participants tell us that it is intense, illuminating, humbling, and changes the way they think about themselves as leaders. [See how this program has helped others become better leaders for their institution.](#)

## LEARNING OUTCOME

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After participating in this conference, you will be able to use your learning action plan, created during the program, to improve your personal and organizational productivity.



## AGENDA

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### DAY 1: SELF-AWARENESS AND WORKING WITH OTHERS

8:00 - 8:30 a.m.

**Registration and Continental Breakfast (included in registration fee)**

8:30 - 9:30 a.m.

**Purposes and Principles**

In this introductory session, the facilitators will share the program's outcomes and underlying principles. In small groups, you will prepare questions for the facilitators.

9:30 - 9:45 a.m.

**Break**

9:45 - 11:00 a.m.

**Five Steps of Leadership Development**

As an initial contribution to your portfolio, you have prepared a personal definition of leadership to begin to understand the qualities, skills, and behaviors leaders need to develop. As part of this session, the facilitators will share an overview of how leadership is developed and define the difference between leadership and management. You will then prepare a personal definition and a preliminary assessment of your strengths and challenges relative to that definition.

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

**Thinking Styles Inventory**

Understanding the diverse thinking styles of others provides insight into how to lead them effectively. 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 your leadership style.

12:00 - 1:00 p.m.

**Lunch (included in registration fee)**

1:00 - 1:45 p.m.

**Leadership Derailment**

Research by the Center for Creative Leadership has identified several factors that can derail leaders and limit their effectiveness. The facilitators will share these factors and strategies for mitigating them.

1:45 - 2:00 p.m.

**Break**

2:00 - 3:15 p.m.

**5 Paths to Leadership**

In addition to understanding the way they think and solve problems, leaders must understand how their own behaviors impact those around them. During this session, you'll take an assessment that will divulge your operating style and its impact on others. Suggestions will be offered for mitigating the effects of overused strengths and for overcoming challenges created by shortfalls in other areas.



## AGENDA

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### DAY 1 (CONTINUED)

3:15 - 4:15 p.m.

#### **360° Assessment**

Receiving feedback from others is a critical aspect to continually improving your effectiveness as a leader. Prior to the program, you will complete an online 360° assessment. In this session, the facilitators will share these assessments and help you interpret your results. After time to review results, the facilitators will divide your cohort into small groups and facilitate a discussion on how to identify goals and strategies based on the feedback received.

4:30 - 5:30 p.m.

#### **Networking Reception (included in registration fee)**

### DAY 2: TEAM-BUILDING & SYSTEMS THINKING

8:00 - 8:30 a.m.

#### **Continental Breakfast (included in registration fee)**

8:30 - 9:00 a.m.

#### **Check-In and Share Reflections**

9:00 - 9:30 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 things in common that enable them to perform at high levels. In this session, you'll learn about each of these characteristics and have a chance to measure your team against these benchmarks.

9:30 - 10:15 a.m.

#### **Analyzing Effective Teams**

Using a published assessment tool, individuals will diagnose the effectiveness of their teams in several critical areas of performance including leadership, results orientation, group climate, communication, and assessment. You will identify areas of needed development and strategies you can employ when returning to campus.

10:15 - 10:30 a.m.

#### **Break**

10:30 a.m. - 12:00 p.m.

#### **Team-Building**

During this time, a simulation will be used to demonstrate the complexities and challenges of building effective teams. You will develop principles and guidelines you can use back on campus when working with new and existing teams.

12:00 - 1:00 p.m.

#### **Lunch (included in registration fee)**



## AGENDA

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### DAY 2 (CONTINUED)

1:00 - 3:00 p.m.

#### **Power & Systems Simulation**

In this interactive session, you will simulate a complex organizational challenge that highlights the naturally occurring dynamics of organizational life. At one point or another we are all accountable for certain outcomes, are affected by others, or are in the middle. In this session, you will gain insight into ways that you can contribute productively to situations—and encourage others to do the same—regardless of the role you are playing.

3:00 - 3:15 p.m.

#### **Break**

3:15 - 3:45 p.m.

#### **Principles for Leading Change**

In this session, you will debrief the previous activity and develop guiding principles for avoiding the inherent problems discovered in the simulation.

3:45 - 4:30 p.m.

#### **Building Trust**

In this unique session, you will watch a video of a speech delivered by a college president and examine how authenticity and transparency can inspire and build trust.

### DAY 3: SKILL-BUILDING AND LEARNING PLAN DEVELOPMENT

8:00 - 8:30 a.m.

#### **Continental Breakfast (included in registration fee)**

8:30 - 9:00 a.m.

#### **Check-In and Share Reflections**

9:00 - 10:00 a.m.

#### **Dialogue: A Tool for Conducting Difficult Conversations**

When delivering feedback, entering into a negotiation, or whenever there is conflict, the stakes are usually high. In this session, you will explore common pitfalls and learn principles for conducting difficult conversations.

10:00 - 10:30 a.m.

#### **Break and Hotel Checkout**

10:30 - 11:30 a.m.

#### **Mastery: The Foundation of an Authentic Leader**

Building on your personal definition of leadership, in this session you will develop a personal mission and vision statement, and articulate your personal values. These ideas provide an anchor for leaders and enable authentic actions and decisions across your personal and professional domains.



## AGENDA

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### DAY 3 (CONTINUED)

11:30 a.m. - 12:15 p.m.

#### **Tools for Effective Collaboration**

You will learn and walk through the use of a simple but powerful tool to leverage the input of others. This activity can be used to gather data, diagnose challenges, and develop shared goals.

12:15 - 1:15 p.m.

#### **Lunch (included in registration fee)**

1:15 - 2:15 p.m.

#### **Future Timeline**

You will be exposed to a unique activity designed to identify the trends, events, and issues that will impact the higher-education industry over the next ten years. This activity can be used to build the horizon-thinking capacity of others on campus and to generate an important dialogue about the future of the institution. The results of the activity have powerful implications for current and future leaders and will be captured and shared with all participants.

2:15 - 2:30 p.m.

#### **Break**

2:30 - 3:00 p.m.

#### **Distilling Critical Lessons on Leadership**

In this session, you will reflect on the last three days and distill the most important lessons and takeaways about leadership of self, others, and organizations.

3:00 - 3:30 p.m.

#### **Learning Plan Development and Coaching**

As the program draws to a close, you will work in your peer coaching teams to create personal developmental plans. The teams will also learn how to work together following the program and make their initial commitments to one another.

3:30 - 3:45 p.m.

#### **Final Q&A and Program Wrap-up**



## INSTRUCTORS

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**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*. Dr. Sanaghan also serves as a board member of the College of Saint Benedict in St. Joseph, MN.

**Clint Sidle, Lecturer, Cornell University**

In addition to his current position at Cornell, Clint Sidle is the Immediate Past Director, Roy H. Park Leadership Fellows Program, Johnson Graduate School of Management. He 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 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.





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

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February 5 - 7, 2018 :: Orange County, CA

### HOTEL:

Hyatt Regency Orange County  
11999 Harbor Blvd.  
Garden Grove, CA 92840

To reserve your room, please call 714-750-1234. 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 February 4, 5, and 6, 2018.

### RATE AVAILABLE UNTIL:

Make your reservations prior to January 15, 2018. There are a limited number of rooms available at the conference rate. Please make your reservations early.

### ADDITIONAL INFORMATION:

Conveniently located in Anaheim, this hotel is a spectacular destination for business travelers, and vacationers alike. It's just a short drive away from Orange County beaches, shopping outlets and attractions.

## TRANSPORTATION

From John Wayne/Orange County Airport (SNA):

- Distance: 13 miles
- Super Shuttle: \$11 per person/one way
- Disneyland® Resort Express Bus: \$20 per person - from hotel to airport only

From Los Angeles International Airport (LAX):

- Distance: 35 miles
- Super Shuttle: \$17 per person/one way



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 Monday, breakfast and lunch on Tuesday and Wednesday, as well as refreshments and snacks throughout the conference.

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### Register Early!

Participation is limited to just 30 participants.

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| CONFERENCE  |
| Advanced Leadership<br>Development in Higher<br>Education |
| \$2,495   |

### EARLY BIRD PRICING

Postmarked on or before January 12, 2018. For registrations postmarked after January 12, 2018, an additional \$100 fee per registrant applies.

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[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.**

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](http://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

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### **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.

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### **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.