

LEADING ACROSS SILOS IN HIGHER EDUCATION

October 1 - 2, 2019 | Washington, DC



Learn collaborative practices to lead more effectively in higher education.

The challenges facing higher ed are too complicated, the speed of change too fast, and the path forward too uncertain for a single leader or leadership team to have all the answers. The way forward in higher education demands that we harness the collective capacity, intelligence, and resources of our full organizations. Unfortunately, higher-ed's siloed nature often prevents the very collaboration essential for it to thrive in the future.

Join us for a unique two-day program that takes a very practical approach to cross-campus collaboration. You'll learn a suite of tools, strategies, and practices that have been proven to work in a college or university setting; resources that can help you effectively bring diverse groups together, build coalitions across silos, and mobilize stakeholders to action.

To preserve the intimate nature of this program, we are limiting attendance to the first 40 registrants. Register early to save your spot!

WHO SHOULD ATTEND

This program will not only teach collaboration but model it as well. We invite participants across academic disciplines and administrative functions to join together. This program is ideal for leaders from any type of higher education setting, at the Chair or Director level and above. Leaders who have only "informal" authority and who are charged with leading initiatives across different units will also benefit.

BUILD YOUR COLLABORATIVE TOOLKIT

In order to build your collaborative toolkit each participant will receive:

- A conference workbook complete with hundreds of pages of meeting designs, tools, and job aids that can be used back on campus
- A copy of *Collaborative Leadership in Action: A Field Guide for Creating Meetings that Make a Difference* written by program facilitator, Dr. Patrick Sanaghan

AGENDA

Day 1 | October 1, 2019

Introductions, Expectations, and Agenda Setting

Leadership is learned through practice, reflection, and feedback, and our two days will follow this model.

Creating Your Leadership Map

We'll begin the day by reflecting on the gifts and talents we each bring to our roles as leaders to both establish a strengths-based approach to our development as leaders and to begin to personalize the learning experience.

Future Timeline

In this session, we'll create a shared picture of the future. What are the potential events, trends, and issues that could impact higher education, positively or negatively? This timeline will create a common context and future-orientation for the program. From here we can begin to unpack the implications for us as leaders; how well prepared are we for different possible futures? What are the leadership skills we each must develop or emphasize if our institutions are to thrive into the future?

How Your Leadership Style Interacts with Others

The way you think influences the way you lead, and influences the way you engage with others. Understanding the diverse thinking styles of others provides insight into how to more effectively collaborate. Using a validated assessment that identifies four primary thinking styles, participants will uncover their dominant style of thinking and of problem solving; they will then discuss how this can and should influence their leadership style and approach to collaboration.

Improving the Effectiveness of Your Meetings

Collaboration happens in meetings and yet most meetings are ineffective; in the fact, research shows that most people think the meetings they attend are a waste of time. In this session, participants will use a published assessment tool to diagnose the effectiveness of their meetings and then identify specific tactics to improve them.

Creating a Systems Perspective

Silos and a decentralized organization can prevent the free flow of information and make alignment and collaboration difficult. In this session, we'll share create a systems perspective so we can broaden each participant's view of the institution's strengths, challenges, and opportunities. We'll also identify potential areas of cross-boundary work and collaboration.

Tools for Effective Collaboration

There are a handful of techniques and approaches that can be employed to improve both personal and collective effectiveness. Several of these will be presented, including tips on time management, delegation, and decision making.

Networking Reception

AGENDA

Day 2 | October 2

Reflections & Debrief from Day 1

5 Paths to Leadership

Self-awareness is the foundation of an effective leader. You cannot meaningfully connect or engage with others unless you understand your own leadership style, including both strengths and shadows. We will utilize an assessment instrument to divulge a participant's operating style and its impact on others. Suggestions will be offered for leveraging strengths, mitigating the effects of overused strengths, and for overcoming shortfalls in other areas.

10 Differentiators of an Effective Team

Teamwork is at the heart of effective collaboration, but higher-ed isn't naturally wired in this way. We'll explore what the most successful teams in higher education, government, military, and the corporate sector have in common. We'll explore each of these characteristics in detail, explain practical ways to begin to model, and measure your team against these benchmarks.

High Performing Team Survey

How does your team stack up against the best in the world? Using a published assessment tool, participants will diagnose the effectiveness of a team they lead or participate in, based on six dimensions of team performance. Team members will then identify areas for improvement and specific steps they are willing to commit to take.

Talent Audit

Teams are most effective when they can properly leverage each other's strengths and support each other in areas of needed development. In this interactive session, team members will have an opportunity to share with one another and ensure the team is fully aware and able to leverage the team's human capital.

Collaboration Clinic

Collaboration isn't important because it sounds good to get everyone involved. When you can leverage the collective intelligence of a group you can begin to tackle the toughest problems facing the institution. In this unique and interactive session, we'll review the challenges facing Nazareth College and tap the thinking and resources of participants in generating constructive and realistic solutions.

Leadership Resilience

In any individual or collective effort, things will not go according to plan. The challenge for leaders is not just how you bounce back from these inevitable challenges, but how do you bounce forward? In this session, we'll unpack the concepts of resilience and discuss practical ways that leaders can build this important skill.

Creating a Collaborative Summary

To bring the program to a close and to facilitate the development of learning plans, we'll collaboratively create a summary of the most important and relevant takeaways from the last two days.

Action Planning

Using the summary we created, we'll ensure participants can identify something of realistic significance can be experimented with or moved forward following the workshop.

INSTRUCTOR

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.

ACADEMIC IMPRESSIONS STAFF

Amit Mrig

President, Academic Impressions

Amit co-founded Academic Impressions in 2002 to provide research, publishing, and training on issues that directly impact the sustainability of higher education. Under his direction, AI has published hundreds of articles and papers, interactive training programs, and topical and timely webcasts, serving over 50,000 academic and administrative leaders across 3,500 colleges and universities.

Amit leads and manages AI's research, programming, and publications on higher ed leadership development. Many of AI's research and thought leadership papers have been authored by Amit, including *The Future of Higher Education* (2018), *The Skills Higher Ed Leaders Need to Succeed* (2017), *Shifting from a Scarcity Mindset to an Opportunity Mindset* (2017), and *The Other Higher Ed Bubble* (2013).

Amit has consulted with dozens of higher ed leaders, cabinet members, and board members—discussing current challenges and practical solutions while helping to identify which issues they can address to best impact change at their institution. He also leads our Presidential Dialogues series, discussing higher ed strategy and leadership with college and university presidents. Amit is a frequent contributor to *Forbes*, discussing issues in higher education. He also serves as an active board member of *The Challenge Foundation*, an organization helping low-income students successfully earn a college degree.

Amit frequently speaks at cabinet and board meetings, retreats, workshops, and conferences on trends and innovations in higher ed, leadership development, and capacity building. He is also a certified Gallup Strengths coach.

LOCATION

October 1 - 2, 2019 | Washington, DC

Hotel:

Omni Shoreham Hotel
2500 Calvert Street, NW
Washington, DC 20008
202.234.0700

Room rate:

\$169 + tax

Room block dates:

The nights of September 30 and October 1, 2019.

Room block cutoff date:

September 9, 2019.

Reserve Your Room: Please call 202.234.0700 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully-vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:
9 out of 10 participants recommend our trainings to colleagues