BUILDING A HIGH-IMPACT LEADERSHIP DEVELOPMENT PROGRAM

July 20 - 22, 2015
Orange County, CA
According to a recent survey by Academic Impressions, over 70% of institutions are currently investing in an in-house leadership development program (or are planning to).

**OVERVIEW**

Institutions across North America are actively building in-house leadership development programs (LDP) that can identify and groom future leaders. While the corporate sector has a long history of developing leaders, there are a number of challenges unique to a university environment and culture that must be well understood and planned for.

Join us in Boston for a one-of-a-kind program that will help ensure your in-house LDP is highly effective and impactful over the long-term. We will cover both key elements to organize your LDP as well as dozens of resources and activities that you can incorporate in your program.

**WHO SHOULD ATTEND**

This program has been designed for those who have primary responsibility for the design, development, and oversight of the leadership development program. This could include representatives from the president’s office, provost’s office, human resources, organizational development, etc.

Whether you are looking to develop academic leaders or non-academic administrators, this program explores all of the key considerations, leadership frameworks, and essential content and experiences to include in your program.

**LEARNING OUTCOME**

After participating in this conference, you will be able to plan or make improvements to an in-house leadership development program.

**CLICK HERE TO REGISTER**

WHAT MAKES THIS PROGRAM DIFFERENT?

1. The presenters have worked extensively across the corporate, government, non-profit, and education sectors. They have designed and taught in hundreds of programs and bring a wealth of experience, resources, and advice.

2. This program is rooted in the unique context of higher education and will address the cultural realities of universities that can be both supportive and challenging to leadership development.

3. This program is highly experiential, and participants will get to experience much of the curriculum—the best way to take it back and apply it in your campus-based program.

4. You will leave this program with a leadership development map that will help you apply the aspects that you think will fit best with your specific goals and constraints.

SUGGESTED READING

Innovative Practices in Higher-Ed Leadership Development

CONTACT US FOR MORE INFORMATION

Contact Amit Mrig, President and CEO of Academic Impressions at amit@academicimpressions.com or 720-988-1210 if you’d like additional information about the program.
AGENDA

MONDAY, JULY 20, 2015

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 - 10:00 a.m.  Creating a Leadership Development Model

Your leadership development model becomes a framework for both the structure and design of your program. In this opening session, we will share some universal perspectives and a proven model for organizing your program to help address the adaptive challenges facing higher education.

10:00 - 11:00 a.m.  Lessons of Experience I: Organizing and Structuring your Program

This is a structured interactive discussion of the nuts and bolts of launching your in-house leadership development program. Topics will include:

1. Strategies for gaining institutional support
2. Selecting participants
3. Promotion and marketing
4. 360s and other assessments
5. Funding strategies

11:00 - 11:15 a.m.  Break

11:15 a.m. - 12:00 p.m.  Lessons of Experience II: Program Curriculum Content, Design and Structure

Based on decades of experience, the facilitators will present topics they feel are essential to the curriculum and topics they feel may be optional based on the context of the institution. They will share a recommended design sequence based on an overarching model of leadership skill sets including personal, interpersonal, team, and system change skills. They will also provide a few options for structuring the program (number of days over period of time) that have worked for them well in the past. Much of the essential topical content and activities of this section will be shared in a train-the-trainer fashion throughout the remainder of the program.

12:00 - 1:00 p.m.  Lunch (included in registration fee)

1:00 - 1:30 p.m.  How Leadership is Learned

We will explore best practices in how leadership is learned and developed. We will do a thorough audit of your program to identify program strengths and opportunities for enhancement. This framework will form the core of your action plan.

1:30 - 2:30 p.m.  Thinking Styles Inventory

Core to your program is helping participants gain awareness of their own styles and of those that they lead. In this session you’ll experience a validated assessment that identifies four primary thinking styles and discuss considerations for using it back on campus.

ACADEMIC IMPRESSIONS
4601 DTC Blvd., Suite 800
Denver, CO 80237

www.academicimpressions.com
tele 720.488.6800
fax 303.221.2259
facebook.com/academicimpressions
twitter.com/academicimpress
AGENDA

MONDAY, JULY 20, 2015 (CONTINUED)

2:30 - 2:45 p.m.  Break
2:45 - 4:00 p.m.  Leadership Wheel Assessment
Your participants will need more than one lens to understand their approach to leadership and the strengths and shadows of their styles. In this session, participants will experience a second assessment—one that divulges a participant’s operating style and its impact on others.

4:00 - 4:30 p.m.  Question and Answer Session
To close day one, we will field your most pressing questions as they relate to structuring your LDP.

4:30 - 5:30 p.m.  Networking reception (included in registration fee)

TUESDAY, JULY 21, 2015

8:00 - 8:30 a.m.  Continental breakfast (included in registration fee)
8:30 - 9:00 a.m.  Reflection and Q&A
9:00 - 9:45 a.m.  10 Differentiators of Exceptional Teams
Teamwork, especially cross-boundary teamwork, has never been more important in higher education, and team-building has to be a key part of your program. We will begin day two with an in-depth examination of exceptional teams and how your program can incorporate this content.

9:45 - 10:30 a.m.  Exceptional Teams Survey
With the help of a published assessment tool that you can use in your program, we’ll walk through a proven way to diagnose the effectiveness of teams in critical areas of performance including: leadership, results orientation, group climate, communication, and assessment.

10:30 - 10:45 a.m.  Break
10:45 a.m. - 12:00 p.m.  Team Challenge
During this time, a simulation will be used to demonstrate the complexities and challenges of building effective teams. In addition to experiencing the simulation first-hand, you will also discuss key considerations for including it in your LDP.

12:00 - 1:00 p.m.  Lunch (included in registration fee)
1:00 - 2:00 p.m.  Building Trust
Trust is the most important element of leadership and your LDP needs to find impactful ways to examine it. We’ll explore a unique resource that can be used to engage participants in a deep conversation regarding trust, its fragility, and ways to build and nurture it.
TUESDAY, JULY 21, 2015 (CONTINUED)

2:00 - 2:45 p.m.  Personal Mastery
Your program must guide and empower participants to take responsibility for their own leadership development. In this session we’ll explore ways to facilitate this and ensure your participants are motivated and have a keen sense of their journey.

2:45 - 3:00 p.m.  Break

3:00 - 3:30 p.m.  Difficult Conversations
Difficult conversations are one of the most challenging elements of leadership because the stakes are usually high. In this session, you will explore this topic and learn key concepts and resources that can be incorporated into your LDP.

3:30 - 4:00 p.m.  Tips for Working with Faculty Audiences
Faculty are great candidates for these programs and their participation is critical to the institution's future. And yet they can also represent unique challenges for facilitators, especially those who may not have the same academic credentials as their faculty participants. In this session we’ll share tips and techniques for effective facilitation of leadership programs when faculty are in the room.

WEDNESDAY, JULY 22, 2015

8:00 - 8:30 a.m.  Continental breakfast (included in registration fee)

8:30 - 9:00 a.m.  Reflection and Q&A

9:00 - 11:00 a.m.  Systems Thinking and Managing Change
In addition to building self-awareness and expertise in working with others, participants need skills to manage large groups and systems change. In this session, we will explore several powerful activities that can be used in your LDP to expand systems thinking and managing change, including appreciative inquiry, open space and other methodologies.

11:00 - 11:15 a.m.  Break

11:15 a.m. - 12:00 p.m.  Evaluating Your Leadership Development Program
Sponsors or executive champions want to know how to measure and demonstrate the return on their investment in leadership programs. In this session we’ll explore different ways institutions have evaluated the effectiveness of LDPs.
### AGENDA

**WEDNESDAY, JULY 22, 2015 (CONTINUED)**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00 - 1:00 p.m.</td>
<td>Lunch (included in registration fee)</td>
</tr>
<tr>
<td>1:00 - 1:45 p.m.</td>
<td>Maximizing Meeting Time&lt;br&gt;Most of your participants spend the majority of their time in meetings that are likely ineffective. Oftentimes, they may be leading these meetings. We’ll share a tool that you can use to help participants understand and improve the effectiveness of their meetings.</td>
</tr>
<tr>
<td>1:45 - 2:15 p.m.</td>
<td>Distilling the Most Critical Lessons&lt;br&gt;This is a designed activity for summarizing many of the key points covered in the program for designing and building your own leadership development program.</td>
</tr>
<tr>
<td>2:15 - 2:30 p.m.</td>
<td>Break</td>
</tr>
<tr>
<td>2:30 - 3:30 p.m.</td>
<td>Building Your Leadership Development Program Plan&lt;br&gt;To ensure you can take back and apply what you’ve learned, we’ll guide you in creating your leadership development plan. We’ll identify where you can make improvements to your program and give you specific steps to follow when you return to campus.</td>
</tr>
<tr>
<td>3:30 - 4:00 p.m.</td>
<td>Final Q&amp;A and program wrap up</td>
</tr>
</tbody>
</table>

**CLICK HERE TO REGISTER**

INSTRUCTORS

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, is due to be published soon.

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

Clint Sidle is a 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 by Palgrave Macmillan 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 by Larson Publications.
HOTEL RESERVATIONS

The conference will be held at:
Hyatt Regency Orange County
11999 Harbor Blvd.
Garden Grove, CA 92840

To reserve your room, call 714-750-1234. Please indicate that you are with the Academic Impressions group to receive the room rate of $169 for single or double occupancy, plus applicable tax.

A room block has been reserved for the nights of July 19, 20, and 21, 2015. Reservations must be made by June 29, 2015. There are a limited number of rooms available at the conference rate. Please make your reservations early.

The Hyatt Regency hotel near Anaheim, California is conveniently located and is ideal for families, business travelers, and vacationers alike. Kick back and relax in rooms featuring flat screen TVs. Savor Italian cuisine at TusCA restaurant, or enjoy a local microbrew at OC Brewhouse. Then, work off any excess consumption in the 24 hour StayFit™ Fitness center, offering state-of-the-art fitness equipment with integrated LCD TVs for each machine.

You will enjoy perks like an available Disneyland® Resort shuttle, and easy access to the Anaheim Convention Center, Honda Center and Angel Stadium. Just a short drive away, Orange County beaches, shopping outlets and attractions offer hours of leisure fun. For work or fun, there is no better choice than Hyatt Regency Orange County.

John Wayne/Orange County Airport (SNA)
18601 Airport Way
Santa Ana, CA 92707
Distance: 13 miles

Super Shuttle: $11 per person/one way

Los Angeles International Airport (LAX)
380 World Way
Los Angeles, CA 90045
Distance: 35 miles

Super Shuttle: $17 per person/one way
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 and Wednesday, as well as refreshments and snacks throughout the conference.

EARLY BIRD PRICING
Postmarked on or before July 3, 2015. For registrations postmarked after July 3, 2015, an additional $100 fee per registrant applies.

Visit our website to register online:

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.

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

Additional Contact Name | Contact Phone
--- | ---

Additional Contact Email | Additional Contact Title
--- | ---

EMERGENCY CONTACT INFORMATION

Emergency Contact Name | Emergency Contact Phone
--- | ---

Academic Impressions
4601 DTC Blvd., Suite 800
Denver, CO 80237

www.academicimpressions.com
tele 720.488.6800
fax 303.221.2259
facebook.com/academicimpressions
twitter.com/academicimpress
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)

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:

☐ 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

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.