

# WOMEN'S LEADERSHIP SUCCESS IN HIGHER EDUCATION

March 16 - 18, 2020 | Seattle, WA



## ***Become your most powerful self. Overcome internal barriers that may be holding you back.***

Are you looking to take the next step in leadership but aren't sure where to start? What particular strengths do you have that can help you lead with excellence? Would you like to connect with other female leaders in higher education for shared learning and support? Please join us for this powerful learning experience.

During this event, we will look at how gender (along with other factors like generation, geography, and diversity) gives you a unique perspective that can shape and empower your leadership style. You will also have opportunities to build an affinity network with your peers that can provide mentorship and guidance as you move forward with your goals following the event.

**Due to the popularity of this event, we can only accept the first 175 attendees. Register now and save your spot!**

### **PRE-CONFERENCE WORKSHOP: CONFLICT MANAGEMENT**

---

In this workshop, you will learn strategies to help you manage and resolve a variety of conflicts within your department and institution. You will be introduced to practical tools that can be used to address conflict in its earliest stages before it becomes a formal dispute.

There is no one-size-fits all approach to resolving conflicts. That's why our expert instructor will present numerous scenarios and discuss the use of framing, facilitation and other dispute resolution tools to help you:

- Improve and sustain a healthy working environment
- Build rapport among colleagues
- Increase faculty and staff morale

**This pre-conference workshop is limited to just 75 participants.**

### **WHO SHOULD ATTEND**

---

Mid- to upper-level female higher education leaders who wish to:

- Overcome personal barriers that might be holding you back as a leader.
- Build upon your leadership skill set for success.
- Learn from expert faculty and the shared experiences of your peers.

## BREAKOUT SESSIONS TO WORK ON SPECIFIC SKILLS

---

During this event, you will have the opportunity to work in smaller groups to build your leadership skill set. These breakouts may include:

- **Executive Presence:** Practice your executive presence in a safe space and receive feedback for improvement.
- **Map Your Career Opportunities:** Develop a set of “potential career maps” to draw on as you go forward in your career.
- **Working With Your Inner Coach to Fortify Confidence, Courage, and Resilience:** Learn to strengthen resilience, stay self-supportive in the face of adversity, encourage your capacity to dare greatly, manage stress, and maintain a positive mindset.
- **Using Your Strengths to Create a Hope Map:** Explore the results of your Strengths Finder assessment in order to understand how you can best contribute to your organization.

## FOLLOW THROUGH WITH SUCCESS COACHING

---

Have you ever gone to a training only to find that you came back with great ideas but don't have the time, support, or skills needed to make the changes?

Academic Impressions has produced thousands of trainings and we have learned that utilizing a coach after attending a conference helps provide accountability and bridges the training with the on-the-ground work of getting the job done.

As a result, we are now offering success coaching on select conferences.

- Purchase this training + 3 one hour follow up success coaching calls
- Work with an assigned coach who has extensive experience in higher ed.
- Get individualized support to help you follow through on what you've learned.
- Workshop your plans, run your ideas by someone and get additional help/practice.

To learn more, contact Patricia Sandler at [patricia@academicimpressions.com](mailto:patricia@academicimpressions.com) or purchase the Premium Pass with success coaching.

# AGENDA

---

## **Day 1 | March 16, 2020**

### **Registration and Breakfast for Pre-con attendees**

7:45 - 8:30 a.m.

### **Pre-Conference Session: Conflict Management**

8:30 - 11:30 a.m.

In this workshop, you will learn strategies to help you manage and resolve a variety of conflicts within your department and institution. You will be introduced to practical tools that can be used to address conflict in its earliest stages before it becomes a formal dispute. There is no one-size-fits all approach to resolving conflicts. That's why our expert instructor will present numerous scenarios and discuss the use of framing, facilitation and other dispute resolution tools to help you:

- Improve and sustain a healthy working environment
- Build rapport among colleagues
- Increase faculty and staff morale

**This pre-conference workshop is limited to just 75 participants.**

### **Lunch for Pre-Conference Attendees (included in workshop registration fee)**

11:30 a.m. - 12:30 p.m.

### **Conference Registration**

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

### **Welcome and Opening Remarks**

12:30 - 12:45 p.m.

### **Creating an Inner Coach Stronger than Your Inner Critic: Moving Beyond the Impostor Syndrome**

12:45 - 1:45 p.m.

Many of us live with the constant "self-talk" of a harsh inner critic that inhibits spontaneity, silences our input, and holds us hostage to worry and anxiety. This session will describe how and why the inner critic became so powerful and how we can develop an alternative voice, the Inner Coach, that knows how to support our confidence, self-esteem, courage, and resilience.

### **Afternoon Break**

1:45 - 2:00 p.m.

### **Be the Leader You Would Want to Follow**

2:00 - 3:15 p.m.

Leadership in higher education matters now more than ever. In this session, you will hear what constitutes outstanding leadership; what qualities, characteristics, experiences, and expertise amazing leaders possess. You will engage in an activity to demystify leadership qualities and assess those you already have and those you want to build.

### **Afternoon Break**

3:15 - 3:45 p.m.

# AGENDA

---

## **Day 1 (CONTINUED)**

### **Enhancing Hope through Strengths: Using Strengths Based Philosophy to Achieve Goals**

3:45 - 5:00 p.m.

Hope, defined by as our ideas and energy for the future, is a variable that drives persistence, innovation, and the goal setting process. Implementing a strengths-based philosophy can build hope by helping individuals learn how to best leverage their strengths to accomplish organizational goals. This workshop will provide a template for you to build an understanding of the importance of hope in the workplace.

### **Reflection / Day One Close**

5:00 - 5:15 p.m.

This brief session will give you the opportunity to reflect upon what you have learned in Day 1 and to set goals for Day 2.

### **Networking Reception (included in registration fee)**

5:15 - 6:15 p.m.

## **Day 2 | March 17, 2020**

### **Continental Breakfast (included in registration fee)**

8:15 - 9:00 a.m.

### **Focusing on Executive Presence**

9:00 - 10:15 a.m.

This session will help you to understand what it means to have "executive presence" and how even simple modifications to habits and behaviors can have a powerful impact on the message you convey to others.

### **Morning Break**

10:15 - 10:45 a.m.

### **Influence and Authority**

10:45 a.m. - 12:00 p.m.

Influencing is a powerful tactic no matter where you sit within your institution's organizational hierarchy. This training will be useful to you if you are trying to influence both people who you supervise and report to, as well as peers with whom you regularly collaborate.

### **Lunch (included in registration fee)**

12:00 - 1:00 p.m.

# AGENDA

---

## Day 2 (CONTINUED)

### Building Your Leadership Skill Set Concurrent Sessions (three rotating sessions)

1:00 - 2:00 p.m.

In these concurrent sessions, you will have the opportunity to work in small groups to build your leadership skill set. These session's topics include:

#### 1: Working With Your Inner Coach to Fortify Confidence, Courage and Resilience (Beth Weinstock)

This workshop develops your Inner Coach's tool kit. Learn to strengthen resilience, stay self-supportive in the face of adversity, encourage your capacity to dare greatly, manage stress, and maintain a positive mindset. Let the voice of your Inner Coach be a guide to greater well-being and a catalyst for your best self.

#### 2: Executive Presence (Eda Roth)

Learn how to better present yourself and your ideas. How you speak, your physical stance, eye contact, and more all impact the delivery of your message. This breakout session is an opportunity for you to practice your executive presence in a safe space and receive feedback for improvement.

#### 3: Mapping Your Career Opportunities (Jeanne Hey)

Let's embrace our career ambitions and make them happen! Too rarely are women - especially in higher ed - encouraged to plan for their career progression and transitions. This session will guide you through exercises that help you to 1) examine your career ambitions and dreams, 2) consider obstacles and tradeoffs for each, and 3) define the steps you need to take to make those ambitions and dreams a reality. You will leave with a set of "potential career maps" to draw on as you go forward in your career.

#### 4: Using Your Strengths to Create a Hope Map (Therese Lask)

Explore the results of your Strengths Finder assessment in order to understand how you can best contribute to your organization.

Create a Hope Map, building your path to achieving your goals.

Attendees are strongly encouraged to have completed StrengthsFinder prior to participating. Educators with a qualified email address can [purchase the assessment here for \\$11.99](#).

#### 5: Identifying Your Leadership Style (Karen Whitney)

This session will use a self-assessment tool to help participants identify their leadership style. You will engage in discussions about how to manage and capitalize on your style while mitigating the challenges that come with your particular style.

### Passing Time

2:00 - 2:15 p.m.

### Breakout Session 2 of 3

2:15 - 3:15 p.m.

### Coffee Break

3:15 - 3:45 p.m.

### Breakout Session 3 of 3

3:45 - 4:45 p.m.

# AGENDA

---

## ***Day 3 | March 18, 2020***

### **Continental Breakfast (included in registration fee)**

*8:30 - 9:00 a.m.*

### **Warm-Up**

*9:00 - 9:15 a.m.*

### **Next Steps in Your Career Plan**

*9:15 - 10:15 a.m.*

In this session, you will be broken into groups to discuss the next steps in your growth as a leader. This may include resources for learning, discussions to have, and actions to take.

### **Morning Break**

*10:15 - 10:30 a.m.*

### **Panel Discussion**

*10:30 - 11:30 a.m.*

### **Final Reflection & Q&A**

*11:30 - 11:45 a.m.*

### **Wrap-up and Program Evaluations**

*11:45 a.m. - 12:00 p.m.*

## INSTRUCTORS

---

### **Jeanne A.K. Hey, Ph.D.**

**Professor of Political Science and Global Studies, Former Dean, College of Arts and Sciences, University of New England**

Jeanne Hey is an experienced provider of professional development programs, specializing in leadership training for department chairs, deans, and women in higher ed. She served as dean of the University of New England's College of Arts and Sciences for eight years, overseeing 15 academic departments and 35 major programs at a time of upheaval and risk in higher ed. Hey served for 19 years in a joint appointment in Political Science and International Studies at Miami University, in Oxford, Ohio. She spent her last nine years at Miami as Director of International Studies and one year as Interim Dean and Executive Director of Miami's campus in Middletown. A Phi Beta Kappa graduate of Bucknell University, she earned a PhD in political science from The Ohio State University. Her research and teaching expertise are in the areas of comparative foreign policy, small states, Latin American politics, European foreign policy and pedagogy in international studies. She has extensive international experience, having conducted research and taught university courses in Latin America, the Caribbean, Asia and Europe. She has published four books and numerous articles on foreign policy, developing regions, and international studies pedagogy.

Dr. Hey is an alumna of the HERS Leadership Institute for women in academia, held at Wellesley College. She is also a past fellow in the Pew Faculty Fellowship in International Affairs at Harvard's Kennedy School of Government, where she was trained in applying the case method of college teaching in global affairs. She has developed and facilitated workshops and presentations on a variety of issues in management and leadership, including for the Council on Colleges of Arts and Sciences. She serves on the Board of Trustees at Thornton Academy, in Saco, ME.

### **Therese Lask**

**Training & Organizational Development Specialist, Colorado State University**

Dr. Therese Lask is a Training Specialist. Therese has worked in higher education for more than 25 years and as a consultant for the Gallup Organization for four years. As a consultant, Therese has helped organizations infuse a strengths-based philosophy to assist with building teams and helping individuals contribute their best at work. She has a bachelor's and master's degree from Colorado State University and a Doctorate in Higher Education Leadership from the University of Northern Colorado. Therese has published numerous articles, workbooks, and a book, *Your Life as a River*, on the topic of strengths development. Her areas of expertise include: strengths development, strategic planning, wellbeing, hope, multi-generational workforce, change, professional resilience, and career exploration.

### **Eda Roth**

**Consultant, Executive Presence, Leadership Development, & Communication Skills**

Eda Roth is an actress and consultant who for over twenty years has been bringing theatre-based skills to executives in various industries. Through her highly creative work, tailored to the specific needs of each individual she coaches, she helps leaders become more effective in every area of their work. Eda helps clients break through inhibitions so that they become more expressive of who they really are, enabling them to communicate more meaningfully and with greater results in a variety of situations. The range of her expertise includes helping individuals develop better presentation skills, executive presence and one-on-one communication abilities - thereby strengthening their talents in engaging others and building supportive relationships.



## INSTRUCTORS

---

### **Beth Weinstock, Ph.D.**

#### **Leadership Coach**

Beth is a leadership coach and licensed clinical psychologist, who balances a private psychotherapy practice and a leadership development consultancy in Narberth, PA. With her colleague, Dr. Jane Shure, she founded The Resilience Group which trains leaders to develop skills that expand their capacity to manage adversity, increase confidence when transitioning into new roles, maintain a grounded presence in the face of stress and promote a positive influence over those who work with and for them. Beth is also the founder of the non-profit Women's Leadership Works, committed to leadership training for college women before they graduate.

Beth's publications on leadership and executive coaching include the authorship of the journal articles "The Hidden Challenges in Role Transitions and How Leadership Coaching Can Help New Leaders Find Solid Ground" and the co-authorship of "The Benefits of a Leadership Program and Executive Coaching for New Nursing Academic Administrators." Her book chapters include co-authorship of "Executive Coaching to Support Doctoral Role Transitions and Promote Leadership Consciousness" and "Shame Compassion and the Journey to Health". With Pat Sanaghan, she has co-authored "Preparing Tomorrow's Leaders: Leadership Coaching in Higher Education" published by Academic Impressions.

### **Karen Whitney, Ph.D.**

#### **President Emerita, Clarion University**

Dr. Karen Whitney has held many leadership positions throughout her 37 year career in higher education. Whitney is a nationally recognized organizational and leadership development writer, speaker and consultant.

She most recently completed a one year (2017-18) appointment as Interim Chancellor which included providing strategic leadership to 14 universities serving over 100,000 students, making it the largest provider of higher education in Pennsylvania.

As Chancellor, she served as the chief executive officer of the System, which included:

- Working with the 14 university presidents to ensure the success of each University.
- Advises the system Board on policy development and oversees policy implementation.
- Provides recommendations to the Board on State System's overall budget.
- Reviews and recommends academic programs for the Board's approval.
- Conducts comprehensive planning for the role and scope of each university, instructional programs, research programs and public service programs in consultation with State System and university constituent groups.

Whitney was president of Clarion University, a large public masters comprehensive university, from 2010-2017. During this time, she lead the university through a period of great operational challenge and change including a transformational reorganization of colleges, departments and academic priorities.

## ACADEMIC IMPRESSIONS STAFF

---

### **Elizabeth Ross Hubbell**

#### **Senior Program Manager, Academic Impressions**

Elizabeth Ross Hubbell is an educator, author, and speaker with more than 20 years' experience across many levels of education. She serves as Program Manager for Student Affairs where she conducts market research on current trends and issues impacting Higher Education, collaborates with subject matter experts, and designs professional learning experiences. Her primary topics of interest include women in higher ed leadership and new innovations in advising and career services. Prior to joining Academic Impressions, Elizabeth served as a K12 consultant, focusing on instructional strategies and technologies. She has presented at ASCD, ISTE, Colorado TIE, Learning Forward, SREB, NSBA's T+L, and EARCOS conferences. Elizabeth is a former Montessori teacher.

## LOCATION

---

***March 16 - 18, 2020 | Seattle, WA***

***Hotel:***

Renaissance Seattle Hotel  
515 Madison Street  
Seattle, WA 98104  
206.583-0300

**Room rate:**

\$189+ tax

**Room block dates:**

The nights of March 15, 16 and 17, 2020..

**Room block cutoff date:**

March 2, 2020..

Reserve Your Room: Please call 206.583-0300 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