

The background of the entire page is a photograph of the Golden Gate Bridge in San Francisco. The bridge's iconic red-orange towers and suspension cables are visible against a clear blue sky. The bridge deck curves across the lower half of the image, with the city hills visible in the distance.

THE LEADERSHIP CHALLENGE

FORUM 2012

San Francisco, CA
July 24–27, 2012
The Westin San Francisco
on Market Street

**LEADERSHIP IS A JOURNEY,
AND EVERY JOURNEY HAS A STORY...**

PROGRAM

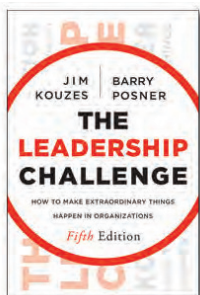
THE
**LEADERSHIP
CHALLENGE®**

#1 Provider, The Leadership Challenge® Creating a well-led world, one leader at a time.



We help you develop the leaders you need. Why us?
Three Simple reasons:

Great Product



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Dear Friends,

Welcome to The Leadership Challenge Forum in San Francisco! We're delighted you're joining us for this very special event marking the 25th anniversary of the publication of *The Leadership Challenge*® and the release of the 5th edition. Both are significant milestones in our history, and we're thrilled you're here to share them with us.

Speaking of history, the theme of this year's Forum is "Storytelling." Story is short for history—really!—and we'll be spending time during the program listening to your stories and sharing more of our own about how this all got started, where we are today, and what we envision for the future. We are also interested in hearing about how you first got connected to *The Leadership Challenge* and what you see unfolding in the years ahead.

There are some unique features to this year's Forum:

- You will all be receiving advance copies of the newly published 5th edition of *The Leadership Challenge*—shipped direct from the printer just for this event!
- For the very first time at a Forum, you will have the opportunity to meet and hear from leaders whose stories are featured in *The Leadership Challenge*.
- In recognition of our milestone 25th year, we will focus the program more tightly around The Five Practices of Exemplary Leadership®, with mini-clinics on both days where we can all sharpen our skills in facilitating learning activities related to Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart.
- Our outstanding keynote speakers exemplify the Forum's theme of Storytelling: Jonah Sachs, creator of viral videos *The Meatrix* and *The Story of Stuff*, literally wrote the book on storytelling—the just-published *Story Wars*; renowned consultant and master of the storytelling art Patrick Lencioni; and author, executive, and educator Harry Kraemer, Jr. (who just happens to be featured in the new edition).

We hope you'll be able to stick around for The 25th Anniversary Celebration on Friday evening, where you will get to meet many folks who were involved in the early days of The Leadership Challenge.

Over and over again, people tell us that the most important learning during the Forum is that which comes from the members of our diverse community. Please take the time to engage with as many of your colleagues as possible. You'll certainly be enriched by those interactions.

We feel very fortunate indeed to spend this time with you during this very special anniversary. We thank you for all that you do.

Now, let's celebrate!

Love 'em and Lead 'em,



Jim Kouzes and Barry Posner
Authors, *The Leadership Challenge*



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GENERAL INFORMATION



Information Desk

Pre-conference and Forum information can be found at the 2nd floor Pre-function Lobby. The desk will be staffed at the following times:

Mon, July 23 5:00pm–7:00pm

Tues, July 24 6:30am–9:00am

Wed, July 25 6:30am–9:00am and 3:00pm–8:00pm

Thurs, July 26 6:30am– 6:00pm

Fri, July 27 7:30am– 5:00pm.



Meals

Your conference registration includes breakfast and lunch on Thursday and Friday, the Thursday evening reception, and admission to The 25th Anniversary Celebration. Breakfast will be served from 7:00-8:30am both days at the Ducca Restaurant. You will receive two full-fare breakfast vouchers upon check-in at the registration booth. Please note that you must present a voucher in order to enter the breakfast buffet. Lunch will be served from 11:30am-12:45pm on Thursday and 12:00pm-1:15pm on Friday in Metropolitan III. The Thursday evening reception will take place 6:00-8:00pm in the Ducca Restaurant and The 25th Anniversary Celebration will take place at The City Club of San Francisco, 155 Sansome Street, San Francisco, CA 94104. The City Club is a short cab ride or 15 minute walk from the hotel.



Bookstore

The Forum bookstore will be open all day on Thursday 7:30am to 4:30pm and Friday 8:00am to 4:00pm.

Expo

Please visit our sponsor exhibits in the 2nd floor Pre-Function Lobby to learn more about their products and services. The expo will be open Thursday 7:30am to 4:30pm and Friday 8:00am to 4:00pm. There is also a dedicated expo time: Thursday 2:30-3:45pm.



Presentations:

Select presentation materials will be available at www.leadershipchallengeforum.com approximately one week after the Forum.



Video:

Portions of The Forum will be filmed for use in promotions or video products. Upon registration, you will be asked to sign a release form giving us consent to film you.

Connect With Us!

Come share your leadership story with us on video in the Press Room. Also, our social media team will be live-tweeting, blogging, and capturing video clips of “aha!” moments as they happen. We hope you’ll join us by posting your own take-aways.



@tlctalk, @kouzesposner and @students_leaders use #tlcforum12



www.facebook.com/kouzesposner



Join The Leadership Challenge Group



Book Signings

Book signings will be held after each Keynote, except in the case of Jim Kouzes and Barry Posner. Their signing will be during the Expo session. All signings will take place in the 2nd floor Pre-Function Lobby.



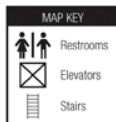
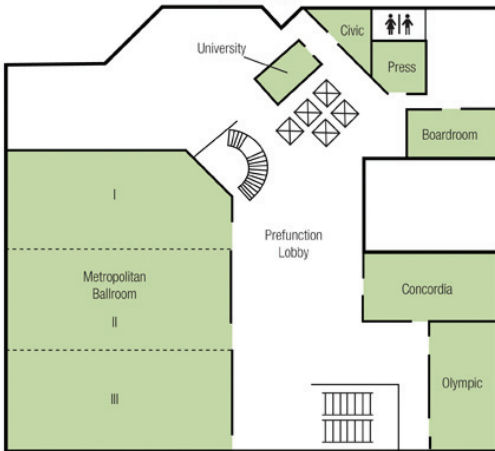
"Ask an Expert" Consultations

We have recruited a number of individuals who have been working with The Leadership Challenge® and The Student Leadership Challenge for many years in various settings to meet with Forum attendees who request an appointment in advance to discuss their individual interests, questions, and challenges. During the registration process, you were given an opportunity to indicate your interest in participating and you should have already received your appointment time. If you have any questions or concerns about your consultation, please leave a message at the Information Desk for Jessica Porterfield. University and Harvard conference rooms are available for quiet conversations.



HOTEL MAP

Second Floor



Third Floor



Signature Programs

- The Meridian Way – Culture by Design
- The Leadership Challenge® Workshop
- Creative Problem Solving – The Meridian Maze®
- The Five Dysfunctions of a Team Workshop®
- TeamSTEPPS®



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The Meridian Leadership Institute's highly experienced coaches and consultants offer a wide range of customized learning experiences for your team. These sessions are available either at **Team Meridian University, 1430 Route 34, Wall, New Jersey** or we can bring them to your location.

To learn more about these programs, visit:
www.meridianleadershipinstitute.com



Contact Us:

The Meridian Leadership Institute
125 Half Mile Road, Suite 200
Red Bank, NJ 07701
T: 732-933-2749
F: 732-933-2601

SCHEDULE AT-A-GLANCE, THURSDAY JULY 26TH

7:00am–8:30am	Breakfast <i>Ducca Restaurant</i>
8:30am–10:00am	The Life You Lead Is the Legacy You Leave—25 Years of Story Gathering and Story Telling, Jim Kouzes and Barry Posner <i>Metropolitan I & II</i>
10:00am–10:15am	Break <i>2nd Floor Pre-Function Lobby</i>
10:15am–11:30am	Case Study Breakout Sessions From Serendipity to Strategy at Intel Corporation – The LPI® as a Catalyst for Leadership Transformation, Tammy Lechelt and David Richards <i>Metropolitan I & II</i> Building an enterprise-wide leadership philosophy at E.W. Scripps Company, Steve Coats, Lisa Knutson and Donna Wilson <i>Olympic</i> The Student Leadership Challenge: A Cultural Shift in Developing Servant Leader, David Belote, Marty Conley and Gina McClure <i>Cornell</i> Influencing Leadership All the Way to the Top in Education, Katie Burke <i>Commonwealth</i>
11:30am–12:45pm	Lunch <i>Metropolitan III</i>
12:45pm–1:30pm	Experiential Activity Breakout Sessions Model the Way, Beth High and Gary Morgan <i>Cornell</i> Inspire a Shared Vision, Edith Katz and Karen Gallagher <i>Concordia</i> Challenge the Process, Kelly Ann McKnight <i>Olympic</i> Enable Others to Act, Mary Cooper and Valerie Willis <i>Commonwealth</i> Encourage the Heart, Ken Hurdle <i>Civic</i>
1:30pm–1:45pm	Break <i>2nd Floor Pre-Function Lobby</i>
1:45pm–2:30pm	Skill-Building Breakout Sessions LPI® and MBTI®— Greater than the Sum of Its Parts <i>Metropolitan I & II</i> How to Build a Peer Coaching Program, Tom Martine <i>Olympic</i> Harnessing the Power of the Student Leadership Practices Inventory, Gary Morgan <i>Commonwealth</i> Getting the Most Out of the Student Leadership Practices Inventory Report, Beth High <i>Cornell</i>
2:30pm–3:45pm	Vendor Expo, Product Demo Showcase, and Kouzes and Posner Book Signing <i>2nd Floor Pre-Function Lobby</i>
3:45pm–5:00pm	The Story of Leadership, Jonah Sachs <i>Metropolitan I & II</i>
5:00pm–5:20pm	Jonah Sachs Book Signing <i>2nd Floor Pre-Function Lobby</i>
6:00pm–8:00pm	Cocktail Reception <i>Ducca Restaurant</i>

SCHEDULE AT-A-GLANCE, FRIDAY JULY 27TH

7:00am–8:30am	Breakfast <i>Ducca Restaurant</i>
8:30am–9:30am	From Values to Action, Harry Kraemer <i>Metropolitan I & II</i>
9:30am–9:50am	Harry Kraemer Book Signing and Break <i>2nd Floor Pre-Function Lobby</i>
9:50am–10:35am	Experiential Activity Breakout Sessions
	Model The Way, Beth High and Gary Morgan <i>Cornell</i>
	Inspire a Shared Vision, Edith Katz and Karen Gallagher <i>Concordia</i>
	Challenge the Process, Kelly Ann McKnight <i>Olympic</i>
	Enable Others to Act, Mary Cooper and Valerie Willis <i>Commonwealth</i>
	Encourage the Heart, Ken Hurdle <i>Civic</i>
10:35am–10:45am	Break <i>2nd Floor Pre-Function Lobby</i>
10:45am–11:45am	The Master Storyteller, Patrick Lencioni <i>Metropolitan I & II</i>
11:45am–12:15pm	Patrick Lencioni Book Signing <i>2nd Floor Pre-Function Lobby</i>
12:00pm–1:15pm	Lunch <i>Metropolitan III</i>
1:15pm - 2:30pm	Case Study Breakout Sessions
	Leadership Under the Umbrella: the Leadership Challenge as a Catalyst for Culture Shift at Travelers, Deb Clifford and Fred Colon <i>Metropolitan I & II</i>
	Leading Through Change with The Leadership Challenge, Sandy Dean and Jodi Underwood <i>Olympic</i>
	From Theory to Action: A Campus-Wide Experiential Approach to Student Leadership Development, Cheryl Kalberer <i>Cornell</i>
	Developing Youth through Curriculum and Coaching with The Student Leadership Challenge, Melvin Chia and Ian Tan <i>Commonwealth</i>
2:30pm–2:45pm	Break <i>2nd Floor Pre-Function Lobby</i>
2:45pm–4pm	The Leadership Challenge World Café, Jim Kouzes and Barry Posner <i>Metropolitan I & II</i>
6:30pm–9:30pm	The 25th Anniversary Celebration <i>The City Club of San Francisco, 155 Sansome Street</i>

Light The Fire Within!



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THURSDAY, JULY 26th DETAILED AGENDA

7:00-8:30am Breakfast *Ducca Restaurant*

8:30-10:00am General Session *Metropolitan I & II*

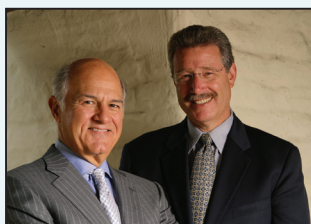
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JIM KOUZES and BARRY POSNER

The Life You Lead is the Legacy You Leave - 25 Years of Story Gathering and Story Telling

In keeping with this Forum's storytelling theme, Jim and Barry will share with us tales from their own leadership journey—stories about how they met, why they began studying leadership and developing leadership programs, what they experienced as leaders themselves, why they do what they do, and what they envision for the future. Along the way, you'll also meet and hear from Barby K. Siegel, whose personal-best leadership story opens the new 5th edition of *The Leadership Challenge*.

Jim and Barry will help us all discover for ourselves the prerequisites for making a difference and leading a life that matters. Join us for a revealing, intimate, and informative session. As always when Jim and Barry share the platform, this keynote is sure to be as entertaining as it is inspiring.



JIM KOUZES and BARRY POSNER are the coauthors of the classic bestselling books *The Leadership Challenge*, *The Truth About Leadership*, *A Leader's Legacy*, *Encouraging the Heart*, and over a dozen other books and workbooks on leadership. They also developed the highly-acclaimed *Leadership Practices Inventory (LPI)*, a 360-degree assessment tool based on *The Five Practices of Exemplary Leadership*. Jim is the Dean's Executive Fellow of Leadership and Barry is the Professor of Leadership at Santa Clara University's Leavey School of Business. They are among the world's most trusted and influential scholars on leadership.



Barby K. Siegel is CEO of Zeno Group, an award-winning multidisciplinary public relations

10:00-10:15am Break *2nd Floor Pre-Function Lobby*

10:15-11:30am Case Study Breakout Sessions

From Serendipity to Strategy at Intel Corporation – The LPI® as a Catalyst for Leadership Transformation *Metropolitan I & II*

What role can the Leadership Practices Inventory® play at a global tech powerhouse? Huge, it turns out. With more than 100,000 employees and 3,000 senior leaders, Intel Corporation first turned to the LPI as a catalyst for leadership. Eventually, LPI evolved into a critical element of Intel's overall development strategy, which now includes an Intel TLC Online Resource Center, Leaders Teaching Leaders, TLC Coaching, Leadership Forums, and other initiatives. At this session, Intel leaders will share through video their personal experiences incorporating The Five Practices into their work and discuss how Intel's TLC Online Resource Center helps the organization ensure that TLC learning lives on past the classroom.



David Richards oversees Leadership/Management Talent Strategy and Development at Intel.



Tammy Lechelt is the project manager for Intel's corporate Sr. Leadership development programs and products.

Building an enterprise-wide leadership philosophy at E.W. Scripps Company *Olympic*

A few years ago, the EW Scripps Company, a nationwide, diverse media enterprise, made a landmark commitment to develop leaders at all levels of the business. In this presentation, you will learn why they chose to embrace The Five Practices as their core leadership methodology, and how The Leadership Challenge is impacting their strategic decisions and everyday operations. Scripps has taken innovative steps to continue to grow the learning and application of leadership throughout the company, providing a successful model that you can take back to your own organization.



Lisa Knutson is Chief Administrative Officer for The E.W. Scripps Company.



Donna Wilson is Vice President and General Manager of KJRH, the Scripps-owned NBC affiliate in Tulsa, OK.



Steve Coats is Assistant Director of Leadership Education and Development within the Department of Student Affairs at Florida Atlantic University.

Influencing Leadership All the Way to the Top in Education *Commonwealth*

Engaging stakeholders in your student leadership development programs within (Higher) Education can be quite the task given the current economic climate and burden of budget cuts. Having buy-in from top levels of leadership can be even more daunting. In this session, participants will hear a story with a very happy ending: how the students in Florida Atlantic University's Elite Owls Program—selected through an intensive application and interview process—managed to use their leadership skills to influence university constituents all the way up to the University President and the Board of Trustees.



Katie Burke is Assistant Director of Leadership Education and Development within the Department of Student Affairs at Florida Atlantic University.

The Student Leadership Challenge: A Cultural Shift in Developing Servant Leaders *Cornell*

Imagine a campus where students and professional staff have internalized The Five Practices of the Student Leadership Challenge so thoroughly, every aspect of their engagement in campus life expresses "the Language of Leadership!" Hear how administrators and students at the University of Tennessee at Martin infused the "Language of Leadership" into their campus. Through a mix of presentation and engaging activities, you will learn how to use technology to chronicle student participation in a leadership program; gain understanding on how to weave The Student Leadership Challenge into various service initiatives; gain insight on a team approach to the delivery of student leadership development programs, and more.



David Belote is the Assistant Vice Chancellor for Student Affairs at the University of Tennessee at Martin.



Gina McClure is the Director of Campus Recreation at the University of Tennessee at Martin.



Marty Conley is a Program Assistant for the Division of Student Affairs at the University of Tennessee at Martin.

11:30-12:45pm Lunch *Metropolitan III*

Sponsored by Third Eye Leadership

12:45-1:30pm Experiential Activity Breakout Sessions

These breakout sessions provide the opportunity to choose one of The Five Practices of Exemplary Leadership® for deep exploration through focused, hands-on activities. Expert facilitators will lead participants through dynamic and lively approaches to bring the model to life that you can implement immediately in your own work, whatever your context may be. Presented both days, so you can attend any two.

Model the Way *Cornell*



Beth High is a Certified Master of The Leadership Challenge, co-developer of the Student Leadership Challenge training programs, and President of High Road Consulting.



Gary Morgan is a Certified Master Candidate of The Leadership Challenge and co-developer of the Student Leadership Challenge training programs.

Inspire A Shared Vision *Concordia*



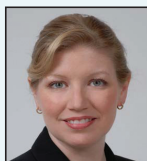
Edith Katz (l) is Employee Development Manager and **Karen Gallagher** (r) is Vice President, Human Resources for Brooks Rehabilitation.

Challenge the Process *Olympic*



Kelly Ann McKnight is a Certified Master of The Leadership Challenge and Executive Coach, Stone Ridge Consulting.

Enable Others to Act *Commonwealth*



Mary Cooper is a Certified Master of The Leadership Challenge and President, Engaging Outcomes.



Valarie Willis is a Certified Master of The Leadership Challenge and Principal, Valarie Willis Consulting.

Encourage the Heart *Civic*



Ken Hurdle is a Certified Master of The Leadership Challenge and Consultant, Hurdle Consulting.

1:30-1:45pm Break *2nd Floor Pre-Function Lobby*

1:45-2:30pm Skill Building Breakout Sessions

LPI® and MBTI® - Greater than the Sum of its Parts *Metropolitan I & II*

Traditionally, you had to choose between two powerful, but mutually exclusive tools for developing your leaders. Now, an exclusive partnership between Pfeiffer and CPP brings together feedback from the LPI 360® and MBTI® in the Leadership Plus Report. Learn how the power of personality and self-awareness when applied with leadership behavior practices can give leaders unprecedented insight for expanding their development and creating a strategy for excellence.

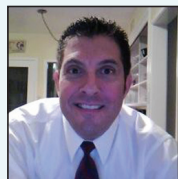


Holly Seaton, Executive Coach, Sonoma Leadership Systems



Pamela Valencia, Application Consultant, CPP, Inc.

How to Build a Peer Coaching Program *Olympic*



How do you ensure that learning sticks? What guarantees are there that participants will use the skills they acquire in their training session? One way to ensure learning translates into action is to leverage the 3E of "Example" from "Learn How You Learn to Lead" by including a peer-coaching in your leadership development program. In this breakout session, we will walk you through how to do just that using the *LPI Participant's Workbook* and Marshall Goldsmith's process of Feed Forward from his Peer Coaching Overview material. Based upon successful implementation at Kaiser Permanente, this component encourages participants to challenge each other and go further with their commitments.

Tom Martine, Senior Consultant, Kaiser Permanente

Harnessing the Power of the Student Leadership Practices Inventory *Commonwealth*

Are you getting the most out of the Student LPI as a tool for measuring your students' leadership behavior? Would you like to ensure the most transformative and enriching experience for the students with whom you work? Come to this skill-building session to learn the best practices for administering Student LPI, from introducing the concept to your students, to communication strategies, to helping students choose the most helpful Observers, to guidance on how to deliver reports, and strategies for pre/post testing and multiple administrations. You will walk away with tips and advice for easing and enriching the process for yourself and your students, have your questions answered, and leave confident that you can fully harness the potential of this powerful tool.



Gary Morgan is a Certified Master Candidate of The Leadership Challenge, co-developer of the Student Leadership Challenge training programs, and founder of the Student Leader Excellence Academy.

Getting the Most Out of the Student Leadership Practices Inventory Report *Cornell*

Are your students getting the most out their Student LPI Report? Are you looking for ways to better prepare yourself to debrief reports with them—to make that conversation as productive, enriching, and transformative as it can be? If you have ever received feedback on your behavior, you know how uncomfortable and emotionally jarring the process can be. You also know it can be challenging to be the one delivering the feedback. But it doesn't need to be. In this session, you will learn the ways to best prepare yourself to discuss students' LPI scores with them, advice on navigating the emotional and challenging intricacies of that conversation, and ways to ensure your students truly understand, embrace, and learn from their feedback.



Beth High is a Certified Master for The Leadership Challenge, co-developer of the Student Leadership Challenge training programs and President of High Road Consulting.

2:30-3:45pm Vendor Expo, Product Demo Showcase, and Kouzes and Posner Book Signing *2nd Floor Pre-Function Lobby*

3:45-5:00pm General Session *Metropolitan I & II*

Sponsored by Meridian Leadership Institute

JONAH SACHS

The Story of Leadership

Stories inspire us, encourage us, and support us in our belief that extraordinary achievement is possible and no one is more qualified to provide insight about the importance of storytelling to leadership than Jonah Sachs. As creator of such legendary videos as *The Story of Stuff*, he showed the world that stories are powerful tools for moving people to action.



In his session, Jonah will illustrate that storytelling is a tool everyone can use to encourage your audience to reach higher. He will explore the foundation of storytelling in mythology, neurology, and psychology and how these archetypes can speak to a contemporary audience empowered by digital and social media. Conveying practical tricks for grabbing and holding attention, this keynote will help you leverage the power of stories in your own work to move minds to achieve the extraordinary.

JONAH SACHS is an internationally recognized storyteller, author, designer and entrepreneur. As the co-founder and creative director of Free Range Studios, Sachs has helped hundreds of social brands and causes rise above the media din with breakthrough campaigns. His video work has brought key social issues to the attention of more than 60 million viewers and his interactive work has three times been honored with "Best Of" awards at the standard-setting South By Southwest digital festival. His new book, *Story Wars*, is published by Harvard Business Review Press.

5:00-5:20pm Jonah Sachs Book Signing *2nd Floor Pre-Function Lobby*

6:00-8:00pm Networking Cocktail Reception *Ducca Restaurant*

Sponsored by Leadership Mechanics

Jim & Barry... Thanks for the Ride!



Manifesting Collaboration
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FRIDAY, JULY 27th DETAILED AGENDA

7:00-8:30am Breakfast *Ducca Restaurant*

8:30-9:30am General Session *Metropolitan I & II*

Sponsored by International Leadership Associates

HARRY KRAEMER **From Values to Action**



Today's business environment demands values-based leaders who, in "doing the right thing," deliver outstanding and lasting results. But "if you are not self-reflective, how can you know yourself? If you do not know yourself, how can you lead yourself? If you cannot lead yourself, how can you lead others?" asks Harry Kraemer, Kellogg School professor and former chairman and CEO of Baxter International, Northwestern University. In this thought-provoking keynote, Kraemer identifies self-reflection as the first of four central principles that guide leaders to make choices that honor their values, and candidly recounts stories of how these principles helped him navigate some of the toughest challenges he faced in his career as a leader and teacher.

HARRY M. JANSEN KRAEMER JR. is the author of *From Values to Action: The Four Principles of Values-Based Leadership* and a professor of management and strategy at Northwestern University's Kellogg School of Management, where he has been voted the Kellogg School Professor of the Year. The former chairman and chief executive officer of Baxter International Inc., a multibillion-dollar global health care company, Kraemer is currently an executive partner with Madison Dearborn Partners, one of the largest private equity firms in the United States.

9:30-9:50am Harry Kraemer Book Signing and Break
2nd Floor Pre-Function Lobby

9:50-10:35am Experiential Activity Sessions

A repeat of Thursday's Experiential Activity Sessions, this breakout time offers you an opportunity to choose one of The Five Practices of Exemplary Leadership for deep exploration. Participate in focused hands-on activities, led by experienced facilitators, that you can take away and apply immediately when you return to your work. See page 12 for details.

10:35-10:45am Break *2nd Floor Pre-Function Lobby*

10:45-11:45am General Session *Metropolitan I & II*

Sponsored by Diversity Leadership Consultants

PATRICK LENCIONI **The Master Storyteller**



Who better to speak on storytelling than the master storyteller himself, Patrick Lencioni. Drawing on his experiences authoring best-selling books, Pat will share how he imparts wisdom with a dash of humor through his storytelling craft. He will walk the audience through how he develops his stories and characters based on real-life examples, how he uses storytelling in his consulting work, and how you can use the same principles in your leadership development efforts.

Patrick Lencioni is founder and president of The Table Group, a firm dedicated to providing organizations with tools and services that improve teamwork, clarity, and employee engagement. The wide-spread appeal of his work has yielded a diverse base of clients, including a mix of Fortune 500 companies, professional sports organizations, the military, and non-profits. Lencioni is the author of ten best-selling books. After ten years in print, his book *The Five Dysfunctions of a Team* continues to be a weekly fixture on best-seller lists. His latest book is *The Advantage: Why Organization Health Trumps Everything Else in Business*.

11:45-12:15pm Patrick Lencioni Book Signing
2nd Floor Pre-Function Lobby

12:00-1:15pm Lunch *Metropolitan III*

1:15-2:30pm Case Study Breakout Sessions

Leading Through Change with The Leadership Challenge *Olympic*

Discover how The Leadership Challenge recently helped one organization successfully navigate one of the most significant challenges in its history. Shortly after senior leadership participated in the Leadership Challenge workshop, Citizens Energy Group in Indianapolis embarked on a huge undertaking, the acquisition of the city's water and wastewater assets. The integration of multiple utilities called for extraordinary leadership during a time of uncertainty and change. This case study demonstrates how the Five Practices of Exemplary Leadership and Leadership Practice Inventory (LPI) behaviors provided a context through which the leaders of Citizens Energy Group drove a successful integration and continue to keep the company on course as it embarks on its new future.



Jodi Underwood is the Director of Human Resources at Citizens Energy Group.



Sandy Dean is an Organizational Development Consultant at Citizens.

Leadership Under the Umbrella: The Leadership Challenge as a Catalyst for Culture Shift at Travelers *Metropolitan I & II*

In an era of tougher competition and rigorous cost controls, maximizing productivity requires effective teamwork and engagement of all employees. Learn what led the Travelers Insurance Company to decide to offer The Leadership Challenge to all 5,000 Travelers leaders in the next three years. This session will cover the business case made for this large endeavor and the culture shifts expected. You will hear about the tools and techniques they used, including an outline for the alumni refresher programs, HR program overviews, sustained learning offerings, level three evaluation surveys, Travelers' leadership competencies alignment, integration of Travelers' diversity and inclusion principles, and more.



Fred Colon is Vice President - Enterprise Leadership & Organization Development & Talent Management at the Travelers Insurance Company.



Deb Clifford is 2nd Vice President - Enterprise Leadership & Organization Development and program manager for The Leadership Challenge at the Travelers.

From Theory to Action: A Campus-Wide Experiential Approach to Student Leadership Development

Cornell

We all know that exemplary leadership practices can be taught, but for real impact, they also need to be put into practice. Are you looking for ways to expand leadership development from the classroom out into the community or across your campus? This workshop will provide you with tips and activities you can use to incorporate the Student Leadership Challenge into co-curricular initiatives, first year seminars, and academic programs. Through the stories of



her experiences at the University of Mary, America's Leadership University, Cheryl Kalberer will provide specific strategies and exercises that will help you integrate the Student Leadership Challenge directly into experiential education. Take the next step and create a Student Leadership Challenge culture across your campus!

Cheryl Kalberer is Director of the Emerging Leaders Academy and Title III and Advising Center Director at the University of Mary, Bismarck, North Dakota.

Developing Youth through Curriculum and Coaching with The Student Leadership Challenge

Commonwealth

Looking for practical insights and an international perspective for working with youth using The Student Leadership Challenge? Discover how a multi-year, cascading curriculum can be integrated with life coaching to enhance the development of leadership skills in teenagers. Ian Tan and Melvin Chia share their experiences and outline the strategies they successfully followed in partnerships with schools and educational institutions at Lifeskills Enrichment, an educational and training organization in Singapore. You will take away many useful pedagogical tools and methods for implementing The Five Practices in varied contexts.



Ian Tan is the Chief Enabling Officer of Lifeskills Enrichment Pte Ltd.



Melvin Chia is the Principal Consultant of Lifeskills Enrichment Pte Ltd.



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PLATINUM

Sonoma Leadership Systems provides a dynamic range of integrated training programs, coaching, courseware, e-learning solutions, and implementation tools designed to inspire and develop exemplary leaders and teams at every level of your organization. We are the #1 provider of The Leadership Challenge and consulting partner for The Five Dysfunctions of a Team. With our highly experienced, global network of master consultants, coaches and trainers, Sonoma Leadership Systems ensures that you have access to the best leadership and executive team development specialists in the world. Visit with us at www.SonomaLeadership.com, ask@sonomaleadership.com or 707.933.3882.



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International Leadership Associates is a Cincinnati-based leadership development and consulting firm dedicated to working with individual leaders, teams, and organizations to inspire commitment and help produce extraordinary results. We have delivered The Leadership Challenge Workshop in a variety of formats and venues for over 20 years to medium and large firms in a number of industries including retailing, financial services, telecommunications, healthcare, technology development and state and federal government. Please visit www.i-lead.com for more information.



Diversity Leadership Consultants believe that the best organizations and leaders of today and the future are those who create an environment where all people can do their best work. . . not regardless of their differences, but because of their differences. Helping to create these inclusive environments is what we're all about: where every person is engaged in organizational improvement through not just acceptance of differences but through celebration of differences. We accomplish this through a multitude of training workshops and we specialize in The Leadership Challenge Workshop to complete leadership skill-building. We have a team of facilitators who have all had a great deal of experience delivering high quality multi-day workshops, coaching and organizational improvement. Visit us at www.diversityleadershipconsultants.com to find out all we have to offer.



Leadership Mechanics is a professional Leadership Development firm, specializing in designing development strategy utilizing the evidence and research of The Leadership Challenge. With experience and applications beginning in 1995, Leadership Mechanics has documented strategy outcomes of: elevated revenue, Customer satisfaction, employee satisfaction, and reduced employee turnover rates, as well as best place to work designations. Global application experience includes: Switzerland, Egypt, Argentina, China, Singapore, New Zealand, Canada, and Mexico. Client base includes a wide variety of Industry, Government, Educational, Health Care, and nonprofit organizations.



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GOLD

At **Third Eye Leadership**, our focus is on the implementation of the language of leadership - inspired by The Leadership Challenge® and The Five Practices of Exemplary Leadership® - that enables leaders to see the possibilities in themselves and others. We are experts in the Leadership Practices Inventory® and interpret both individual and organizational data to create rich experiences and long-lasting results from The Leadership Challenge Experience. Each organization has unique needs, and we customize our work with every client to meet their specific business challenges. We have a track record of helping organizations improve quality, employee engagement, and bottom-line performance. Third Eye Leadership - Inspiring Organizational Strength With Courage & Vision. Explore more about us at www.thirdeyeleadership.com or by contacting us at inspiring@thirdeyeleadership.com and 317.603.3333. Managing Partners, Jo Bell & Renee Harness.



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SILVER

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BRONZE

Angie Chaplin Leadership Partners equip and strengthen leaders at all levels in businesses, organizations and academic institutions to achieve personal bests through practical, research-based products and services delivered with charisma, compassion, and competence. As The Leadership Challenge's only Certified Master Facilitator in Midwest, Angie Chaplin has worked with hundreds of leaders in public and private sectors. A DISC-certified administrator, analyst, and distributor, Angie Chaplin aligns a leader's behavioral tendencies with the Leadership Practices Inventory for a bigger picture of the leader's strengths and opportunities for growth. To learn more, visit www.angiechaplin.com. For connection and conversation, contact Angie Chaplin at angie@angiechaplin.com, phone 319-352-2377 or cell 319-239-0750. Lead on!





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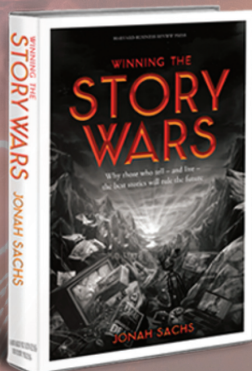
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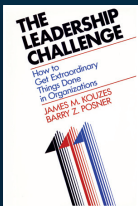
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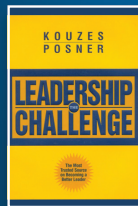
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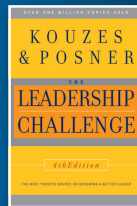
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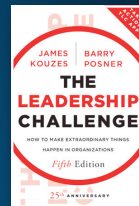
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