



*Center for Business and Workforce Education*

# LEADERSHIP SUMMIT

“Navigating the  
Future”



Are you a leader? Do you aspire to be a leader? The Leadership Summit is geared towards experienced, new, and emerging leaders who want to learn how to effectively lead from experienced professionals. Join leaders from all areas of business and industry in exploring new and innovative strategies to succeed in the “new normal.”

Wednesday, October 20<sup>th</sup>, 2021  
8:15 am – 4:30 pm  
RCTC Heintz Center, Room H1100  
6.0 Contact Hours



*Center for Business and Workforce Education*

<b>Agenda</b> <b>Wednesday, October 20<sup>th</sup>, 2021</b>		
7:45 am – 8:15 am	Registration and Networking	
8:15 am – 8:30 am	Welcome	Cassie Ray, Conference Host Rochester Community and Technical College
8:30 am – 9:30 am	Opening Keynote	<i>Servant Leadership</i> Tom Thibodeau
9:30 am – 9:45 am	Break	
9:45 am – 11:15 am	<b>Breakout Session 1</b>  <i>Leading with Diversity, Inclusion, and Equity</i> Tom Moore, Ph.D.	
11:15 am – 12:15 pm	Lunch and Networking	
12:15 pm – 1:30 pm	<b>Breakout Session 2</b>  <i>Leading in the New Normal</i> Dr. Matt Bissonette	
1:30 pm – 1:45 pm	Break	
1:45 pm – 3:00 pm	<b>Breakout Session 3</b>  <i>Authentic Leadership: Your Untapped Superpower</i> Nicky Espinosa	
3:00 pm – 3:15 pm	Break	
3:15 pm – 4:15 pm	Closing Keynote	<i>Good Boss, Bad Boss: How to Be the Best ...and Learn from the Worst</i> John Graci
4:15 pm – 4:30 pm	Closing Remarks	Cassie Ray, Conference Host Rochester Community and Technical College

## Breakout Session Overview

**Breakout Session 1**  
9:45am-11:15am

**Leading with Diversity, Inclusion, and Equity**  
Tom Moore, Ph.D.

It's never been more critical for organizations to build a supportive and inclusive culture. Companies that strive for diversity and inclusion in today's business climate achieve their intended business results and prove that diversity and inclusion are much more than a legal or moral requirement; they're also a competitive advantage. One of the challenges for workplace leaders is how to incorporate D.E.&I into their leadership practices.

This workshop provides an overview of diversity and inclusion and presents targeted and high-involvement diversity leadership practices that create a sense of belonging for employees. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges. Topics include:

- What is diversity, and how does it apply to the workplace?
- What is the difference between diversity and inclusion?
- What is equity, and how does it differ from inclusion?
- The implications of D.E.&I. for leadership
- Inclusive Leadership Practices
  - Raising awareness of unconscious bias
  - Recognizing and addressing microaggressions
  - Recognizing equity does not mean treating everyone the same way
  - Encouraging allyship and bystander intervention
  - Understanding the link between diversity and preventing workplace harassment
- Belonging: Fostering a Sense of Community
  - Creating an action plan

**Breakout Session 2**  
12:15pm-1:30pm

**Leading in the New Normal**  
Dr. Matt Bissonnette

All of the challenges that existed pre-covid still exist today; Baby Boomer retirements, difficult recruitment for staffing, employee turn-over and retention. What did we learn through the pandemic that can help us move forward from here? This session will discuss the changing landscape of work and give you insights and ideas on how to Lead in the New Normal

### Breakout Session 3

1:45pm-3:00pm

#### Authentic Leadership: Your Untapped Superpower

Nicky Espinosa

In a world where we are constantly bombarded by messages of 'how to' let's talk about how to do it your way. There is an abundance of instruction for how to be a great leader. A lot of this training tends to lean toward a generic tactical approach based on the most common scenarios and desirable results. This can feel constraining for a lot of professionals. Let's take those important leadership lessons and apply your unique talents to untap your leadership superpower. During this session, participants will:

- Explore your unique leadership style
- Discover your own superpower(s) (the talents that are unique to you)
- Learn when and where you can most effectively lean into your authenticity
- Gain the confidence to bring your whole self to your leadership

# Leadership Summit: Navigating the Future

Wednesday, October 20<sup>th</sup>, 2021

8:15 a.m. – 4:30 pm

RCTC Heintz Center – H1100

COST: \$125 per person (lunch included)

Early Bird Discount of \$99 if registered by 9/1/21

## Three Ways to Register:

- Go to [www.rctcbwe.com](http://www.rctcbwe.com) to register online
- Complete the registration form and **Email** to [workforceeducation@rctc.edu](mailto:workforceeducation@rctc.edu)
- Complete the registration form and **Fax** to 507-280-3168

<b>Name:</b>	(Last)	(First)	(M.I.)
<b>Social Security Number:</b> Not required, for identification only		<input type="checkbox"/> Male <input type="checkbox"/> Female	Date of Birth:
<b>Home Address:</b>		<b>Apt/Unit #:</b>	<b>PO Box #:</b>
<b>City, State, Zip:</b>		<b>Phone:</b>	
<b>E-mail Address:</b>	<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell		
	<b>Alt. Phone:</b>		
<b>Dietary needs</b> _____	<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell		
<b>Payment Required At Time Of Registration</b> (does not qualify for financial aid)			
<b>Student Signature:</b>		<b>Date:</b>	
<b>Registration Information:</b> For registration and cancellation policies, please refer to our website: <a href="https://mnsu.rschooltoday.com/public/showrefundpolicy">https://mnsu.rschooltoday.com/public/showrefundpolicy</a>			
<b>Payment Information:</b> RCTC cashier's office will call for payment (online and fax only)			
<input type="checkbox"/>	<b>Check #:</b>	By providing a check payment, you authorize RCTC to use the information from your check to make a one-time electronic funds transfer from your account or to process the payment as a check transaction. We will use your check to make an electronic fund transfer, funds may be withdrawn from your account the same day we receive payment, and you will not receive your check back from your financial institution. <b>Mail registrations with check payment to:</b> RCTC c/o Business & Workforce Education 851 30th Ave SE Rochester, MN 55904	
<input type="checkbox"/>	<b>Company Billing</b>	<b>Attn:</b>	<b>PO/Voucher #:</b>
<b>Company Name:</b>		<b>Work Phone:</b>	
<b>Company Address:</b>		<b>City, State, Zip:</b>	



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RCTC provides accessible, affordable, quality learning opportunities to serve a diverse and growing community.

