



Center for Learning Connections presents....

LEADERSHIP: The Experience

Tuesday, October 3rd, 2006 | DoubleTree Suites Southcenter | Tukwila, Washington

Tentative Agenda

7:30 - 8:15 **REGISTRATION, REFRESHMENTS, VENDORS / RESOURCES**

8:15 - 8:45 **WELCOME AND OVERVIEW OF THE DAY**

Purpose of event
Venue
Transfer of Learning / Commitments Statements

Keynote Speaker: Eric Liu

8:45 - 8:55 **BREAK AND VENDORS / RESOURCES**

8:55 - 10:25 **SHOWCASE SESSIONS I**

A. Adaptive Leadership - Karen Porterfield

Changes in our work and home environments continue at a bewildering pace. Globalization of business, local community stresses and increasing demands in the work place require strategic planning and smart managers to help organizations thrive.

Understanding and leading strategic change requires:

Focus on the Future. Thoughtful organizational change requires a long term orientation while identifying short term results. The challenge is leading on a daily bases while leading for the future. This often includes redefining relationships with existing partners while creating new constituency relationships.

Interconnections. Leading change effectively requires thinking about relationships, mission and the internal culture. A strong manager will think beyond his or her department and include the entire organization in the planning process.

Creation of Team. No significant and lasting change occurs without the involvement and support of everyone in the organization. A key challenge for managers is helping create a process that allows for wide input while managing the stress the comes with change.

No single style of leadership will fit all situations. Leading strategically requires finding a connection between personal leadership style, the internal culture and the demands of the organization. This fast paced presentation will explore the key concepts that are critical in leading organizational change from any level within the institution.

B. Appreciative Inquiry - Morgan Zantua

What is great leadership? Is it a role or a function? How do we discover what style of leadership works in what particular setting? When do we know what we have done, are doing and want to do will create our desired outcomes?

Appreciative Inquiry (AI) addresses the challenges and creates opportunities for leading in today's our rapidly changing fast paced environments by offering a strength based process of discovering the best of the past to co-create the future. During this interactive session, individuals will experience the impact of using AI as a leadership process and tool to inspire, engage whole organizations to move into a world of co-created realities.

During this session we will:

Participate in an AI interview

Gain insight into leadership values

Understand the AI process

Experience how AI builds leadership and engagement

Receive the underlying AI assumptions supporting leadership

Explore the potential for AI as a philosophical framework tool for leadership, leadership development within all levels of our organization

C. Coaching - Yvonne Freitas McGookin and Matthew Aspin

This highly interactive workshop explores coaching -- the hottest topic in leadership development today. Participants will learn the value and effectiveness of a true coaching partnership in identifying possibilities, unleashing potential, and creating forward movement. Because coaching happens “from the inside-out”, participants will gain self-awareness and learn to apply coaching as a technique for self-development and staff development. In addition to simply providing the tools, we will explore the hurdles that can challenge a manager working to integrate “coaching” into his or her leadership style.

Whether you already consider yourself a coach, have worked with a coach, or just wonder what all the buzz is about...you will come away with a clearer understanding of the concepts that make coaching such an effective tool for unleashing your potential and the potential of every person in your organization.

Participants will:

Develop an understanding of the theoretical framework and value of coaching (How it works, and why it is such a vital skill for today’s leaders to possess)

Gain self-awareness and ideas for self-development

Observe the power of coaching -- in action

Learn a 6-step process to guide their own coaching efforts

Practice coaching skills

Apply coaching to current workplace opportunities and challenges

D. Collaborative Leadership - Patricia Hughes

Collaboration helps us form new relationships across boundaries, open up to new ways of working together, and release unimagined leadership and learning capacity.

In today’s challenging and complex work environments, solitary, hierarchical leadership is usually no longer effective. We must leverage the skill of collaborative leadership to bring respect into the workplace, fulfill our purposes and achieve our goals.

The session, Collaborative Leadership, is a lively look at the nature of collaboration and why it is so difficult. We will explore collaboration in the context of other ways of working together (such as competition or accommodation), and learn tools to enhance our collaborative relationships and work. These tools include Assessing the Territory, Questioning Techniques, and Increasing Your Comfort with Difference.

This interactive session will help you improve your strategic and collaborative leadership capacities.

E. Dependable Strengths - Allen Biovin Brown, Gerald Forster, Susan Terry

In this session, participants will learn how to motivate others by helping them articulate their strengths and then use those strengths to implement a team project. Participants will learn more about the importance of focusing on strengths to tap intrinsic motivation.

Part I: How to focus on Dependable Strengths:

- A. Using a small group format, have participants identify Good Experiences and share them with others in the group.
- B. Group members help each participant articulate possible Dependable Strengths.

Part II: How to use Dependable Strengths to motivate team members

- A. Team members plan a project wherein each team member uses his or her strengths to make the project successful.
- B. Team members articulate the strengths they will use in the project.

Leadership skills demonstrated in this session:

- How to be a collaborative leader
- Team building
- Engaging staff to be passionate/involved in their work
- Considering principle of diversity

10:25 - 10:35	BREAK AND VENDORS / RESOURCES
10:35 - 12:05	REPEAT SHOWCASE SESSIONS II
12:05 - 12:50	LUNCH Roundtable Discussions with Trainers Book Signing - Eric Liu "Lunchtime Surprises"
12:50 - 2:20	REPEAT SHOWCASE SESSIONS III
2:20 - 2:30	BREAK AND VENDORS / RESOURCES
2:30 - 4:00	REPEAT SHOWCASE SESSIONS IV
4:00 - 4:10	BREAK AND VENDORS / RESOURCES
4:10 - 4:45	REFLECT & COMMIT SESSION
4:45 - 5:00	CLOSING SPEAKER: ERIC LIU
5:00	DOOR PRIZES, CLOCK HOURS, EVALUATION FORMS