



CONFERENCE

BUILDING A HIGH-IMPACT LEADERSHIP DEVELOPMENT PROGRAM IN HIGHER EDUCATION

November 6 - 7, 2017

Phoenix, AZ



ai **ACADEMIC
IMPRESSIONS**



Over 70% of institutions are currently or are planning to invest in an in-house leadership development program.

OVERVIEW

Learn how you can ensure that your in-house leadership development program (LDP) is highly effective and impactful long term. This practically-focused program will provide insight into how you can effectively structure your LDP as well as dozens of resources and activities that you can incorporate into your program.

TWO PROGRAMS IN ONE

This year we have updated the design of our training to appeal to those who oversee their institution's program as well as those who deliver some or all of the program elements. You may register for one day or attend both trainings and save \$195.

Day one will focus on setting up your LDP. We will walk through different LPD models, how you can better identify participants, and help to set the curriculum. This first day will be greatly beneficial to professionals charged with administering an institution's LDP.

Day two delves into the actual teaching that occurs within an LDP. This will be highly experiential and give you the opportunity to work with a variety of tools, assessments, and content that you can easily incorporate into your own LDP.

If you have questions about whether this program is right for you, please contact Amit Mrig, at (720) 988-1210 or amit@academicimpressions.com.

BUILD A PROGRAM FOR FACULTY AND STAFF

We know most institutions have some kind of leadership programming in place for staff, faculty, chairs, and others. This program will look not only at how you can get a program off the ground but how you can build it into something that is high-impact and a part of the fabric of your institution. Multiple institutions have attended this program and build successful programs to develop both faculty and staff.

[VISIT EVENT PAGE](#)

www.academicimpressions.com/conference/building-high-impact-leadership-development-program-higher-education



AGENDA

DAY 1: PLANNING YOUR LEADERSHIP DEVELOPMENT PROGRAM

Learning Outcome: After participating in this program you will be better prepared to structure your leadership development program to your unique institutional context.

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 - 9:30 a.m.

Models of Leadership Development

Your leadership development model becomes a framework for both the structure and design of your program. In this opening session, we will share a proven model for ensuring high impact leadership development. Our model will focus on three dimensions:

- Teaching leaders about self
- Teaching leaders about groups and teams
- Teaching leaders about systems and change

9:30 - 10:30 a.m.

Building Your Roadmap

In this session, we'll share with you a detailed roadmap to follow when developing your leadership programs. You'll work through the critical decision points such as:

- Defining institutional goals and learning outcomes
- Selecting and supporting participants
- Identifying the program sponsor
- Deciding how to staff the program
- Setting costs and budgets
- Garnering institutional support
- Program logistics and marketing
- Funding your program

10:30 - 10:45 a.m.

Break

10:45 a.m. - 12:15 p.m.

Exploring Best Practice Programs

In this next session, we'll show you multiple programs that are running successfully around the country. The programs range from those that just serve academic administrators to those that develop mixed cohorts of faculty and administrators. These programs span all budgets and formats.

12:15 - 1:15 p.m.

Lunch (included in registration fee)



AGENDA

DAY 1 (CONTINUED)

1:15 - 2:15 p.m.

Designing Your Program for Multiple Learning Styles

Knowing that we each lead and learn differently is critical to designing an effective leadership development program. In this session you'll engage with a validated tool that identifies four distinct styles of leading and learning. We'll discuss the implications for both leadership and leadership development.

We will also explore the critical question of how leaders learn, and how your high-impact leadership program can get people on the path to self-awareness and openness to learning.

2:15 - 2:30 p.m.

Break

2:30 - 3:30 p.m.

Deep Dive into Best Practice Programs

There is no cookie cutter approach to developing your leadership development program. Armed with your roadmap and an overview of best practices, you'll have an opportunity to take a deep dive into the case studies most relevant to your unique situation.

3:30 - 4:15 p.m.

Designing Your High-Impact Leadership Development Program

In this session you will have a chance to work alone or with your team on your program's goals and structure. This session will ensure you leave the program with a tangible roadmap that can be put into action back on campus.

4:15 - 4:30 p.m.

Program Wrap-Up and Final Q&A



AGENDA

DAY 2: DESIGNING AN EXPERIENTIAL CURRICULUM

Learning Outcome: After participating in this program you will be better prepared to incorporate best practice design principles into your leadership development program.

8:00 - 8:30 a.m.

Continental Breakfast (included in registration fee)

8:30 - 9:00 a.m.

Principle of High-Impact Leadership Development Programs

High-impact programs operate on the principle that leadership is learned, not taught. We'll begin our day by exploring broadly the key principles of program design to ensure your program has the desired impact.

9:00 - 10:00 a.m.

Teaching Leaders About Self

Your participants will need multiple lenses to understand their approaches to leadership and the strengths and shadows of their styles. In this session, participants will experience an assessment that divulges a participant's operating style and its impact on others, both under normal conditions and under stress.

10:00 - 10:15 a.m.

Teaching Leaders About Self (continued)

There are numerous ways to teach participants about their own leadership styles, strengths, and weaknesses. In this session we will explore several widely-available assessments and tools that you may wish to use.

10:15 - 10:30 a.m.

Break

10:30 a.m. - 12:15 p.m.

Teaching People About Groups and Teams

Teamwork—especially cross-boundary teamwork—has never been more essential in higher education and yet most leaders are not taught how to build teams and act as a convener of groups. In this session we will explore multiple methods for equipping your leaders with practical tools and strategies to lead teams more effectively. You'll experience some of these tools and simulations directly as well as browse multiple other resources that are available.

12:15 - 1:15 p.m.

Lunch (included in registration fee)

1:15 - 2:45 p.m.

Teaching Leaders About Systems

High-impact leadership programs must help participants understand how to think about the future, convene cross-boundary groups and surface potential conflicts, and lead change across the system. This session will examine how to build such components into your program and sample activities that have proven effective at creating a systems-wide view for leaders and those they lead.

2:45 - 3:00 p.m.

Break

3:00 - 3:30 p.m.

Action Planning

In our final session, we'll ensure each participant has a blueprint of the different tools and resources you would like to incorporate into your program or explore further.



INSTRUCTORS

Tamarah Brownlee, Vice President Human Resources, IU Health West Hospital

Bio coming soon.

David Kiel, Leadership Coordinator, University of North Carolina at Chapel Hill

David Kiel has created 7 separate leadership development programs for faculty at UNC-Chapel Hill and consulted on strategic planning and leadership with other R-1s, doctoral-level Institutions, 4 year colleges, and community colleges.

From 1985 to 2010 he consulted with leaders in government, non-profit, and small businesses organizations, primarily in the areas of strategic planning, change management, leadership development, team building, and conflict resolution. He has written numerous articles on leadership development, change management, and organizational development. He is a member of POD, NTL, and the Triangle OD Network.

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.



| 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

December 4 - 6, 2017 :: Phoenix, AZ

HOTEL:

Hyatt Regency Phoenix
122 N. Second Street
Phoenix, AZ 85004

To reserve your room, please call 602.252.1234. 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 November 5 and 6, 2017.

RATE AVAILABLE UNTIL:

Make your reservations prior to Saturday, October 14, 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:

Experience the tranquil beauty of the Southwest combined with the exhilarating energy of a vibrant cosmopolitan city at Hyatt Regency Phoenix. Situated in the center of downtown Phoenix, the hotel is adjacent to the Phoenix Convention Center and steps away from sports venues, dining and shopping.

TRANSPORTATION:

Transportation from the Phoenix Sky Harbor International Airport (PHX) to the Hyatt Regency:

- **Shuttle:** Fare is approximately \$13, per person, one-way. Advanced reservations are required. Please visit SuperShuttle's website or call 800-258-3826 to make your reservation.
- **Uber / Lyft:** Fare is approximately \$15 one-way. Rates will vary.



PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259

PRICING (CIRCLE ONE)

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

| BEST VALUE | Day One Only | Day Two Only |
|---------------------|---|--|
| Day 1 + Day 2 | Day 1: Planning Your Leadership Development Program | Day 2: Designing an Experiential Curriculum |
| \$1,795 | \$995 | \$995 |

EARLY BIRD PRICING

Postmarked on or before October 20, 2017. For registrations postmarked after October 20, 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.