

# EMOTIONAL INTELLIGENCE WORKSHOP FOR HIGHER ED LEADERS

March 5 - 6, 2020 | Seattle, WA



## *What separates a good leader from a great leader?*

### OVERVIEW

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What elevates a good leader to a truly great one? In an enterprise like higher education, where all leaders are intelligent, what skills and qualities help make leaders truly effective? The research is clear and compelling: emotional intelligence accounts for more than twice the difference in effective leadership over cognitive abilities.

But what exactly is emotional intelligence, and can it be learned? We invite you to join us in Washington, DC for a one-of-a-kind program in higher education - one that will explore the significant dimensions of emotional intelligence, offer proven practices and strategies that will deepen your awareness of self and others, and show you how to use this intelligence to improve your effectiveness as a leader.

Emotional Leaders are:

- More self-confident
- Trustworthy
- Comfortable with ambiguity
- Optimistic and committed
- Better at tapping talent in themselves and their teams
- More effective at leading teams

### EQi ASSESSMENT

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Participants will complete the EQi assessment, a validated tool that assesses leadership across five major dimensions of emotional intelligence. The cost is included in the workshop fee and participants will complete the assessment prior to the workshop.

## WHO SHOULD ATTEND

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Leaders at all levels benefit from deepening their emotional intelligence. This workshop is designed for those individuals who wish to take a deeper dive into what leadership means to them, as well as what it means to bring your values to work every day, to show up authentically, and to successfully deal with the complex and ambiguous environment that faces us today.

Middle managers will benefit from building the right foundation for leadership, both now and for the future. For senior leaders, emotional intelligence is often the major differentiator of leadership performance (as opposed to technical expertise).

Finally, this program is applicable for both academic leaders as well as non-academic administrators. Our program faculty have decades of expertise in both the academic and administrative enterprises of higher education.

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

If you have questions about this program or its fit for you, please reach out to Amit Mrig at [amit@academicimpressions.com](mailto:amit@academicimpressions.com).

## 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 on the webpage.

## AGENDA

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Your registration fee includes full access to all conference sessions and materials, breakfast, lunch, and access to the networking reception on **Thursday**, breakfast and lunch on **Friday**, as well as refreshments and snacks throughout the conference.

### Day 1

#### Registration and Continental Breakfast (included in registration fee)

8:00 - 8:30 a.m.

#### Welcome, Introduction, and Program Overview

8:30 - 9:00 a.m.

#### What Does It Take to Be an Effective Leader?

9:00 - 10:15 a.m.

We'll discuss the qualities, skills, and behaviors leaders need to develop and how these relate to either emotional or technical intelligence. As part of this session, the facilitators will share an overview of how truly effective leadership is developed.

#### Morning Break

10:15 - 10:30 a.m.

#### The Emotional Intelligence Framework: What Is It, and How Is It Learned?

10:30 - 11:45 a.m.

We'll unpack the emotional intelligence framework and discuss how it compares and contrasts with other models and theories of leadership. The essential takeaway from this session is a useful framework for understanding your own leadership, including crafting your own personal definition.

#### Lunch (included in registration fee)

11:45 a.m. - 1:00 p.m.

#### Emotional Intelligence Assessment

1:00 - 2:15 p.m.

During this session, you will receive your personalized EQi assessment; time will be spent to help participants interpret their scores and prioritize the most important and meaningful takeaways.

#### Break

2:15 - 2:30 p.m.

## AGENDA

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### **Day 1 (CONTINUED)**

#### **Self-Awareness**

*2:30 - 3:15 p.m.*

Self-awareness is the foundation of emotional intelligence. Building off the first-day's activities and assessments, we'll help you understand and tap into your: emotional self, meaning-making self, thinking self, physical self, and relational self. We'll also explore the situations that trigger you and strategies for dealing with these.

#### **Break**

*3:15 - 3:30 p.m.*

#### **Social Awareness**

*3:30 - 4:15 p.m.*

Only when you begin to understand yourself can you begin to understand others and how you relate to them. During this hour, we'll explore critical skills for developing empathy for and awareness of others.

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

*4:15 - 5:15 p.m.*

This informal reception is your chance to decompress, have a drink on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, which means you will have the opportunity to meet your peers and our speakers face-to-face.

### **Day 2**

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

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

#### **Day 1 Recap, Mindfulness Activity**

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

#### **Self-Management**

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

All leaders, no matter how seasoned, are tested and are culpable to certain stresses and triggers. Stress has significant cognitive, physical, emotional, and behavioral effects on a leader. What's critical is understanding what those situations are, how they affect you, and how you can deal with these more productively.

## AGENDA

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### **Day 2 (CONTINUED)**

#### **Morning Break**

10:00 - 10:15 a.m.

#### **Relationship Management**

10:15 - 11:45 a.m.

You can only lead through relationships and in any relationship, conflict is inevitable. In this session, you'll take an assessment to understand your style of conflict and then learn and practice proven techniques for productively and authentically resolving conflict.

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

11:45 a.m. - 1:00 p.m.

#### **Resilience**

1:00 - 1:45 p.m.

Emotional intelligence leaders are leaders who are both resilient and who prioritize their well-being. We'll address the different dimensions of resilience including optimism, mindfulness, connection, and gratitude. Most importantly, you will learn specific practices to develop your resilience over time.

#### **Afternoon Break**

1:45 - 2:00 p.m.

#### **Mastery: The Foundation of an Authentic Leader**

2:00 - 3:30 p.m.

Building on your personal definition of leadership, you will develop a personal mission and vision statement, and articulate your personal values. These ideas provide an anchor for leaders and enable authentic actions and decisions across your personal and professional domains.

#### **Learning Plan Development**

3:30 - 4:00 p.m.

It's critical that you leave with a clear and intentional plan for how you want to implement what you've learned in these last two days. Individually and with a thought partner, you'll develop a prioritized and realistic agenda for how you want to shift your leadership practice.

#### **Adjourn**

4:00 p.m.



## INSTRUCTORS

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### **Dr. Mary Spilde**

#### **President Emerita, Lane Community College, Higher Education Consultant and Certified Executive Coach**

Dr. Mary Spilde served as president of Lane Community College for 16 years. She was named President Emerita upon her retirement from the college in June, 2017. She is a nationally respected authority on community colleges, workforce development, leadership and sustainability. Dr. Spilde has 37 years of experience in higher education. She was named Lane's sixth president in 2001, after serving six years in two vice president roles. Before Lane, she held a variety of leadership positions at Linn-Benton Community College in Albany, OR for 15 years. She has a bachelor's degree in business and social systems and a law degree from the University of Edinburgh, Scotland, and a master's in adult education and a doctorate in post-secondary education from Oregon State University. Dr. Spilde is a frequent presenter, author and spokesperson and has often been quoted in the national media including the Chronicle of Higher Education, Washington Post, New York Times, PBS Newshour, and other media.

Dr. Spilde has served on a number of influential committees and boards at the national level, including as Chair of the Board of the American Association of Community Colleges (AACC) and board member of the American Association of Colleges and Universities and the League for Innovation in the Community College. She has also served on numerous non-profit and corporate boards.

She has received many national and state awards. For example, she received the AACC Leadership Award for Lifetime Achievement in 2019; in 2011 she was named the national CEO of the Year by the Association of Community College Trustees. In 2012 she received the Woman of the Year Award from the American Association of Women in Community Colleges, the US Green Building Council President's Award and was named Eugene First Citizen for her work in catalyzing downtown revitalization.

Dr. Spilde continues to design and deliver leadership and organizational development programs. She teaches in the Higher Education Doctoral Program at Oregon State University and consults with colleges and non-profits to develop emotionally intelligent and results-oriented organizations. She designed and facilitates an Executive Leadership Academy for the Oregon Community College Association to improve the pipeline of future leaders. She is a Leadership Coach for Achieving the Dream. Dr. Spilde facilitates board retreats focused on Board/President relationships and onboarding new Presidents/CEOs. Dr. Spilde facilitates the AACC New President/CEO Academy. She is a Certified Leadership Coach working with senior leaders throughout the country.

## INSTRUCTORS

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### **Clint Sidle**

#### **Lecturer, Cornell University**

Clint Sidle is the former director of the prestigious Roy H. Park Leadership Fellows Program in the Johnson Graduate School of Management at Cornell University, and is a widely sought after as a key note 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 non-profit organizations.

His leadership programs in the Johnson School and at Cornell has earned national recognition. 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* and elaborates on the inner aspect of leadership development in his most recent book *This Hungry Spirit: Your Need for Basic Goodness*.

Prior to his leadership development roles at Cornell, Clint held senior positions in business management and planning at the University. For ten years, Clint was the strategic planner and possesses over two decades of experience in facilitating strategic change efforts for business and non-profit organizations. His approach to managing change is a powerful combination of leadership development, team building, and large group intervention techniques in facilitating and deepening the impact of the process. Many of his methods are described in his first book *High Impact Tools and Activities for Strategic Planning* co-authored with Pat Sanaghan and Rodney Napier.

With the diversity of experience in university administration, along with his deep history in change management and leadership development, Clint brings a comprehensive set of skills to executive coaching. He frames his approach around four areas of mastery – personal, interpersonal, team, and system mastery – which he tailors to the needs of his individual clients.



## ACADEMIC IMPRESSIONS STAFF

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### **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 and strategy 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 AI's research and programming on higher ed leadership development and authors many of our research and thought leadership papers. He also leads our Presidential Dialogues Series, discussing higher ed strategy and leadership with college and university presidents.

Amit has consulted with dozens of higher ed leaders, cabinet members, and board members and is a certified Gallup Strengths Coach. Amit has been published in or interviewed for a variety of outlets including The Wall Street Journal, Forbes, Huffington Post, International Educator, and The Chronicle for 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.

## LOCATION

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**March 5 – 6, 2020 | Seattle, WA**

**Hotel:**

Hyatt Regency Seattle

808 Howell Street

Seattle, WA 98101

206.859.6366

**Room rate:**

\$189 + tax

**Room block dates:**

The nights of March 4 and 5, 2020.

**Room block cutoff date:**

February 12, 2020.

Reserve Your Room: Please call 206.859.6366 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