



CONFERENCE

LEADING CHANGE THROUGH COLLABORATION

November 15 - 17, 2017

New Orleans, LA

A stack of three books. The middle book has a dark blue spine with the text 'LEARN TO LEAD' in white, flanked by two white dots. The top and bottom books have white pages and dark covers.

• LEARN TO LEAD •



Help your institution lead adaptive change in a more effective way.

OVERVIEW

Despite the best intentions or even external mandates for change, numerous forces are at work that perpetuate the status quo on college campuses. How can leaders not only initiate but sustain momentum to see new initiatives all the way through?

In this three-day intensive workshop, you will learn a more successful approach to leading change. Using real case studies from colleges and universities, we'll explore how collaborative efforts helped institutions:

- Redesign new degree programs
- Set new strategic directions across a multi-campus environment
- Reinvigorate an existing strategic plan
- Find new ways to leverage committees

WHY DO MOST CHANGE EFFORTS FAIL?

There is a tendency in higher education to hire external “change agents” who fall short of expectations because they attempt to force change without a full understanding of the culture or history of the institution. Given the complexity of the challenges we face in higher education, we need more than these singular efforts. We need leaders who can create a shared vision and gain real buy-in from various stakeholders within your institution. This program will equip you with the skillset and mindset for how to actually do this.

BRING BACK A TOOLKIT

You will leave with a resource packet full of valuable materials including our conference workbook, worksheets, and complimentary copy of Dr. Patrick Sanaghan's book, *Collaborative Leadership in Action*. This resource packet will serve as an ongoing toolkit to aid in your collaborative change efforts.

[VISIT EVENT PAGE](#)

www.academicimpressions.com/conference/leading-change-through-collaboration



LIMITED ATTENDANCE, SIGN UP EARLY!

This program has been specially designed for middle- to senior-level leaders who are managing large-scale change efforts. Internal staff focused on organizational development will also benefit from attending this conference.

Due to the highly experiential and interactive nature of this program, **attendance is limited to 30 people**. You will engage in different simulations and discussions and receive personalized attention to ensure you leave with a tangible plan to move your change efforts forward.

LEARNING OUTCOME

After participating in this conference, you will be able to more effectively engage stakeholders towards a common purpose.

CONTACT US FOR MORE INFORMATION

Contact Amit Mrig, President and CEO at Amit@academicimpressions.com or 720-988-1210 if you'd like additional information about the program.



AGENDA

NOVEMBER 15, 2017

8:00 - 8:30 a.m.

Registration and Continental Breakfast (included in registration fee)

8:30 - 9:30 a.m.

Introduction and Program Overview

9:30 - 10:45 a.m.

Framework: Thinking Styles Inventory

Anytime you bring together groups of people, you will have multiple perspective and working styles. We'll use the Hermann Brain Dominance Inventory as a lens for looking at engagement and creating the conditions for collaboration.

Conceptual Framework: 3 Questions

Why do some people readily engage in change efforts and others hold back? We'll introduce you to the three questions people ask themselves as they decide whether or not to invest themselves in a group. These also serve as a lens for creating the conditions of participation and commitment.

10:45 - 11:00 a.m.

Break

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

An Appreciative Inquiry Into Collaborative Leadership

We often approach change efforts from a deficit mentality, trying to fix what's wrong or not working. In this session we'll introduce appreciative Inquiry, a strength based approach to planning and innovating, as a more productive means of engaging stakeholders and moving change efforts forward.

12:00 - 1:00 p.m.

Lunch (included in the registration fee)

1:00 - 2:15 p.m.

Case Example/Study: School of Public Health

This case will demonstrate how the faculty in a school of public health was meaningfully engaged in the redesign of their Masters in Public Health degree.

2:15 - 2:30 p.m.

Break

2:30 - 3:15 p.m.

Case Study: Community College

In our second case we'll explore an example of a large and decentralized community college that had two campuses and was coming together under a single governing structure for the first time. Using the techniques presented in this program, they gathered more than 200 faculty and campus leaders to identify the big issues and compelling themes that would guide their new strategic plan.

3:15 - 3:45 p.m.

Understanding the Flow Model

Collaborative meetings can accelerate your strategic change initiatives. We'll introduce the underlying structure of a good, collaborative/participatory meeting. We'll use the work we've done together to illustrate the Flow Model and how its use helps keep people engaged and committed to the discussion.



AGENDA

NOVEMBER 15, 2017 (CONTINUED)

3:45 - 4:30 p.m.

Action Learning: Reflection and Debriefing

This is an opportunity to “go to the balcony” and shift from active participant to reflective observer and do sensemaking of the material presented. This session will give you the chance to consider implications and discuss emerging questions.

Homework: Scan the design book and see what catches your attention/piques your interest. Be prepared to discuss this tomorrow.

4:30 - 5:30 p.m.

Networking Reception (included in registration fee)

NOVEMBER 16, 2017

8:00 - 8:30 a.m.

Continental Breakfast (included in the registration fee)

8:30 - 9:00 a.m.

Designing Change: Expanding Your Toolkit

We'll explore additional methods by which you can engage stakeholders across silos and across the campus to move a change process forward.

9:00 - 11:00 a.m.

Collaborating Across Boundaries

While silos serve a functional purpose, they also reinforce fragmented or partial views of the whole. We'll walk through multiple ways to create a holistic view of the institution and use it to establish relevance and generate momentum towards the new initiative.

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

Designing Change: Practice Session

As a way of applying the concepts and tools you have learned thus far, small groups will be given a design challenge. This will highlight both the structure and flexibility in designing a collaborative meeting or process.

12:00 - 1:00 p.m.

Lunch (included in registration fee)

1:00 - 2:00 p.m.

Designing Change: Practice Session (continued)

2:00 - 2:30 p.m.

Case Example: Reinvigorating the Strategic Plan

This case focuses on the use of a one-day faculty/staff retreat to refocus and re-energize a strategic plan.

2:30 - 2:45 p.m.

Break



AGENDA

NOVEMBER 16, 2017 (CONTINUED)

2:45 - 3:15 p.m.

Mini Case Example: Input to Committees

We often divide up a strategic effort by forming committees or task forces to take on different pieces of the whole. These groups do their work and then have the challenge of selling (or getting buy in) to their recommendations from others. In this mini case study, we'll explore how we flipped this dynamic.

3:15 - 4:15 p.m.

Design Your Next Meeting

We'll provide templates to help you scope out a real situation where convening and engaging campus stakeholders will be critical to moving a strategic effort forward.

4:15 - 4:30 p.m.

Wrap-Up and Homework

NOVEMBER 17, 2017

8:00 - 8:30 a.m.

Continental Breakfast (included in the registration fee)

8:30 - 9:30 a.m.

Day 2 Reflection and Q&A

9:30 - 10:15 a.m.

Designing Change: Expanding Your Toolkit

We'll explore additional methods by which you can convene large groups to gather data, synthesize information, and make recommendations to move a change process forward.

10:15 - 10:30 a.m.

Break

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

Designing Your Change Process and Receiving Feedback

Dedicating time to translate the tools you have learned into a useable, meaningful back-home application is an essential part of the learning process. We'll designate time in the session for individuals (or teams) to draft a collaborative design and get feedback from small consulting groups. This is an opportunity for individual integration and for learning from and supporting the efforts of others.

12:00 - 1:00 p.m.

Lunch (included in the registration fee)

1:00 - 2:15 p.m.

Guided Journaling and Action Planning

Alone and then with a thought partner, you will identify specific steps that you can take with you when you return to your campus.

2:15 - 2:30 p.m.

Break



AGENDA

NOVEMBER 17, 2017 (CONTINUED)

2:30 - 3:30 p.m.

Distilling the Most Important Lessons

We'll reflect on the last three days and distill the most important lessons and takeaways about working with larger groups to tackle your institution's most difficult challenges.

3:30 - 4:00 p.m.

Program Wrap-Up and Final Q&A



INSTRUCTORS

Nancy Aronson, Clinical Assistant Professor, Philadelphia College of Osteopathic Medicine

Nancy has been bringing practical, collaborative methods to organizations and communities facing complex issues since 1980. Nancy has extensive experience in designing and facilitating large group, task-focused, strategic meetings. She has applied this expertise to cases related to strategic planning, organization redesign, critical cross-boundary meetings, and leadership development.

Nancy is clinical assistant professor in the Organization Development Leadership Program at Philadelphia College of Osteopathic Medicine where she teaches courses on Appreciative Inquiry, Systems Literacy and Leader as Meeting Designer and Facilitator. She designed and facilitates a multi-day Leadership Institute for Friends Services for the Aging and the Penn Foundation.

Nancy received her PhD in Applied Learning Theory from Temple University.

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

November 15 - 17, 2017 :: New Orleans, LA

HOTEL:

Renaissance Pere Marquette
817 Common Street
New Orleans, LA 70112

To reserve your room, please call 504-525-1111. Please indicate that you are with the Academic Impressions group to receive the group rate.

ROOM RATE:

The rate is \$159 for single or double occupancy, plus applicable tax.

ROOM BLOCK DATES:

A room block has been reserved for the nights of November 14, 15, and 16 2017.

RATE AVAILABLE UNTIL:

Make your reservations prior to October 20, 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:

The Renaissance New Orleans Pere Marquette French Quarter Area Hotel is located near many distinct attractions that have made New Orleans so iconic.

TRANSPORTATION:

The hotel is approximately 12.8 miles from Louis Armstrong International Airport (MSY). Transportation options from the airport include:

- Airport Shuttle: \$24.00 one way
- Estimated Taxi Fare: \$33.00 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 Wednesday, breakfast and lunch on Thursday and Friday, as well as refreshments and snacks throughout the conference.

CONFERENCE
Leading Change Through Collaboration
\$2,295

EARLY BIRD PRICING

Postmarked on or before October 27, 2017. For registrations postmarked after October 27, 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.