


# EMERGING LEADERS IN HIGHER EDUCATION

June 18-19, 2012  
Atlanta, GA



**“This conference provided valuable time to explore where I am as a leader and where I would like to be. I will return to my campus with resources and tools to use for myself and to use to mentor others!”**

*- Lynda Michaels, Director of Alumni Relations,  
Bloomsburg University*

**“This was one of the best conferences I’ve ever attended — not only did it provide some great things to think about, it provided things I can DO!”**

*- Kate Brickerhoff, Director of Gift Planning, Butler University*

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## OVERVIEW

The future of higher education will be filled with pervasive complexity, ambiguity, and change, requiring a different leadership skill set. The next generation of leaders will have to:

- Lead when there aren't any clear answers or solutions
- Craft solutions that will require cross-boundary collaboration throughout a campus
- Reduce costs while increasing quality and responsiveness
- Anticipate future challenges to their institutions in a way that coalesces broad understanding and support for future action
- Tap the creative resources throughout their institutions so that alternative approaches and thinking can help solve the complex and thorny issues that face higher education
- Build exceptional teams at every level of the campus and empower these teams to move the institution forward in fulfillment of its mission and vision

This practically focused, two-day leadership program will provide participants with tools and strategies that will enable them to effectively navigate the increasing complexity facing higher education. Previous attendees have praised the effectiveness of instructor Pat Sanaghan and the quality of the content they delivered. Follow this link to watch a short video of attendees sharing their experiences: <http://www.academicimpressions.com/conference/emerging-leaders-higher-education-june-2012>

## LEARNING OUTCOME

After participating in this program, you will be able to use a variety of techniques and self-assessment tools to improve your leadership skills and decision-making.

## WHO SHOULD ATTEND

This program is built on the premise that innovation and cross-boundary thinking and collaboration will be key to competing in the future of our industry. As such, it has been designed for emerging leaders throughout higher-ed administration, not simply one particular functional area. Because titles and levels of responsibility vary so much across different sizes and types of institution, we encourage you to call us with any questions about whether this program is right for you.

## WHAT MAKES THIS LEADERSHIP DEVELOPMENT PROGRAM DIFFERENT?

As you know, there are hundreds of books, articles, studies, and conferences on this subject. Here are three reasons why you should consider investing time and money in this program:

1. This program starts with the right instructors — instructors who have helped develop thousands of leaders and have selected the best of the best resources and materials for our use in this program.
2. Developing as a leader is an evolutionary process that requires doing and practice. That's why we favor an interactive and experiential approach, one that offers tangible tools and techniques that you can begin using right away.
3. And finally, while this program is rooted in a deep understanding of the higher education industry, we don't restrict our lessons and examples to those from colleges and universities. In fact, we think taking a broader view of leadership is critical to succeeding in the future. The resources and lessons that will be discussed have been drawn from multiple organizations and settings across the public and private sectors.

**Are you  
developing  
the right skills  
to lead your  
institution into  
the future?**



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## AGENDA

MONDAY, JUNE 18, 2012

- 8:00 – 8:30 a.m. **Registration and continental breakfast (breakfast included in registration)**
- 8:30 – 9:00 a.m. **Opening remarks and introductions**
- 9:00 – 10:00 a.m. **Leadership Overview**  
*In our opening session, we will identify the future roles, skills, and qualities required for success in the next generation of higher education leadership positions. Next, participants will create a leadership “scorecard” that will assess their current strengths and areas of needed development as leaders.*
- 10:00 – 11:00 a.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, participants will uncover their dominant style of thinking and problem-solving and discuss how this can and should influence their leadership style.*
- 11:00 a.m. – 12:00 p.m. **Ethics**  
*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, participants will uncover their dominant style of thinking and problem-solving and discuss how this can and should influence their leadership style.*
- 12:00 – 1:00 p.m. **Lunch (included in registration)**
- 1:00 – 2:30 p.m. **Future Timeline**  
*This strategic thinking and planning tool will be used to conduct “horizon thinking” about the future of higher education. We will identify the potential events, trends, and issues that could impact our institutions over the next five to 10 years. Using a prioritized list of trends and issues from the timeline, participants will determine the emerging leadership skill set necessary to deal effectively with the anticipated future.*
- 2:30 – 2:45 p.m. **Break**
- 2:45 – 4:00 p.m. **Leader as Diagnostician**  
*If leaders are going to be successful in the future, they will need to develop a “diagnostic mentality” in which they learn to assess a situation before they present solutions. This session will involve the utilization of four organizational assessments that will give participants deep insight into some of the most important aspects and elements of institutional life. The assessments will cover change readiness, creativity, meeting productivity, and team effectiveness. Participants will be able to choose two of the four assessments and gain practical experience with them.*
- 4:00 – 4:45 p.m. **Tips and Techniques for Leadership Effectiveness**  
*There are a handful of techniques and approaches that successful leaders employ to enhance their overall effectiveness. Several of these will be presented during this session including tips on managing change, delegation, and decision making.*
- 4:45 – 5:00 p.m. **Wrap-up and homework assignment**
- 5:00 – 6:00 p.m. **Networking reception (included in registration)**

## CPE



Academic Impressions is registered with the National Association of

State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN, 37219-2417. Website: [www.nasba.org](http://www.nasba.org).

**Recommended CPE Credits:** 16  
**Specialized Knowledge and Applications:** Group-live  
**Prerequisites:** None  
**Program Level:** Basic

Upon successful completion of this event, program participants interested in receiving CPE credits will receive a certificate of completion.

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TUESDAY, JUNE 19, 2012

8:00 – 8:30 a.m. **Continental breakfast (included in registration)**

8:30 – 9:00 a.m. **Review of Day I**

9:00 – 11:00 a.m. **Leveraging the Knowledge of Others**

*With the increasing demands on our time, it can be difficult to stay current on the latest research and practice on effective leadership. In this innovative and creative session, participants will leverage their time and the knowledge of their colleagues to discuss current research and essential leadership lessons.*

11:00 – 11:15 a.m. **Break**

11:15 a.m. – 12:15 p.m. **The Seduction of the Leader**

*This presentation will discuss the pernicious dynamic that most leaders face as they lead their institutions. This “seduction” occurs when leaders do not get honest feedback about how they lead and the decisions they make. The faculty will provide practical strategies to neutralize the negative impact of this leadership dilemma.*

12:15 – 1:15 p.m. **Lunch (included in registration)**

1:15 – 2:30 p.m. **Leadership Wheel**

*In addition to understanding others’ thinking styles, it’s also important to understand how leaders’ behaviors impact those around them. This session utilizes an assessment instrument that will divulge a participant’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.*

2:30 – 3:00 p.m. **Anticipatory Thinking**

*This presentation will provide a practical model for building the “anticipatory” thinking capacity of a campus. While we cannot “predict” the future, we can creatively scan the environment for clues to potential futures. This capacity builds the resilience and adaptability of a campus and enables stakeholders throughout the campus to anticipate and understand the need for change.*

3:00 – 3:15 p.m. **Break**

3:15 – 4:00 p.m. **Career Mapping and Mentoring**

*During this interactive session, participants will examine the career path that brought them to their current position and, working with a thought partner, chart a path for the future.*

4:00 – 4:30 p.m. **Wrap-Up, Discussion, Next Steps**

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## INSTRUCTORS

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### **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 the fall of 2012.



### **Naomi Nishi, Director, Program Design and Customization, Academic Impressions**

Naomi is responsible for the design, development, and facilitation of Academic Impressions' on-campus workshops. Under her direction, Academic Impressions has developed workshops for diverse institutions in areas across higher education. In addition to her five years designing and facilitating programs with Academic Impressions, Naomi has over eight years of experience in adult education. She has served as a faculty member of the University of Denver's University College for six years, where she designs and teaches graduate courses in Culture and Conflict, Facilitation, and Intercultural Training. She also chairs University College's Diversity and Inclusivity Committee and serves on the board of The Conflict Center in Denver.

## HOTEL RESERVATIONS

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The conference will be held at:

Grand Hyatt Atlanta  
3300 Peachtree Rd NE  
Atlanta, GA 30305

To reserve your room, call 888.421.1442. Please indicate that you are with the Academic Impressions group to receive the room rate of \$185 for single or double occupancy, plus applicable tax.

A room block has been reserved for the nights of June 17 & 18, 2012. Reservations must be made by May 25, 2012. There are a limited number of rooms available at the conference rate. Please make your reservations early.

Grand Hyatt Atlanta is located in the city's most exclusive neighborhood, Buckhead, and surrounded by popular area attractions, including the World of Coca-Cola Museum, the Georgia Aquarium, High Museum, and Atlanta History Center. Many of these attractions are easily accessible using convenient MARTA transportation. The hotel is walking distance to luxury shopping at Lenox Square and Phipps Plaza Malls. Hartsfield Jackson International Airport (ATL) is just 20 minutes away.



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Attend as a team – remember, if you register as a group, every fourth registrant is free. 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](http://www.academicimpressions.com)**

## REGISTRATION FEES

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, as well as refreshments and snacks throughout the conference.

Postmarked on or before June 1, 2012

Emerging Leaders in Higher Education \_\_\_\_\_ \$1295 USD  
(For registrations postmarked after June 1, 2012, an additional \$100 fee per registrant applies)

Check here if you have any dietary or accessibility needs. Please list any needs in the space below and we will do our best to accommodate you.

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

## CONFERENCE REGISTRATION INFORMATION (PLEASE PRINT CLEARLY)

Name \_\_\_\_\_ Name Preferred for Badge \_\_\_\_\_

Job Title \_\_\_\_\_ Institution/Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Province \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

For registration confirmations and pre-conference communication. (FOR ADDITIONAL REGISTRANTS, PLEASE COMPLETE ADDITIONAL FORMS.)

Additional Contact Name \_\_\_\_\_ Additional Contact Phone \_\_\_\_\_

Additional Contact Title \_\_\_\_\_ Additional Contact Email \_\_\_\_\_

Emergency Contact Name \_\_\_\_\_ Emergency Contact Phone (day) \_\_\_\_\_

(In case of emergency, we will contact this person on your behalf) (evening) \_\_\_\_\_

## FREE HIGHER ED NEWS AND ANALYSIS

Academic Impressions is happy to offer *Higher Ed Impact*, a free industry scan of news, trends, and fresh research on higher education, delivered in an easy-to-scan email.

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

## PAYMENT METHOD

We accept Visa, MC, and AmEx 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

Please charge my credit card: (Visa, MC, AmEx) \_\_\_\_\_

Name on Card \_\_\_\_\_

Account Number \_\_\_\_\_

Exp. Date \_\_\_\_\_ Billing Zip Code/Postal Code \_\_\_\_\_

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

### CHECK/INVOICE

My check is included and covers \_\_\_\_\_ registration(s)

Check # \_\_\_\_\_

Please invoice me

Purchase Order # \_\_\_\_\_

(PO# not required to receive invoice)

## REFUND/CANCELLATION POLICY

Refunds will be issued only if cancellations are received in writing by March 23, 2012. A \$100 processing fee will be assessed. After March 23, 2012 a credit (less \$100 processing fee) will be issued. The credit will be valid for 12 months and can be used toward any future conferences, Web conferences, audio proceedings, or Web conference archives. In case this event is cancelled, Academic Impressions' liability is limited to a refund of this registration fee only.