

IGNITE CHANGE: ADVANCE YOUR LEADERSHIP

International Car Wash Association Inn at Villanova University Agenda and Session Descriptions

Tuesday, October 24

Welcome Lunch – 12-1pm

Introductions –1-1:45pm

In this session, participants will get an overview of what will be accomplished in the program. We will also get a chance to introduce ourselves to the group through an ice-breaker.

Opening Session -- Gender Equity and Women's Leadership – 1:45-3:15pm

Faculty: Terri Boyer and Danielle Ross

In this session, participants will explore the meaning of gender equity and leadership identity, including historical and current perspectives. They will explore the basis for forming a leadership identity, and will collectively create a Root Cause Tree based on their own experiences and insights.

Learning Objectives:

- Understand and articulate the meaning of gender equity and leadership identity
- Recognize the current and historical causes of women's representation in leadership positions, as differentiated from leadership engagement

Break – 3:15-3:30pm

Cohort 1 Track

Building a Smart Network – 3:30-4:30pm

Faculty: Terri Boyer

This interactive session uses network science to build a better, smarter network. Participants will analyze and strategically craft their professional networks, and discuss the critical roles of mentors, sponsors, and advocates in their networks.

Learning Objectives:

- Use an analytical lens to evaluate your current networks' strengths and gaps
- Provide tips and resources to strengthen your network and fill the gaps

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Cohort 2 Track

Your Guiding Principles of Leadership – 3:30-4:30pm

Faculty: Danielle Ross

This interactive workshop uses self-assessment tools, group discussion, and reflection to identify and leverage the participant's values, and how they impact one's leadership approach. This workshop is foundational to the development of the Personalized Leadership Plan.

Learning Objectives:

- Determine personal values as a foundation to the personal leadership plan
- Apply these results through leadership scenarios

Cohort 1 Track

Systems Thinking: Putting Things Together to Make Sense of Them – 4:30-5:30pm

Faculty: Therese Narzikul and Manny Nunez

Because no situation/problem/solution is free from its context, taking time to zoom-out to better understand and appreciate the relationships between people, structures, process, technology, and outcomes is key for leaders who want to influence change that is transformational. This session explores the power of perspectives, relationships, dynamics and interdependencies. Participants will be better equipped to explore issues through inquiry at a deeper level, depict situational context and influence transformational change.

Learning Objectives:

- Explore patterns, structures, mental models that influence events and individual/collective behaviors of any system
- Appreciate how to think/ behave in increasingly complex systems
- Encourage you to begin to explore what often goes unexplored....using effective inquiry and more!

Cohort 2 Track

Strategies and Tools for Navigating Work, Life, and Leadership – 4:30-5:30pm

Faculty: Terri Boyer

In this session, participants will explore work and life issues through current research and the lens of gender. Each will build a personal work-life influences model, and gain strategies to anticipate and address conflicts as they arise, including approaches to requesting more flexibility in their work schedule.

Learning Objectives:

- Define and understand issues of work-life balance, conflict, and integration
- Apply a work and life model to personal values and experiences
- Develop strategies to address work-life conflicts

Break– 5:30-6:15pm

Dinner (seating with your Peer Coaching Groups) – 6:15pm

Evening Activities and Reflection



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Wednesday, October 25

Breakfast & An Introduction to Peer Coaching and Personalized Leadership Plans – 8-9am

Faculty: Terri Boyer and Danielle Ross

Over breakfast, participants will get an overview of the additional learning elements that will allow them to put into practice the learning from our in-person work.

- **Peer Coaching Groups:** Participants will be assigned peer coaching groups which they will meet with monthly with for six months post the in-person program. These groups provide the opportunity to gain and provide feedback on Personalized Leadership Plan elements; a space for intensive discussions and further exploration of topics covered in the sessions; and an opportunity to form strong connections with peers. Peer coaching group activities and prompts will be provided by McNulty Institute staff to guide participants in this process.
- **Personalized Leadership Development Plans:** A key tool for each participant is the creation of a personalized plan for their leadership development. Incorporating elements of personal assessment and exploration, reflective learning, and planning and goal-setting, this work embodies the McNulty Institute's approach to leadership development in a highly-unique and individualized manner. Cohort 2 Participants will build their plans step-by-step, using elements from the in-person sessions as well as peer coaching group activities. Cohort 1 participants will work to refine and advise Cohort 1.

Cohort 1 Track

Managing Change – 9-10AM

Faculty: Danielle Gadsen

Leaders often find themselves implementing, or managing the fall out of change—be it in their environment, their policies, or the world. In this session, participants will explore strategies for managing change within a system, and understand the role of the leader.

Learning Objectives:

- Consider the role of the leader in managing change
- Learn strategies for effectively communicating and implementing change in your organization

Cohort 2 Track

Negotiation: Leadership Skills and Strategies to Succeed – 9-10am

Faculty: Terri Boyer

This interactive session will help participants consider the role communications and negotiations play in leadership success with special consideration of the literature surrounding women and negotiation. Participants will learn the various approaches to negotiation and the best times to apply each. Participants will consider a personal leadership goal that is dependent on another and develop a strategy to successfully negotiate.

Learning Objectives:

- Consider the role of negotiation in leadership
- Learn various negotiation approaches and strategies
- Select and practice the best approach to meet your goals

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Break – 10-10:15am

Cohort 1 Track

Planning for Success: SMART Goals at Work – 10:15am-12:15pm

Faculty: Glenda Gracia-Rivera

After having been provided the framework for developing a leadership plan, including identifying their core values and writing vision statements participants will learn about and begin the process of outlining SMART goals and objectives for personal and professional success. This process will help review and reflect on how to improve their own leadership practice(s) in the workplace and beyond.

Learning Objectives:

- Learn about the SMART goal framework and how to differentiate between goals and objectives
- Identify short, intermediate, and/or long-term professional goals for yourself and discuss various objectives for achieving them
- Examine goals within the context of your own organizations and roles/functions, reflecting on the resources and supports available to you

Cohort 2 Track

Managing Up and Across to Influence Organizational Outcomes – 10:15am-12:15pm

Faculty: Bethany J. Adams and Heather Cluley

Overview: *You do not have to be working in a strategic leadership role or have a title of authority to learn to leverage your ideas and make an impact. In this session, participants will shift their mindsets to strategic thinking and learn practical skills to build mutually trusting relationships with leaders and coworkers to create upward and sideways influence on organizational goals and increase their impact.*

Learning Objectives:

- Apply strategic thinking to align work activities and problem solving with your organization's business strategy and mission
- Understand your leader(s) and teammates and the role of psychological safety in garnering support for your ideas and creating influence on organizational goals
- Evaluate your own expectations, strengths, and opportunities to build and leverage mutually trusting relationships

Closing Lunch and Panel Session— 12:30pm

Leadership in Practice: Revisiting Work, Life and Leadership

In this panel session, women leaders discuss their experiences and offer insight into how they have navigated the complexities of work, family, and various other roles in their leadership pursuit.

Depart -2pm