

# LEADING ACROSS SILOS IN HIGHER EDUCATION

February 13 - 14, 2020 | Atlanta, GA



## *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 gain tools, strategies, and practices that have been proven to work in a college or university setting, as well as 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

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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

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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

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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 Wednesday, breakfast and lunch on Thursday, as well as refreshments and snacks throughout the conference.*

### **DAY ONE**

8:00 a.m. - 5:30 p.m.

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

#### **Opening Remarks and Introductions**

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

#### **Leadership Scorecard**

The higher education landscape is only becoming more complex, and a new skill set will be required to compete in the future. We will examine these future roles, skills, and qualities necessary for success. You will create a leadership “scorecard” that will assess your current strengths and areas of needed development as a leader. These tools will become touchstones for the two-day workshop and serve as the basis of the action plan you will develop.

#### **Future Timeline**

Next, we will 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 day.

#### **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 problem solving and discuss how this can and should influence their leadership style, and approach to collaboration.

#### **Lunch**

#### **Improving the Effectiveness of Your Meetings**

Collaboration happens in meetings and yet most meetings are ineffective; in fact, the 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.

## AGENDA

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### **DAY ONE (CONTINUED)**

#### **Trust and Decision-Making**

Trust and decision-making are essential elements of collaboration. We will explore decision-making strategies that can build and enhance trust and overall leadership effectiveness.

#### **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 during this session including tips on time management, delegation, and decision-making.

#### **Collaborative Problem Solving**

To be an effective collaborator is as much about listening and knowing how to ask for help, as it is about your own active engagement in working with others. In this unique session, we'll share a model helps you refine both your listening and consulting skills.

#### **Reflective Journal/Wrap-up and Homework Assignment**

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

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

### **DAY TWO**

*8:00 a.m. - 4:30 p.m.*

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

#### **Day One Review**

#### **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. This session utilizes an assessment instrument that will 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 overcoming shortfalls in other areas.

## AGENDA

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

#### **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 Audits**

Groups and 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.

#### **Lunch**

#### **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 address real challenges facing Nazareth and tap the thinking and resources of participants in generating constructive and realistic solutions.

#### **Leveraging the Knowledge of Others**

With the increasing demands on our time, it can be difficult to stay current on the latest research and practice on effective leadership. In this innovative and creative session, you will leverage your time and the knowledge of your colleagues to discuss current research and essential leadership lessons.

#### **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.

#### **Reflective Journal/Wrap-up, Discussion, Next Steps**

## 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 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.

### **Jess Landis**

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

Jessica previously served as the Title IX Coordinator at DePaul University, responsible for providing oversight for all student, staff and faculty sexual misconduct/gender-discrimination complaints while supervising a full-time Title IX Investigator. She oversaw the campus-wide annual training related to Title IX. In her previous role as Assistant Dean of Students and Title IX Deputy Coordinator at Loyola University Chicago, Jessica was responsible for ensuring the timely, impartial, and effective resolution of all complaints of gender-based (Title IX) and bias-motivated discrimination and misconduct involving students. Prior to this Jessica was a Title IX Investigator and Title IX Hearing Board Chair.

Jessica holds a BA from John Carroll University and a MA in Women's, Gender, and Sexuality Studies from the University of Cincinnati where her research focused on sexual assault in higher education. Jessica has developed expertise in gender-based misconduct prevention and response, Title IX, Clery/VAWA, policy writing, student conduct, and alternative dispute resolution including restorative justice. Jessica served as the Chair of the Conflict Resolution Committee (2015) for the Association of Student Conduct Administrators (ASCA) and on the advisory board for the Chicagoland Title IX Consortium.

## LOCATION

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**February 13 - 14, 2020 | Atlanta, GA**

**Hotel:**

Grand Hyatt Atlanta

3300 Peachtree Rd, NE

Atlanta, GA 30305

404.237.1234

**Room rate:**

\$189 plus tax.

**Room block dates:**

The nights of February 12 and 13, 2020.

**Room block cutoff date:**

January 21, 2020.

Reserve Your Room: Please call 404.237.1234 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**