



Center for Business and Workforce Education

LEADERSHIP SUMMIT

“Strategies for
Success”



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 for success!

Friday, October 25th, 2019
8:15 am – 4:30 pm
Heintz Center, Room H1100
5.0 Contact Hours

Agenda Friday, October 25th, 2019

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	Erode Toxic Behaviors. Reduce Drama. Improve Performance Dr. Mitch Kusy
9:30 am - 9:45 am	Break	

9:45 am – 11:15 am	Breakout Sessions 1	
	Emerging Leaders Track	Experienced Leaders Track
	<i>One Size Doesn't Fit All: How Different Personalities Require Different Management Approaches</i> Dr. Richard Fursman	<i>Think or Know? – Do you really know how your people think, or do you just think you do?</i> Lynne Ryan
11:15 am – 12:15 pm	Lunch and Networking	

12:15 pm – 1:30 pm	Breakout Sessions 2	
	Emerging Leaders Track	Experienced Leaders Track
	<i>Effectively Navigating Meetings and Committees</i> Brad Kramer	<i>Leading High Performance Teams</i> Bob Randall
1:30 pm – 1:45 pm	Break	

1:45 pm – 3:00 pm	Breakout Sessions 3	
	Emerging Leaders Track	Experienced Leaders Track
	<i>Using Conflict to Fuel Success</i> Jennifer Kiehne	<i>Employee Accountability</i> Erich Heneke
3:00 pm – 3:15 pm	Break	
3:15 pm – 4:15 pm	Closing Keynote	Implementing Success Change: When the Elephants Dance Ted Schick
4:15 pm – 4:30 pm	Closing Remarks	Cassie Ray, Conference Host Rochester Community and Technical College

Breakout Session Overview

<p>Emerging Leaders 1 9:45am-11:15am</p> <p>One Size Doesn't Fit All: How Different Personalities Require Different Management Approaches Dr. Richard Fursman</p>	<p>In this interactive session, individuals will learn and experience the issues and benefits of working with people who think and react to situations differently. You will discover how you may be hurting your ability to lead or influence others even when you think you are on 'top of your game.' Discover better ways to form and manage teams and yourself to create faster, more accurate results and better relationships.</p>
<p>Experienced Leaders 1 9:45am-11:15am</p> <p>Think or Know? – Do you really know how your people think, or do you just think you do? Lynne Ryan</p>	<p>Think or Know? Do you really know how your people think, or do you just think you do? <i>Get the most out of your teams by employing powerful feedback and communication skills</i></p> <p>In this session we will be discussing the value in gaining employee feedback and the subtleties required to maximize the impact for the both the organization and the employee:</p> <ul style="list-style-type: none">• What you need to know before you ask what people think• How to communicate and prepare for the conversation• Asking the right questions to gather honest input• Differences between talking to groups vs individuals• Recognizing the impact of hierarchy• How to follow up and keep the lines of communication open for future interactions
<p>Emerging Leaders 2 12:15pm-1:30pm</p> <p>Effectively Navigating Meetings and Committees Brad Kramer</p>	<p>Effectively communicate and navigate meetings and committees: Meetings can be a very powerful method to share ideas and set objectives, or waste resources and lower morale. We will discuss how to address co-workers who prove challenging in meetings, how to set agendas, aids to communicate effectively, and getting your message across effectively.</p>
<p>Experienced Leaders 2 12:15pm-1:30pm</p> <p>Leading High Performance Teams Bob Randall</p>	<p>Leading High Performance Teams – using Patrick Lencioni's Five Behaviors of a Cohesive Team as a model, assess where your team is today and create strategies for building trust, managing productive conflict, increasing commitment, improving accountability and increasing results.</p>

<p>Emerging Leaders 3 1:45pm-3:00pm</p> <p>Using Conflict to Fuel Success Jennifer Kiehne</p>	<p>In this workshop, you will learn how to maximize conflict opportunities to fuel the success in your relationships and on your teams. Conflict occurs in every workplace. A successful leader will confront conflict to ensure the workplace is a safe, productive and create environment. This session will teach you how to navigate conflict to maximize its benefits. Shifting perspective on the conflict resolution process will assist you in working through different types of conflicts you will encounter in your workplace. Help yourself and help your team reach the success you deserve.</p> <p>This 75-minute session will cover:</p> <ul style="list-style-type: none"> • What is conflict? • Identifying types of conflict • Helpful and hurtful communication strategies • Conflict resolution process • Moving from striving to thriving in the workplace
<p>Experienced Leaders 3 1:45pm-3:00pm</p> <p>Employee Accountability Erich Heneke</p>	<p>Holding employees accountable for their work and actions is a crucial part of the management process. Organizations that promote and follow through with accountability measures are more successful and productive. In this session, participants will learn about what accountability is, how to promote it in your organization, and how to become more accountable to yourself and others.</p> <p>Upon completion of this micro session, participants will receive quick tips to:</p> <ul style="list-style-type: none"> • Define accountability • Apply the cycle of accountability and the fundamental elements required to build an accountable organization • Build skills required for accountability, including goal-setting, giving and receiving feedback and delegation • Learn ways to give effective feedback

Leadership Summit: Strategies for Success

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8:15 a.m. – 4:30 pm

RCTC Heintz Center – H1100

COST: \$125 per person (lunch included)

Three Ways to Register:

- Go to www.rctcbwe.com to register online
- Complete the registration form and **Email** to workforceeducation@rctc.edu
- Complete the registration form and Fax to 507-280-3168 **Fax** to 507-280-3168

Name:	(Last)	(First)	(M.I.)
Social Security Number: Not required, for identification only		<input type="checkbox"/> Male <input type="checkbox"/> Female	Date of Birth:
Home Address:		Apt/Unit #:	PO Box #:
City, State, Zip:		Phone:	
E-mail Address:		<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell	
		Alt. Phone:	
Dietary needs _____		<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell	
Payment Required At Time Of Registration (does not qualify for financial aid)			
Student Signature:		Date:	
Registration Information: For registration and cancellation policies, please refer to our website: https://mnsu.rschooltoday.com/public/showrefundpolicy			
Payment Information: RCTC cashier's office will call for payment (online and fax only)			
<input type="checkbox"/>	Check #:	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. Mail registrations with check payment to: RCTC c/o Business & Workforce Education 851 30th Ave SE Rochester, MN 55904	
<input type="checkbox"/>	Company Billing	Attn:	PO/Voucher #:
	Company Name:		Work Phone:
	Company Address:		City, State, Zip:



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

