

# LEADING AND MOTIVATING TEAMS IN HIGHER EDUCATION

August 1 - 2, 2019 | Baltimore, MD



## *Collaboration is key to your team's effectiveness; make the investment to ensure success.*

### OVERVIEW

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Building a successful team is difficult work, but can have an extraordinary impact on your campus. Gain the insights and tools you need to motivate and lead your team to greater collaboration and results. Throughout this program you will learn to:

- Negotiate different perspectives
- Improve communication
- Make sound decisions
- Tap the expertise of all team members
- Improve your meetings
- Enhance overall trust

As the challenges in higher education become more complex, it is critical that your team functions at a high level. Don't miss this opportunity to learn the practical team-building skills that are rarely taught in higher education.

### TOOLS AND ASSESSMENTS FOR YOU TO KEEP

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During this program, you will complete assessments and receive a number of resources that you can use when returning to campus. We will give you tools that measure:

- Your own leadership and thinking styles
- Your team's leadership and thinking styles
- Your team meetings' effectiveness

### DESIGNED FOR BOTH LEADERS AND TEAMS

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Designed for managers and team leaders, this program will help you maximize team productivity.

Though not required, you can maximize your learning experience by bringing along a few key members of your team. Doing so enables you to operate from a shared understanding of team performance, establish a common vocabulary, and generate buy-in to make needed adjustments.

#### **Tiered pricing is available for teams!**

Not sure whether your team would be a good fit for this program? Call **Amit Mrig** at **720-988-1210** or email him at [amit@academicimpressions.com](mailto:amit@academicimpressions.com) for more information.

## FOLLOW THROUGH WITH SUCCESS COACHING

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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

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## DAY ONE

### Continental Breakfast (included in registration fee)

8:00 - 8:30 a.m.

### Welcome and Introductions

8:30 - 9:00 a.m.

### 10 Differentiators of Exceptional Teams

9:00 - 10:00 a.m.

What do the most successful teams in higher education, government, military, and the corporate sector have in common? Independent of their purpose or affiliation, research shows that high-performing teams share 10 specific commonalities that enable their success. In this session, you'll learn about each of these characteristics and have a chance to measure your team against these benchmarks.

### Refreshment Break

10:00 - 10:15 a.m.

### Thinking Styles Inventory

10:15 - 11:15 a.m.

Most teams have members with diverse backgrounds, experiences, and thinking styles. That diversity, if not well understood, can pull a team apart. But if properly leveraged, it can lead to higher levels of performance. Using a validated assessment that identifies four primary thinking styles, you will uncover your dominant style of thinking and problem solving and discuss how this can and should influence the way you work with others on your team and improve overall effectiveness.

### The Exceptional Team Survey

11:15 a.m. - 12:00 p.m.

Using an assessment tool developed by program facilitator Patrick Sanaghan, teams will diagnose their effectiveness on critical areas of team performance including leadership, results orientation, group climate, communication, and ability to assess. Team members will then identify areas for improvement and commit to taking specific steps to improve.

### Lunch (included in registration fee)

12:00 - 1:15 p.m.

### Creating Ground Rules

1:15 - 2:00 p.m.

High-performing teams create and operate by a few critical ground rules or working agreements. In order to truly embody these principles, it's critical that they reflect the input of all team members and are created using a transparent process. In this session, team members will use such a process to suggest ground rules that reflect the unique character and dynamics of their team, and can help ensure higher levels of effectiveness.

# AGENDA

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## **DAY ONE (CONTINUED)**

### **Highly Effective Meetings**

*2:00 - 2:45 p.m.*

Teams spend the majority of their time together in meetings. If the meetings aren't well managed or executed, the team will not be as effective. In this session, team members will use an assessment tool, developed by program facilitator Patrick Sanaghan, to diagnose the effectiveness of their meetings and identify specific tactics to improve use of time spent together.

### **Break**

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

### **Tools and Techniques to Improve Team Effectiveness**

*3:00 - 4:00 p.m.*

Drawing on both the facilitator's vast experience and current research, this session offers a series of highly practical tools that can help teams manage critical duties, such as decision-making, delegating tasks, and onboarding new team members.

### **Q&A and Day 1 Wrap-Up**

*4:00 - 4:30 p.m.*

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

*4:30 - 5:30 p.m.*

## **DAY TWO**

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

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

### **Day 1 Review and Q&A**

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

### **5 Paths to Leadership**

*9:00 - 10:00 a.m.*

In addition to understanding others' thinking styles, it's important to understand how team members' behaviors impact those around them. This session utilizes an assessment instrument that identifies a team member's operating style and its impact on effectiveness in a group dynamic. Suggestions will be offered for mitigating the effects of overused strengths as well as for overcoming challenges created by shortfalls in other areas.

### **Morning Break**

*10:00 - 10:15 a.m.*

# AGENDA

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## ***DAY TWO (CONTINUED)***

### **Talent Audits**

*10:15 - 10:45 a.m.*

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 that their team is fully aware and able to leverage the team's human capital.

### **Effective Supervision/The Supervisory Dialogue**

*10:45 - 11:30 a.m.*

Effective supervision is critical to ensuring that the ideas that surface during this program are actually implemented and seen through. In this session, participants will learn the seven questions to ask to enable more open and honest dialogue on critical items.

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

*11:30 a.m. - 12:45 p.m.*

### **Building Resilience as a Team**

*12:45 - 1:45 p.m.*

Why do the same incidents paralyze some people, but act as a springboard for others to change, grow, and learn? Setbacks, mistakes, and failures are inevitable—the key is resilience. Leaders must be able to navigate these situations and not just bounce back, but spring forward. In this session, participants will define leadership resiliency, discover personal strategies that build leadership resilience, and learn how to assess their organization's resilience.

### **Break**

*1:45 - 2:00 p.m.*

### **Group Dynamics Simulation**

*2:00 - 3:30 p.m.*

In this simulation, participants will learn more about the factors that enable successful group cohesion and the factors that can derail groups, including how group dynamics can influence individual behavior.

### **Action Planning and Program Wrap-Up**

*3:30 - 4:00 p.m.*

High performing teams make commitments to each other that are worthy of themselves and others. In this session, team members will work with a thought partner to distill the program's takeaways and identify specific steps they are committed to take in the month following the program to enhance their team's effectiveness.



## INSTRUCTOR

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### 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

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### Amit Mrig

President, Academic Impressions, [amit@academicimpressions.com](mailto:amit@academicimpressions.com)

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

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***August 1 - 2, 2019 | Baltimore, MD***

***Hotel:***

Hyatt Regency Baltimore  
300 Light Street  
Baltimore, MD 21202  
410.528.1234

**Room rate:**

\$154 + tax

**Room block dates:**

The nights of July 31 and August 1, 2019.

**Room block cutoff date:**

July 10, 2019.

Reserve Your Room: Please call 410.528.1234 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