



CONFERENCE

# ADVANCED LEADERSHIP DEVELOPMENT IN HIGHER EDUCATION

June 15 - 17, 2015  
Denver, CO





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

## OVERVIEW

The pace of change in higher education continues to accelerate, and challenges are becoming increasingly complex. Current and future leaders have to deal with:

- Changing demands of multiple stakeholders
- Increasing regulation
- A skeptical public
- Stiffening competition
- New technologies and methods for delivering education
- Revenue streams that are drying up

Now is the time to invest in your leadership skill set to manage these and other, unknowable challenges and opportunities.

Register now for a three-day, intensive leadership development program. Designed by leadership development experts with more than 50 years combined experience, this program is one of the most comprehensive, robust and practical leadership development programs available for higher education professionals.

## WHO SHOULD ATTEND

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.

[CLICK HERE TO REGISTER](#)

<http://www.academicimpressions.com/conference/advanced-leadership-development-higher-education-june-2015>



### 360-DEGREE ASSESSMENT

One of the highlights of this program is the opportunity to complete a 360° evaluation. Upon registering, we will email you 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.

### LIMITED ATTENDANCE

Given the highly experiential and interactive nature of the program, only the first 30 registrants will be allowed to participate.

### CONTACT US FOR MORE INFORMATION

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).

### WHAT MAKES THIS LEADERSHIP PROGRAM DIFFERENT?

1. This is one of the most complete leadership development experiences available. Built on a comprehensive leadership framework, this program helps you master skills in four areas of leadership experience—personal, interpersonal, team, and systems.
2. This program will draw individuals from across the enterprise of higher education. You'll learn alongside and with colleagues from across the institution—enrollment managers, student affairs professionals, librarians, department chairs and deans, fundraisers, and HR and IT professionals—creating a systemic view of higher education, right in the room.
3. Leadership isn't taught; it is learned through experience. This program is highly interactive and experiential and offers many tools, techniques, and frameworks that can be immediately used in your work.
4. We don't restrict the experience to the three days. You will prepare for the program by completing a 360° assessment, and you will work in peer-to-peer coaching teams that will continue long after you leave the institute.
5. To help bring to focus the lessons learned in the program and to deepen the development process, you will develop and maintain a leadership portfolio. This is comprised of an assessment of personal strengths and challenges, goals and values, journal entries on reflections on leadership that you prepare for each day and share with one another.

### LEARNING OUTCOME

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

- 8:00 - 8:30 a.m.** Registration and Continental Breakfast (included in registration fee)
- 8:30 - 9:00 a.m.** Purposes and Principles  
In this introductory session, the facilitators will share the program's outcomes and underlying principles. In small groups, your cohort will prepare questions for the facilitators.
- 9:00 - 10:00 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.
- 10:00 - 10:15 a.m.** Break
- 10:15 - 11:30 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, you will uncover your dominant style of thinking and problem solving and discuss how this can and should influence your leadership style.
- 11:30 a.m. - 12:30 p.m.** Lunch (included in registration fee)
- 12:30 - 1:30 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.
- 1:30 - 3:00 p.m.** The Leadership Wheel  
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 take an assessment instrument 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.
- 3:00 - 3:15 p.m.** Break
- 3:15 - 4:30 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 they have received.
- 4:30 - 5:30 p.m.** Networking Reception (included in registration fee)



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## DAY 2: SYSTEMS THINKING AND TEAM BUILDING

- 8:00 - 8:30 a.m.** Continental Breakfast (included in registration fee)
- 8:30 - 9:00 a.m.** Check-in: In newly assigned coaching teams, share reflections and homework from Day 1
- 9:00 - 11:00 a.m.** Tops, Middles, and Bottoms  
In this interactive session, you will simulate a complex organizational challenge that demonstrates the multiple roles that we all play, depending on the circumstances. At one point or another, we all are accountable for certain outcomes, are affected by others, or are in the middle. In this session, you will gain insight into ways you can contribute productively to situations regardless of the role you are playing, and encourage others to do the same.
- 11:00 a.m. - 12:00 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.
- 12:00 - 1:00 p.m.** Lunch (included in registration fee)
- 1:00 - 1:30 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.
- 1:30 - 2:00 p.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.
- 2:00 - 3:15 p.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.
- 3:15 - 4:15 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.



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## 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: In coaching teams, share reflections and homework from Day 2
- 9:00 - 10:00 a.m.** Personal 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.
- 10:00 - 10:15 a.m.** Break
- 10:15 - 10:45 a.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.
- 10:45 - 11:45 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.
- 11:45 a.m. - 12:45 p.m.** Lunch (included in registration fee)
- 12:45 - 1:45 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.
- 1:45 - 2:30 p.m.** Embracing Confusion  
The future is unknowable, and leaders have to become increasingly comfortable with ambiguity. In this session, you will learn how to identify situations that are unfamiliar, complex, and confusing and resist traditional temptations to jump at answers and decisions. Using a five step process, you will learn how to turn these situations into opportunities for dialogue, testing assumptions, and creative problem solving.
- 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 - 3:15 p.m.** Break
- 3:15 - 4:00 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.
- 4:00 - 4:30 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 100 campuses and hundreds of organizations in the last twenty-five years. He has taught leadership to thousands of leaders in higher education, and helped dozens of campuses conduct collaborative, transparent strategic planning processes.

He is the co-author/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.



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

*Cornell University*

In addition to his current position at Cornell, 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 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.

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# HOTEL RESERVATIONS

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The conference will be held at:

Park Hyatt Beaver Creek  
136 E. Thomas Place,  
Beaver Creek, CO 81260



To reserve your room, call 970.949.1234. Please indicate that you are with the Academic Impressions group to receive the room rate of \$179 for single or double occupancy, plus applicable tax.

A room block has been reserved for the nights of June 14, 15 and 16, 2015. Reservations must be made by May 25, 2015. There are a limited number of rooms available at the conference rate. Please make your reservations early.

Park Hyatt Beaver Creek Resort and Spa is a place where rare and unexpected pleasures are woven seamlessly into the fabric of each day. From the hotel's winter ski in-ski out access in the village, to the thrill of white-water rafting, hiking and outdoor adventures for all seasons, the best of Beaver Creek is waiting for you, just outside our doors.

**Airport - Denver International Airport approximately 133 miles**

Eagle County Regional Airport - Vail/Beaver Creek Jet Center 28.4 Miles

**Transportation**

Colorado Mountain Express

Shuttle service - A check-in counter is located in the Main Terminal Baggage Claim area, level 5. Look for white vans with the company name on the side.

Visit Colorado Mountain Express for details, schedules and reservations, or call 800 525 6363.





**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](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, breakfast and lunch on Wednesday, as well as refreshments and snacks throughout the conference.

Conference
Conference - \$2295 USD
<input type="checkbox"/> ___ # of attendees

Total\_\_\_\_\_

**REGISTER EARLY!** Due to the highly interactive nature of this program, attendance is limited to 30 participants.

### EARLY BIRD PRICING

Postmarked on or before May 29, 2015. For registrations postmarked after May 29, 2015, an additional \$100 fee per registrant applies.

Visit our website to register online:

<http://www.academicimpressions.com/conference/advanced-leadership-development-higher-education-june-2015>



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

## CONFERENCE REGISTRATION INFORMATION

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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

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Additional Contact Name

Contact Phone

Additional Contact Email

Additional Contact Title

## EMERGENCY CONTACT INFORMATION

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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

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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.