



# FORUM 2014

NEW ORLEANS, LOUISIANA • JUNE 19-20

JW MARRIOTT NEW ORLEANS

Leading Change  
from New Orleans and  
Around the World

PROGRAM

Integrus helps you

**MAXIMIZE THE RESULTS**

of The Leadership Challenge®



Save time & money by ordering your LPIs online.



Learn new techniques for driving higher levels of employee engagement.



Optimize the results of your process improvement and other change initiatives.



Extend TLC's reach to every employee in your organization.



Get access to workshops, e-learning, virtual training and more.

Learn more about innovating & invigorating your TLC efforts by scanning the QR code or visiting [IntegrusPA.com/TLC14](http://IntegrusPA.com/TLC14)





Dear Friends,

Welcome to The Leadership Challenge Forum 2014! Thank you for taking the time to join us in Leading Change from New Orleans and Around the World. Inspired by our host city, we've built a learning experience that takes cues from its triumphant rebirth and distinct local culture. Over the next two days, you will have the opportunity to learn from some of the best and the brightest in The Leadership Challenge community.

In particular:

We will address how challenges spur leaders to perform at their personal best, as put forth in our new short-form book, *Turning Adversity into Opportunity*, a copy of which each attendee will receive.

Hear from our stellar keynoters who have unique insights into the practice of Challenge the Process and leadership in general—courage-building expert Bill Treasurer and change management author Jennifer Robin.

Laissez les bon temps rouler at our Networking Night in the I-Club.

Whether case study, skill-building, or activity, we hope you take advantage of all concurrent session programming to learn from each other's experiences and come away with actionable ideas to drive change in your own work.

Join us for the closing general session--the first-ever New Orleans-style jam session inspired by The Leadership Challenge.

We hope this year's Forum will inspire you to embrace the chance to make a difference. We thank you for all that you do.

Love 'em and Lead 'em,



**Jim Kouzes and Barry Posner**

Authors, *The Leadership Challenge*



## Table of Contents

GENERAL INFORMATION	4-5
SCHEDULES	7-8
DETAILED AGENDA	11-27
SPONSORS	29-31

## GENERAL INFORMATION

### Information Desk

Pre-conference and Forum information can be found on the second floor bridge at the top of the lobby stairs near the Ile de France Foyer. The desk will be staffed at the following times:

Mon. June 16	7:00pm–8:00pm
Tues. June 17	7:00am–9:00am
Wed. June 18	7:00am–9:00am and 4:00pm–7:00pm
Thurs. June 19	7:00am–5:30pm
Fri. June 20	7:00am–5:00pm

### Meals

Your conference registration includes continental breakfast, lunch both days, and admission to the Thursday evening Cocktail Reception. Continental breakfast will be served from 7:30-8:30am both days in Ile de France III. Lunch will be served from 11:45am-1:30pm on Thursday and 11:30am-1:00pm on Friday in Ile de France, I, II, & III. The Networking Cocktail Reception on Thursday will take place from 6:00-8:00pm at the I-Club.

### Bookstore

The Forum bookstore will be open all day Thursday and Friday from 7:30am to 5:00pm, except during general and breakout sessions.

### Expo

Visit our sponsor exhibits in the Ile de France Foyer to learn more about their products and services. The expo will be open Thursday and Friday from 7:30am to 5:00pm, except during general and breakout sessions.

### Community Building

Please join us in the Ile de France Foyer Thursday 9:45am-10:30am and Friday 9:30am-10:15am to visit our sponsor booths, browse our bookstore, participate in Clean the World, and chat with like-minded leadership development professionals.

### Presentations

Select presentation materials will be available at [www.leadershipchallengeforum.com](http://www.leadershipchallengeforum.com) approximately one week after the Forum.

### Stay Connected!

Our social media team will be live-tweeting, blogging, and posting inspiring moments as they happen. Please join us by posting your own Forum highlights and tag “The Leadership Challenge” on Facebook posts and use the Twitter hashtag “#TLCForum14.”



@tlctalk and @jimkouzes use #tlcforum14



[www.facebook.com/kouzesposner](http://www.facebook.com/kouzesposner)



Join The Leadership Challenge Group

### Book Signings:

Book signings will be held after each Keynote during our Community Building time in the Ile de France. You will have the opportunity to purchase and have books signed by Jim Kouzes and Barry Posner, Thursday from 9:45am-10:30am, by Bill Treasurer, Thursday from 5pm-6pm, and by Jennifer Robin, Friday from 9:30am-10:15am.

### “Ask an Expert” Consultations

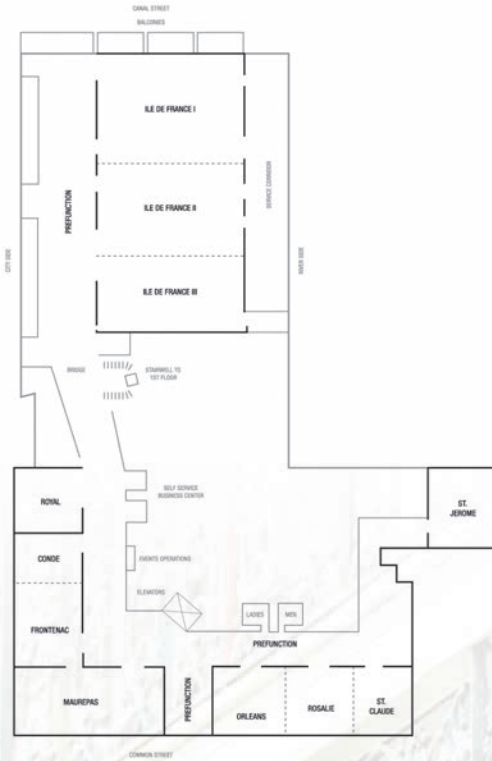
We have recruited a handful of individuals who have been working with The Leadership Challenge® for many years in many different settings to meet with Forum attendees who request an appointment in advance to discuss their individual interests, questions, and challenges. During the registration process, 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.

### Clean the World

The Leadership Challenge Forum is proud to partner with Clean the World Foundation. Since 2009, Clean the World has been leading the Global Hygiene Revolution to distribute recycled hotel soap and hygiene products to the people who need them most. To date, Clean the World has distributed more than 17 million bars of soap in 96 countries. More than 2,000 hotels participate in the recycling program.

Forum attendees will have the opportunity to contribute to this cause by assembling hygiene kits for the homeless and families in transition throughout North America.

## Hotel Map



## The Leadership Challenge Forum Planning Team



**Lisa Shannon**

Forum Master of Ceremonies  
VP & Director, Brand Management  
lshannon@wiley.com



**Marisa Kelley**

Forum Program Director  
The Leadership Challenge  
Product Manager  
mkelley@wiley.com



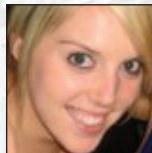
**Tolu Babalola**

Forum Marketing Director  
Marketing Manager  
tbabalola@wiley.com



**Kelsey Anderson**

Forum Hospitality Director  
Events Specialist  
kanderson@wiley.com



**Jessica Porterfield**

Forum Director  
Marketing & Events Specialist  
jporterfie@wiley.com



**William Hull**

Associate Director of Business  
Development  
The Leadership Challenge  
whull@wiley.com





Cultivating a Well-Led World,  
One Leader at a Time



**SonomaLeadership**  
SYSTEMS

a leading global provider of The Leadership Challenge®



Sonoma Leadership Systems works with organizations to build high performing leadership cultures with The Leadership Challenge and LPI.

[www.SonomaLeadership.com](http://www.SonomaLeadership.com) (707) 933-3882 [ask@sonomaleadership.com](mailto:ask@sonomaleadership.com)

## SCHEDULE AT-A-GLANCE, THURSDAY, JUNE 19

<b>7:30–8:30am</b> ILE DE FRANCE III	<b>Continental Breakfast</b>
<b>8:30–8:45am</b> ILE DE FRANCE I & II	<b>Welcome</b> LISA SHANNON, FORUM MASTER OF CEREMONIES
<b>8:45–9:45am</b> ILE DE FRANCE I & II	<b>Opening Session</b> <i>Sponsored by Sonoma Leadership Systems</i> Turning Adversity into Opportunity   JIM KOUZES AND BARRY POSNER
<b>9:45–10:30am</b> ILE DE FRANCE FOYER	<b>Community Building &amp; Jim Kouzes and Barry Posner book-signing</b>
<b>10:30–11:45am</b> MAUREPAS  ORLEANS/ROSALIE/ ST. CLAUDE  ST. JEROME  CONDE/FRONTENAC	<b>Case Study Breakout Sessions</b> <ul style="list-style-type: none"> <li>Keep Climbing: How to Leverage The Leadership Challenge to Support a High Performance Leadership Culture   JOSIAS A. ALEMAN</li> <li>Leadership Development in a Changing Environment: Evolving Programs to Achieve Outcomes   ANDREA MOORE and DANA THUENEMANN</li> <li>Challenging the Status Quo: Tracking the Change in Our Island Community   MASON CHOCK and CHAR RAVELO</li> <li>Between a Rock and a Hard Place: How to Develop Values-based Leaders Who Are Committed to Serving Public Values   BETH HIGH and DONNA WARNER</li> </ul>
<b>11:45am–1:30pm</b> ILE DE FRANCE I, II, & III	<b>Lunch</b>
<b>1:30–2:30pm</b> ORLEANS/ROSALIE/ ST. CLAUDE  MAUREPAS  CONDE/FRONTENAC  ST. JEROME	<b>Skill-Building Breakout Sessions</b> <ul style="list-style-type: none"> <li>How Sustaining The Five Practices Leads to Culture Impact   BRENT CARTER and STEVE COATS</li> <li>A Great Organization Made Simply: Lessons from a D-Student (Disney, DaVita and Duke)   BILL SHANNON</li> <li>Generational Leadership—Building a Collaborative Workspace for Five Generations   LIZ CLOUD and DR. JACKALYN RAINOSEK</li> <li>Growing Your Business with The Leadership Challenge®   KJ JENISON and JILL SCHELLENBERGER</li> </ul>
<b>2:30–2:45pm</b> ILE DE FRANCE FOYER	<b>Break</b>
<b>2:45–3:45pm</b> ORLEANS/ROSALIE/ ST. CLAUDE  MAUREPAS  CONDE/FRONTENAC  ST. JEROME	<b>Skill-Building Breakout Sessions</b> <ul style="list-style-type: none"> <li>OUCH! That Stereotype Hurts: Integration of Diversity and Inclusion into The Leadership Challenge® Workshop   LESLIE AGUILAR and STEPHEN HOEL</li> <li>Values Based Leadership: Life on Purpose   MARK FERNANDES</li> <li>Presenting The Leadership Challenge to Global Audiences   GRAHAM MOORE</li> <li>New Audiences for Your Expertise: Leveraging Your Experience with The Leadership Challenge to Grow Next Generation Leaders   AMANDA ITLIONG and GARY MORGAN</li> </ul>
<b>3:45–4:00pm</b> ILE DE FRANCE FOYER	<b>Break</b>
<b>4:00–5:00pm</b> ILE DE FRANCE I & II	<b>General Session</b> <i>Sponsored by Diversity Leadership Consultants</i> Courageous Leadership   BILL TREASURER, CEO GIANT LEAP CONSULTING
<b>5:00–6:00pm</b> ILE DE FRANCE I & II	<b>Break &amp; Bill Treasurer book-signing</b>
<b>6:00–8:00pm</b> I-CLUB	<b>Networking Cocktail Reception</b> <i>Sponsored by Integris Performance Advisors</i>

## SCHEDULE AT-A-GLANCE, FRIDAY, JUNE 20

<b>7:30–8:30am</b> ILE DE FRANCE III	<b>Breakfast</b>	
<b>8:30–9:30am</b> ILE DE FRANCE I & II	<b>General Session</b> No Excuses   JENNIFER ROBIN, AUTHOR OF NO EXCUSES & THE GREAT WORKPLACE	<i>Sponsored by Ecstasis Consulting</i>
<b>9:30–10:15am</b> ILE DE FRANCE FOYER	<b>Community Building &amp; Jennifer Robin book-signing</b>	
<b>10:15–11:30am</b> ST. JEROME ORLEANS/ROSALIE/ ST. CLAUDE  MAUREPAS  CONDE/FRONTENAC	<b>Case Study Breakout Sessions</b> <ul style="list-style-type: none"> <li>• A Healthcare Model for Caring Leadership   JUDY MCDOWELL</li> <li>• Leadership At All Levels - How Washington State is Using The Leadership Challenge® to Drive A Cultural Transformation   BRETT COOPER and DARRELL DAMRON</li> <li>• Accelerating Innovation with The Leadership Challenge®   GEORGE HINES and MELISSA LANIER</li> <li>• Utilizing Outsight to Challenge the Process   MISSY MAKANUI</li> </ul>	
<b>11:30am–1:00pm</b> ILE DE FRANCE I, II, & III	<b>Lunch</b>	
<b>1:00–1:45pm</b> MAUREPAS ST. JEROME  ORLEANS/ROSALIE/ ST. CLAUDE	<b>Activity Breakout Sessions</b> <ul style="list-style-type: none"> <li>• "I Accept Your Challenge..." Activities that Teach   GORDON HOUSTON</li> <li>• Mindful Leadership for Challenging the Process: Paying Attention in a World of Distractions   HOLLY SEATON</li> <li>• Improve Your Workshop: New Tools &amp; Techniques for Challenging the Process   EVANS KERRIGAN and TRACY O'ROURKE</li> </ul>	
<b>1:45–2:00pm</b> ILE DE FRANCE FOYER	<b>Break</b>	
<b>2:00–2:45pm</b> ST. JEROME  MAUREPAS  ORLEANS/ROSALIE/ ST. CLAUDE	<b>Activity Breakout Sessions</b> <ul style="list-style-type: none"> <li>• Be the First to Know – All About EPIC, Beta-testing, and a Next Generation LPI®   HOLLY ALLEN and JIDANA JAMES</li> <li>• Win as Much as You Can—A Real World Simulation   RENEE HARNES and TOM PEARCE</li> <li>• Aligning Personal and Organizational Values   STEVE HOUCHIN</li> </ul>	
<b>2:45–3:00pm</b> ILE DE FRANCE FOYER	<b>Break</b>	
<b>3:00–4:00pm</b> ILE DE FRANCE I & II	<b>Closing Session</b> Jazz it Up!   LELAND RUSSELL, CRAIG CORTELLO, and MATT LEMMLER	





Perhaps you joined us for  
The Leadership Challenge®  
Pre-Conference Workshop

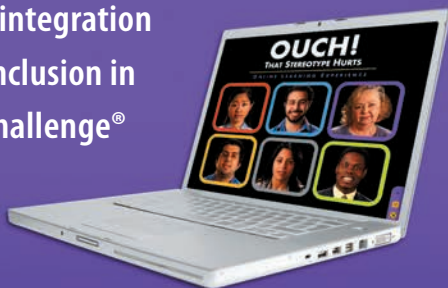
Join us for an exciting one-hour breakout session!

## Ouch! That Stereotype Hurts



Thursday  
June 19  
1:30 – 2:30

Enjoy meeting Stephen Hoel, Certified Master of The Leadership Challenge®, and Leslie Aguilar, author of the best-selling Ouch! series, as they demonstrate the integration of diversity and inclusion in The Leadership Challenge® Workshop.



Don't miss this interactive skill-building session!

Join us!



And we invite you to join two Certified Masters of The Leadership Challenge® for a life-changing experience in the beautiful weather of Orlando, Florida.

Leadership Challenge Workshop

December 8 – 9, 2014

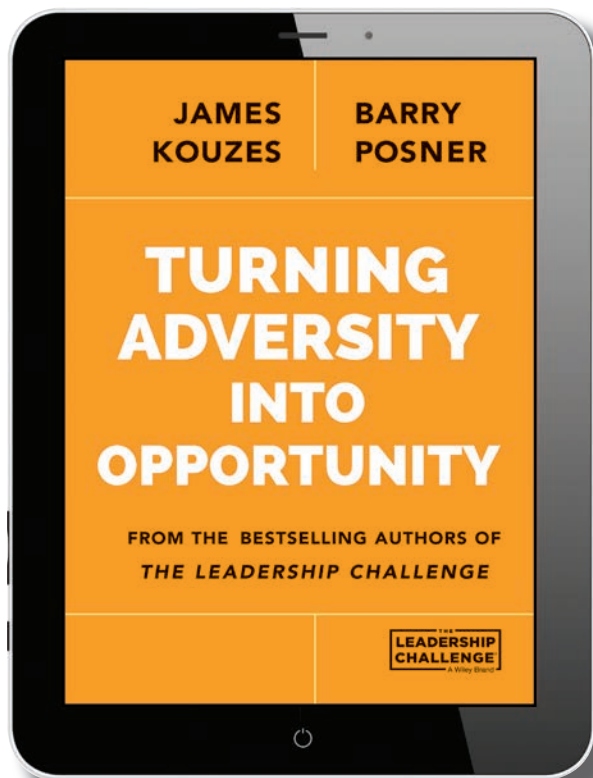
Facilitator Training

December 10 – 11, 2014

To learn more, please contact:

Stephen Hoel | 407.376.9228 | [www.StephenHoel.com](http://www.StephenHoel.com)

# New from Kouzes and Posner



*Turning Adversity Into Opportunity* reveals how leaders at any level can transform difficult circumstances into opportunities for growth and success. Kouzes and Posner offer a clear set of six actionable strategies, showing how extraordinary leaders navigate through uncertainty, hardship, disruption, transformation, transition, recovery, new beginnings, and other significant changes. Exemplary leadership disrupts the status quo, and Kouzes and Posner show how to awaken and pursue new possibilities and opportunities, no matter the circumstances.

 Available wherever books and e-books are sold.

The Leadership Challenge is a registered trademark of John Wiley & Sons, Inc.



**7:30–8:30am**

ILE DE FRANCE III

### Breakfast

**8:30–8:45am**

ILE DE FRANCE I & II

### Welcome

**Lisa Shannon, Forum Master of Ceremonies**

**8:45–9:45am**

ILE DE FRANCE I & II

### Opening Session

**Jim Kouzes and Barry Posner**

#### Turning Adversity Into Opportunity

Turbulent. Disruptive. Chaotic. Unexpected. Unpredictable. Changing. These words have come to define what normal means these days. They also define the circumstances that demand leadership. In their over three decades of research, Jim Kouzes and Barry Posner, the bestselling authors of *The Leadership Challenge*, have asked thousands of leaders to describe their personal-best leadership experiences, and across the board, people say their greatest moments arise out of the most difficult periods of their lives. Challenge is the defining context for leadership.

In this dynamic and engaging keynote, Jim and Barry will reveal how leaders at any level can transform difficult circumstances into opportunities for growth and success. They will offer six actionable strategies, showing how exemplary leaders turn adversity into opportunity and how they strengthen resilience and fully engage people during uncertainty, disruption, transition, recovery, new beginnings, and other significant challenges.

As a leadership development professional, your takeaways from this keynote will help you guide leaders to embrace the chance within any challenge to make a real difference.



**Jim Kouzes** is the Dean's Executive Fellow of Leadership, Leavey School of Business at Santa Clara University. **Barry Posner** is Accolti Professor of Leadership and former Dean (1997-2009) of the Leavey School of Business, Santa Clara University. Kouzes and Posner are the authors of *The Leadership Challenge*, *Credibility*, *The Truth About Leadership*, *A Leader's Legacy*, *Encouraging the Heart*, and *The Student Leadership Challenge*, among many other works. They also developed the highly acclaimed LPI: *Leadership Practices Inventory*.

Sponsored by **Sonoma Leadership Systems**



## 9:45–10:30am Community Building

ILE DE FRANCE FOYER

**Community** com·mu·ni·ty(noun)

*A group of people with a common background or with shared interests within society.*

The Leadership Challenge community gives you the opportunity to connect and network with like-minded professionals as we learn how to become and develop better leaders. Please join us in the Ile de France Foyer for a Jim and Barry book-signing, to visit our sponsor booths, browse our bookstore, participate in Clean the World, and chat with like-minded leadership development professionals.

## 10:30–11:45am Case Study Breakout Sessions

Presenters will share a story featuring practical and concrete examples of how an organization is putting The Leadership Challenge to work. The ups and downs and lessons learned in your organization's leadership journey will be of particular interest.

### Keep Climbing: How to Leverage The Leadership Challenge to Support a High Performance Leadership Culture

MAUREPAS

The case study focuses on how the Federal Reserve Bank of Kansas City utilized the concepts espoused in *The Leadership Challenge* to build on its reputation for developing great leaders. Specifically, the organization adopted The Five Practices and 30 LPI behaviors outlined in *The Leadership Challenge* as its formal leadership expectations for all members of management and integrated these concepts into performance management, leadership succession, and employee development processes. The case study discusses lessons learned and provides practical tips for leveraging *The Leadership Challenge* to promote a high performance leadership culture.



**Josias A. Aleman** serves as Vice President of Human Resources at the Federal Reserve Bank of Kansas City. He joined the Bank in 1994 and has held various staff and management positions throughout the organization. Josias holds a B.B.A. degree in Economics and an M.B.A. with an emphasis in Finance and Human Resources from the University of Oklahoma. He also is a graduate of the Stonier Graduate School of Banking.

### Leadership Development in a Changing Environment: Evolving Programs to Achieve Outcomes

#### ORLEANS/ROSALIE/ST. CLAUDE

CenturyLink Technology Solutions' senior/mid-level leadership program, based on The Leadership Challenge®, continues to achieve results amid tremendous organizational change. Keys to success include using The Five Practices to solve real business issues. Other components, including practical exercises, virtual "renewal" sessions, and accountability partners, have also evolved since the program first began. The results speak for themselves. After four years of pre- and post-LPI data, scores have increased 4% overall, with those participants showing improvement averaging a 23% increase. Participants have achieved higher goal and competency performance ratings than non-participants, and employee engagement survey scores related to leadership have increased yearly.



**Andrea Moore**, of FlashPoint, is a highly rated speaker and facilitator who brings expertise, energy, and excitement to her presentations and project work. She has supported leadership

development and coaching initiatives at a number of national clients; through her work, executives and managers have demonstrated measurable performance improvements and goal achievement.



**Dana Thuenemann**, of CenturyLink, has over 20 years of experience in learning, leadership, and organizational development in a variety of industries, including high tech, pharmacy benefit management, telecommunications, retail, and food and beverage. At CTS she is responsible for the enterprise global leadership development strategy for emerging, front-line, mid-level, and senior-level leaders, as well as for succession planning.

### Challenging the Status Quo: Tracking the Change in Our Island Community

#### ST. JEROME

A private non-profit/for-profit partnership between Leadership Kauai and Kupu A'e is focused on positive community growth for the island of Kauai through leadership development. Since 2004, The Leadership Challenge has been utilized on the island of Kauai as the foundation for developing leadership behaviors needed in the 21st Century. We believe the outreach of this collaboration is beginning to affect the culture and mindset of the systems in which our graduates work and the community they live. In 2007, we began tracking the LPI®: Leadership Practices Inventory results of our marquee annual leadership program and this session will relay our results.



**Mason Chock** is the President of Kupu A'e, a Certified Facilitator of The Student Leadership Challenge and a Certified Master Facilitator of The Leadership Challenge.



**Char Ravelo** is the Executive Director of Leadership Kauai and the Publisher of Inspiration Journal.

## DETAILED AGENDA - THURSDAY, JUNE 19

### Between a Rock and a Hard Place: How to Develop Values-based Leaders Who Are Committed to Serving Public Values

CONDE/FRONTENAC

How do you support the development of values-based leadership for those who are committed to public values? How do you help those who have committed to public service but want to have influence and their own voice? This session reviews the Legacy Leadership program and its growth over the last 3 years in the state of North Carolina: its 15-month format, its integration of traditional competencies and The Five Practices of Exemplary Leadership® model, and its focus on the challenges and rewards of public service.



**Donna Warner**, Director of Local Elected Leaders Academy at the University of North Carolina School of Government, specializes in leadership education

and training for elected officials and public managers, board development, retreat planning and facilitation, and strategic planning.



**Beth High** is the President of HighRoad Consulting, a leadership development company focused on innovative approaches to developing leaders using

The Leadership Challenge.

### 11:45am–1:30pm Lunch

ILE DE FRANCE I, II, & III

### 1:30–2:30pm Skill-Building Breakout Sessions

**Presenters will offer insight into a particular process or technique that they have successfully employed in support of The Leadership Challenge.**

#### How Sustaining The Five Practices Leads to Culture Impact

ORLEANS/ROSALIE/ST. CLAUDE

Over the past several years, Fifth Third Bank of Cincinnati has gone through a purposeful and significant shift in culture, with The Five Practices of Exemplary Leadership® being a key cornerstone of this movement. During this session, we will share many of the intentional steps the Bank has taken – and continues to take – to reinforce the importance of The Five Practices, and sustain the lessons and application of them. Attendees will leave with a variety of new ways to think about – and options for more directly aligning – their leadership development efforts with the strategic growth and success of the business.



**Brett Carter** is a seasoned developer of senior leaders and executives. He has facilitated a multitude of Leadership Challenge programs at three different

companies and has coached scores of leaders on The Five Practices to improve their effectiveness.



**Steve Coats** is a long-time certified master of The Leadership Challenge, having worked with the material extensively since 1987. Steve is co-owner of International

Leadership Associates, who continues to develop, coach and mentor aspiring leaders from the high school classroom to the organizational boardroom.



### A Great Organization Made Simply: Lessons from a D-Student (Disney, DaVita and Duke)

#### MAUREPAS

A story of three well-known, respected brands—three powerful, leadership-based cultures—each learned that their processes and successes begin with beliefs. Then, each identified the need for alignment and an insistence that leaders Model the way, Challenge and Enable others, and recognize achievement. Each organization, despite markedly different missions and clientele, learned, then innovated ways to adapt The Leadership Challenge® principles and practices. In this session, Bill will share his involvement and observations in helping build and fortify cultures, and a straightforward outline of key ingredients for operationalizing organizational alignment.



**Bill Shannon** is Director, Organizational Learning at Duke University's DCRI, (Duke Clinical Research Institute) at the School of Medicine. He spent twenty years at Disney including Walt Disney Imagineering, was part of the concept teams that created the Disney Institute, Wide World of Sports complex, Celebration Health Hospital, and consulted with Disney corporate partners and clients worldwide. He was SVP and Chief Wisdom Officer at DaVita, a Fortune 500 health services company, and at Duke University has been a Visiting Scholar at the Fuqua School of Business, and held Director roles in the Health System, at Duke Hospital and School of Medicine.

### Generational Leadership—Building a Collaborative Workspace for Five Generations

#### ST. JEROME

Concerns have arisen in organizations about how to lead and work with five generations. The Student Leadership Challenge® program and the classic The Leadership Challenge® program can provide a structure to create an approach to leading across these age groups. This can be combined with a generational approach, which provides knowledge about the personality, values, assets and liabilities, strategies for resolving conflicts, things that influence such as trends and events, key principles for motivating and developing employees, and establishing new structures and workspaces for employees for each of the five generations.



Dr. Jackalyn  
Rainosek



Liz Cloud

**Dr. Jackalyn Rainosek** and **Liz Cloud**, co-owners of Cloud-Rainosek & Associates, LP have over 40 years of knowledge and experience in working in Corporate America and public entities such as courts, police and sheriff departments. They are Certified Masters, who provide an exciting and positive perspective about working with and leading five generations.



**A.I.M. to have  
a BIG, EASY time  
at Leadership Challenge Forum 2014.**

*Welcome to  
New Orleans!*

# **4 “RULES” for a GREAT FORUM!**

- 1 ATTEND** with a Beginner's Mind
- 2 IMAGINE** creative ways to apply your learning
- 3 MOVE** to make a bigger impact!
- 4 Visit** our table and say, “HI!”

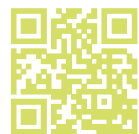
**ECSTASIS CONSULTING**  
*Change Leadership*

**Organization Development**

**Executive Coaching**

**Leadership Development**

**[ecstasis.com](http://ecstasis.com)**  
**+1 949 709 4102**



follow us

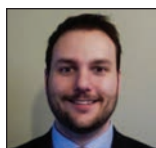




### Growing Your Business with The Leadership Challenge®

#### CONDE/FRONTENAC

As a consultant, you need to handle multiple aspects of your business aside from coaching and delivering content. This session will focus on three common consultant pitfalls to provide you with actionable methods for improving results to your target audience with The Leadership Challenge through effective proposal writing, event marketing, and successful inclusion of social media. Join us for an interactive skill-building session as we Challenge the Process in the ever-changing landscape of leadership consulting with The Five Practices of Exemplary Leadership®.



**KJ Jenison** is a Leadership Advisor with Integris Performance Advisors. Having collaborated in growing The Leadership Challenge from both a publishing and consulting viewpoint, his

expertise in effectively growing The Leadership Challenge with new audiences has produced solid results and helped build sustainable awareness and business growth. KJ is a Certified-Master-in-Training of The Leadership Challenge.



**Jill Schellenberger** is Director of Business Development with Loeb Consulting Group. As a proven business development and sales leader, Jill has consistently exceeded growth potential and goals in publishing, consulting and consumer product sales through a career that spans over 15 years.

**2:30–2:45pm**

**Break**

ILE DE FRANCE FOYER

**2:45–3:45pm**

**Skill-Building Breakout Sessions**

### OUCH! That Stereotype Hurts: Integration of Diversity and Inclusion into The Leadership Challenge® Workshop

#### ORLEANS/ROSALIE/ST. CLAUDE

In this session we will demonstrate how to integrate a diversity and inclusion model into the practice of Enable Others to Act. We will share our experience using the ground-breaking video and book, *Ouch! That Stereotype Hurts*, to build skills for responding when someone stereotypes or demeans others. This reinforces at least three of the LPI® behaviors: Develops Cooperative Relationships, Treats Others with Dignity and Respect, and Actively Listens to Diverse Points of View. This model is a powerful tool to help leaders communicate more effectively in a diverse world, building a more inclusive organizational culture.



**Stephen Hoel**, President of Diversity Leadership Consultants and a Certified Master of The Leadership Challenge, has delivered over 80 The Leadership Challenge

Workshops over the last 10 years to a multitude of public and private sector audiences of all levels. Stephen and his group of collaborative facilitators operate under the premise that the best and most effective organizations and leaders of today and the future are those that create an environment where everyone can do their best work, not regardless of differences but because of differences.



**Leslie Aguilar** is CEO of International Training and Development, LLC and author of *Ouch! That Stereotype Hurts* best-selling video, *Diversity & Inclusion* online

learning series, *Diversity Competencies Assessment*, and other diversity and inclusion resources. Leslie has facilitated diversity, inclusion and cultural competence workshops for over 20 years and provides customized learning solutions for a wide range of clients.



# TLC community, welcome to your online home.



Thanks to extensive research as well as ideas from colleagues like you, leadershipchallenge.com has been rebuilt from the ground up. Join us online to:

- Engage with TLC colleagues around the world
- Stay informed about new ideas and trends in leadership and training
- Be inspired by articles and videos from Jim and Barry and many others
- Carry on the conversation sparked by your Forum experience



[leadershipchallenge.com](http://leadershipchallenge.com)

The Leadership Challenge is a registered trademark of John Wiley & Sons, Inc.



### Values Based Leadership: Life on Purpose

#### MAUREPAS

The impetus for this session is Luck Companies 11 year journey as a Values Based Leadership organization. We define VBL as, "Living, working and leading in alignment with your core values, principles, beliefs and purpose to in turn ignite the extraordinary potential in those around you" and use it activate our values proposition of, "Doing good – making a difference in lives of our associates, is the best path to doing well – exceptional personal and business performance." VBL attends to leader behavior and is an excellent complement to The Leadership Challenge. This session will focus on how to operationalize VBL with The Leadership Challenge in any organization.



In this role as Chief Leadership Officer for Luck Companies, **Mark Fernandes** is responsible for driving the strategic direction of the company's mission to ignite human potential through Values Based Leadership (VBL), a philosophy and model that encourages employees to live, work and lead in alignment with their personal core values, principles, beliefs and purpose to in turn, ignite the extraordinary potential of those around them.

### Presenting The Leadership Challenge to Global Audiences

#### CONDE/FRONTENAC

What if your audience is not from corporate America? What if the delegates are not in the US? What if English isn't their first language and their culture is vastly different to the US? The opportunities to present The Leadership Challenge® globally are exciting and are growing and in this session you'll learn how to successfully present The Leadership Challenge to diverse audiences. The leadership styles in other countries are often very different – and yet many are the same – to those that we have been used to operating with. But for a successful outcome we need not only to be mindful but flexible – whilst still true to the process. This presentation will include video and examples of successful global workshop results.



**Graham Moore** is the first Certified Facilitator and the first Certified Master-in-Training of The Leadership Challenge® in the Middle East. Independently validated in 2009 as being in the top 1% of facilitators globally for delivering Learning Effectiveness.

### New Audiences for Your Expertise: Leveraging Your Experience with The Leadership Challenge to Grow Next Generation Leaders

#### ST. JEROME

This session, from two educators, and one who has trained on The Five Practices in the non-profit sector, will discuss how The Leadership Challenge professionals can consider bringing their expertise to other audiences such as students and youth. Perhaps you currently work as a professional trainer for a company and you are interested in training in your local schools or universities, or can find a business segment in community youth organizations such as Scouts, sports teams and 4-H, etc. The value of The Leadership Challenge is that it stands up in such a wide variety of situations and with so many different groups! This session will focus on strategies and approaches in coaching and action planning through the LPI: Leadership Practices Inventory to help you find the right approach and tools for a much different audience of leaders.



**Gary Morgan** is Manager of Digital Products and Services for Student Leadership at Wiley.



**Amanda Itliong** is Director of the Center for Student Leadership, Ethics & Public Service at North Carolina State University.

**3:45–4:00pm**

ILE DE FRANCE FOYER

**Break**

**4:00–5:00pm**

ILE DE FRANCE I & II

**General Session**

**Bill Treasurer**

### Courageous Leadership

Courage is the first virtue of organizational performance, because it's the lifeblood of leadership, entrepreneurship and innovation. In other words, it is vital to the practice of Challenge the Process. This session will provide practical strategies for building workforce courage so workers can become "opportunity seekers". Courage-building will be explained as a strategy for improving performance and counteracting the negative impacts of workplace fear. When everyone is working with more courage, the entire organization is transformed for the better. Research shows that courageous workers seek out leadership opportunities, step up to challenges, offer innovative ideas, passionately embrace change, and are more productive. In short, courageous workers get work done!

As a result of this session, you will:

- Understand why courage is a premier personal and professional virtue
- Learn about research on the debilitating impacts that fear has on performance
- Be able to differentiate between two different leadership dispositions, Fillers (encouragement) and Spillers (discouragement)
- Be versed in the distinct types of courage (TRY, TRUST, and TELL)
- Understand how to create an environment that supports courageous behavior



**Bill Treasurer** is a leadership expert and the originator of the new organizational development practice of courage-building. He is also the author of several books, including the international best-seller *Courage Goes to Work* and the recently released *Leaders Open Doors*. Bill is also the author of the off-the-shelf facilitator training program (published by Wiley), *Courageous Leadership: A Program for Using Courage to Transform the Workplace*.

Bill is the chief encouragement officer at Giant Leap Consulting (GLC), a courage-building company that helps people and organizations live more courageously. Bill has conducted more than five hundred corporate workshops designed to strengthen people's leadership skills and improve team performance. He has led workshops and webinars for such organizations as Accenture, UBS Bank, CDC, NASA, Center for Creative Leadership, U.S. Forest Service, CNN, Monster.com, SPANX, and the U.S. Department of Veterans Affairs. He is also serves as the board chair of Leadership Asheville, a community-based leadership program.

Sponsored by **Diversity Leadership Consultants**

**5:00–6:00pm**

ILE DE FRANCE FOYER

**Break & Bill Treasurer book-signing**

**6:00–8:00pm**

I-CLUB

**Networking Cocktail Reception**

Sponsored by **Integrus Performance Advisors**



# CELEBRATING TEN YEARS

THE LEADERSHIP CHALLENGE®  
AUTHORIZED SERVICE CENTER

"I have worked with the individuals from Fine Points Professionals for over two decades... they are an extraordinary group of highly reliable, detail-oriented, and client-centric professionals dedicated to making sure that your experience with the LPI is exceptional."

– Jim Kouzes, Co-Author of  
*The Leadership Challenge*

FINE POINTS.  
PROFESSIONALS Ltd.  
*Distinctive Client Care*

[www.finepointprofessionals.com](http://www.finepointprofessionals.com)



**Engaging Outcomes, Inc.** *combines two decades of Fortune 500 operational competence with a little bit of inspirational magic. We specialize in customized solutions to meet our clients' unique needs for individual leader and organizational development and performance with*

The Leadership Challenge® • Personality Type •  
Team Dynamics • Emotional Intelligence • Coaching  
• Skill Building • Cultural Transformation

---

*Join us in sunny Florida on December 8 & 9 for a 2-day  
The Leadership Challenge® Workshop*

**7:30–8:30am**

**Breakfast**

ILE DE FRANCE III

**8:30–9:30am**

**General Session**

ILE DE FRANCE I & II

**Jennifer Robin**

### No Excuses

Change is exhilarating, renewing, and developmental. Why, then, when we are faced with the opportunity to lead a positive change, is the first inclination is often to slow down, focus on obstacles, and make excuses? Leaders aiming to make their good workplaces into great ones will often talk first about the lack of commitment and resources, the push and pull of organizational demands, the limitations of their industry or functional area, organizational complexity or other legacy issues, and even the employees themselves as difficulties and obstacles to the work they know they can, should, and eventually will do. While excuse making is human, the ability to turn excuses into fuel is a fundamental leadership skill needed to Challenge the Process and lead change.

In this talk, author and Great Place to Work® Research Fellow Jennifer Robin will discuss practices from managers and leaders who have done just that, adopting mindsets and overcoming challenges to sustaining their great workplace. Participants will leave with a renewed commitment to moving from a good place to work to a great one, along with some helpful tips for getting (re)started on the journey.



**Jennifer Robin** is a management faculty member in the Foster College of Business at Bradley University. She teaches in undergraduate, MBA, and executive programs in the areas of leadership, organizational culture, and strategic human resources management. She has co-authored three books, a forthcoming book entitled, *No Excuses: How You Can Turn Any Workplace into a Great One*, *The Great Workplace: How to Build It, How to Keep It*, and *Why It Matters* (2011) and *A Life in Balance: Finding Meaning in a Chaotic World* (2006). Her many research interests include how employees form productive bonds with their organizations, and the behaviors required by leaders to build trust in their organizations.

Sponsored by **Ecstasis Consulting**

**9:30–10:15am**

**Community Building**

ILE DE FRANCE FOYER

**Community** com·mu·ni·ty(noun)

**A group of people with a common background or with shared interests within society.**

**The Leadership Challenge community gives you the opportunity to connect and network with like-minded professionals as we learn how to become and develop better leaders. Please join us in the Ile de France Foyer for a Jennifer Robin book-signing, to visit our sponsor booths, browse our bookstore, participate in Clean the World, and chat with like-minded leadership development professionals.**

## 10:15–11:30am Case Study Breakout Sessions

### A Healthcare Model for Caring Leadership

#### ORLEANS

Our Caring Leadership Model® blends the Caring Science work of Dr. Jean Watson and The Leadership Challenge® work of Drs. Kouzes and Posner. This is a case study of the work that has been completed by participants in our Caring Leadership Curriculum. This program includes 15 hours of coursework followed by a presentation of a project that demonstrates the integration of Caring Leadership into the participants' practice and their departments. We have been working with this model since 2007 and currently over 200 leaders have completed our program. This session will demonstrate outcomes from their work.



**Judy B. McDowell, MSN, RN** – Judy is currently Professional Practice Manager at Wake Forest Baptist Health; has over 30 years of healthcare administration experience and 10 years of professional education experience. Judy is original author of Caring Leadership Model® and has 2 articles published on this topic.

### Leadership Development in a Changing Environment: Evolving Programs to Achieve Outcomes

#### ORLEANS/ROSALIE/ST. CLAUDE

The Leadership Challenge is playing a key role in WA's effort to "reinvent government" and bring greater effectiveness, efficiency and accountability. This story is unique and relevant because The Leadership Challenge is being used as the foundation for a holistic culture change effort. This is not "The Leadership Challenge as a leadership program" but rather "The Leadership Challenge as how everyone in our organization should act." Over 1,000 leaders have been introduced to the model, and over 500 people have used the LPI®.

This story is particularly interesting and engaging because the state initially started their work using only tools from Lean Management. Since adding The Leadership Challenge, commitment levels to the initiative have increased substantially, and the early adopter agencies are experiencing excellent results.

Because the effort involves so many different state and local agencies, this case study will share many techniques that are being used to take TLC to "all levels". Examples include: using a combination of small- and large-group workshops, blending concepts with strategic planning sessions and process improvement projects, adding references into change management communications, distributing "thank you cards," facilitating a 12-month leadership development program that utilizes learning pods, webinars, online discussion groups and pre- and post-LPI assessment.



**Darrell Damron** is the strategic lead of the Governor's Results Washington office, a group charged with guiding the effort to bring greater efficiency,

effectiveness and accountability to government agencies throughout Washington.



**Brett Cooper** is Managing Partner of Integrus Performance Advisors. Integrus is using TLC concepts in innovative new ways to help clients build healthier organizations and

great places to work.

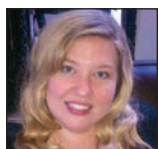


### Accelerating Innovation with The Leadership Challenge®

#### MAUREPAS

How do you transform a dream into a reality? In 1994, David Baker attended a Leadership ChalWe have a strategic imperative to broaden and deepen our culture of innovation. In developing a program to support this initiative, our team looked to The Leadership Challenge, specifically the practice of Challenge the Process, to provide the foundation for innovation in our organization. We also reviewed our group LPI® report to give us an idea of current strengths and opportunities. We selected specific behaviors, some drawn directly from the LPI, that we believed would lead to an increased level of innovation in the organization.

This session will explain how a focus on those behaviors lead to an online innovation idea repository, a new recognition program, a digital interview series with innovators from Google to Cirque du Soleil and a poster champagne that tells the success stories of our real-life innovators.



**Melissa Lanier** is a Certified Master-in-Training of The Leadership Challenge and The Director of Global Talent Management at Viad Corp. She

is an experienced facilitator, writer and speaker whose corporate career has included positions with Deloitte, Blue Cross and Blue Shield of Florida and Insight Enterprises. Her expertise is in the related areas of leadership development, employee engagement, change leadership, and organizational culture.



**George Hines** is passionate about improving lives through the creative use of technology. As the Chief Information Officer of Viad Corp, he is the leaders of a global IT organization

and the Executive Sponsor of Viad's Innovation program. His specialties include Customer Tech Innovation, M&A, Outsourcing / Offshoring and Organizational Transformation.

### Utilizing Outsight to Challenge the Process

#### CONDE/FRONTENAC

SAS has implemented several initiatives to increase leaders' practice of outsight across the organization. In this practical session, we will share our story of internally developed initiatives such as leadership podcasts, virtual learning, lunch work sessions, panel discussions with SAS leaders, social media, and guest speakers to search for opportunities to improve their personal leadership and organizational performance.



**Missy Makanui** leads the Leadership Development Team at SAS Institute. She has been with SAS for over 20 years and has helped to develop the leadership development strategy to lead SAS to Fortune's 2014 Best Place to Work #2 ranking. Missy has been utilizing The Leadership Challenge in her work for the past 4 years and the LPI for over 12 years.

### 11:30am–1:00pm Lunch

ILE DE FRANCE I, II, & III

**1:00–2:00pm**

### Activity Breakout Sessions

Learn by doing

#### “I Accept Your Challenge...” Activities that Teach

**MAUREPAS**

Participants of The Leadership Challenge® Workshop regularly state that the activities they did during the workshop were fun, enlightening and valuable teaching tools. During this interactive session, participants will take part in three activities that can be used by instructors or facilitators to enhance their classes. After participating in each of the activities, there will be a group discussion of how the activities can be used to reinforce each of The Five Practices of Exemplary Leadership®.

Activities include: “Under the Sheet”, “Keyboarding” and “Phone a Friend”

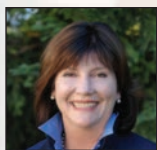


**Gordon Houston** is a seasoned Learning and Development professional with over 15 years’ experience designing and delivering leadership programs. Beginning his career as a high school teacher, Gordon now uses his passion for education by championing learning experiences within multi-national corporations. Gordon has designed leadership programs for the financial services, retail, and automotive industries, and today leads the global L&D team within Kal Tire, Canada’s largest independent tire dealer, with over 400 locations in 19 countries.

#### Mindful Leadership for Challenging the Process: Paying Attention in a World of Distractions

**ST. JEROME**

Focusing attention in a world of distractions is an essential mental tool of sustaining the practice of leadership excellence. This session will address the “why” and “how to” of making space for creativity, decision making, innovation and connectedness, through leadership mindfulness. Participants will be introduced to the brain science of sharpening attention and focus and leave with available and practical exercises that support deliberate practice.



**Holly Seaton**, Ph.D. Managing Partner, Sonoma Leadership Systems  
As coaching practice leader and a consulting psychologist, Holly is dedicated to helping leaders build the capacity and resilience to lead, as they take steps to move from intent to action. Her expertise in best practices of leadership development helps organizations get the most from their leadership initiatives.

#### Improve Your Workshop: New Tools & Techniques for Challenging the Process

**ORLEANS/ROSALIE/ST. CLAUDE**

There is always room in your toolbox for new techniques for Challenging the Process. Thanks to our connection to Lean Process Improvement, we have a full suite of concepts that can be added in to any The Leadership Challenge® program. During this session, we will present the what, why and how of A3 Thinking, Fishbone Diagrams, and the Five Whys.



**Evans Kerrigan**, Managing Partner at Integris, has over 20 years of experience with leadership development and process improvement techniques.



**Tracy O'Rourke**, Managing Partner with Integris, is an expert trainer and facilitator, with specialization in methods including Strategic Planning, Lean Improvement and TLC.

**1:45–2:00pm**

ILE DE FRANCE FOYER

**Break**

**2:00–2:45pm**

**Activity Breakout Sessions**

More learning by doing

### Aligning Personal and Organizational Values

ORLEANS/ROSALIE/ST. CLAUDE

Model the Way addresses the impact of clarity of both personal and organizational values on commitment to the organization's mission. This session goes beyond the traditional card sort to demonstrate how to clarify organizational values and explore to what extent the participants' personal values align with the organizational values. The activity becomes a great basis for discussing clarity/alignment of values, responsibilities as leaders, and how values can drive innovation.



**Steve Houchin** is the managing partner of International Leadership Associates, the company who presented the very first in-company Leadership Challenge Workshop in 1987. Steve is a Certified Master TLC Facilitator and has enjoyed a 25 relationship with TLC and its authors.

### Be the First to Know – All About EPIC, Beta-testing, and a Next Generation LPI®

ST. JEROME

While not strictly an activity session, The Leadership Challenge® team would like to take the opportunity to share with you some exciting items on our horizon. At this session you will learn more about our Product Development group's iterative process. They will give attendees insight on a new LPI experience currently in development, cover the basics of the EPIC platform on which the product would be delivered, and will discuss opportunities for interested parties to participate in beta-testing of this new offering.



**Holly Allen** is Associate Director, Product Development leading the Wiley San Francisco-based product development team. Her career in publishing

educational materials for adult learning spans 21 years. In her current role, she is focused on developing content around three main brands including *The Leadership Challenge* using a highly iterative and agile development process.



**Jidana James** is the Customer Experience Manager for Wiley. She helped to develop the beta testing program that has grown to become an integral part of Wiley's product

development process. Every year Jidana conducts hundreds of interviews and reads thousands of survey responses with a single goal in mind: to understand the customer. She works with Product Development, Marketing, and IT to ensure that every Wiley customer—at every level—has an exemplary experience with Wiley's products and services.



### Win as Much as You Can - A Real World Simulation

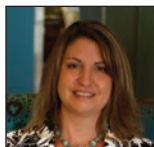
#### MAUREPAS

This session explores the dynamics of “winning at all costs” in a simulation. Teams are created which take up residence in distinct corners of the training room. Without consultation, teams are asked to “make a play” in the simulation on their way to winning as much as they can as a team. The simulation consists of seven rounds. After rounds three and five, “negotiators” are chosen from each team to try to make the best possible deal for their team. The stakes get higher as the simulation progresses. Key lessons about Model the Way, Inspire a Shared Vision, and Challenge the Process are central to the powerful lesson of this simulation.



**Tom Pearce** is the President of iLead Consulting & Training. He works with leaders and teams around the world to build stronger teams, healthier organizations, and better

leaders. Tom is a Certified Master in Training.



**Renee Harness** is the President of Harness Leadership. As a Certified Master and expert LPI Coach, Renee works with organizations and leaders to help “leaders at all levels increase their impact.

**2:45–3:00pm**

ILE DE FRANCE FOYER

**Break**

**3:00–4:00pm**

ILE DE FRANCE I & II

**Closing Session**

**Leland Russell, Craig Cortello, and Matt Lemmler**

### Jazz it Up!

This highly interactive and entertaining session brings attendees and presenters together one final time to reflect on the practice of Challenge the Process, an underlying theme of this year's programming. Relating innovation and experimentation to the musical creative process, we will explore songwriting via group exercises and ultimately produce our own, unique tune to be performed by professional musicians. Won't you join us to close the Forum on a high note?



**Leland Russell** has created many high-impact leadership events that blend music and multimedia. He is a longtime member of the Recording Academy and during his career

he has co-written music with and has produced concerts for many top entertainers.



**Craig Cortello** is an accomplished jazz guitar artist and the author of “Everything We Needed to Know About Business, We Learned Playing Music.” In his presentations,

Craig articulates the universal lessons of music and how they relate to innovation and experimentation.



**Matt Lemmler** is a multi-talented jazz pianist, vocalist, producer and educator. As a pianist for Andrew Lloyd Weber's musical, “The Phantom of the Opera,” Matt toured the U.S. for 4 years before returning home to work with New Orleans jazz legend, Pete Fountain.



# Dive deeper into The Leadership Challenge at a Public Workshop.

Whether onsite at your organization or at any one of our public workshops held throughout the world, The Leadership Challenge® Workshop will engage you and your leaders through:

- Experiential activities
- Workbook exercises
- Group problem-solving tasks, video cases, and lectures
- Plenty of hands-on practice applying The Five Practices leadership model to current organizational and personal leadership challenges

To learn more while at the Forum, speak to a Leadership Challenge staffer or one of our highly-trained Certified Masters or Global Training Partners.

Or visit [www.leadershipchallenge.com/events.aspx](http://www.leadershipchallenge.com/events.aspx) at any time for information and a schedule of workshops worldwide.



## Platinum



**Integris Performance Advisors** pcreates healthy organizations and great places to work by developing new skills, breaking down silos and transforming organizational cultures. If your organization is not fully achieving all of your goals related to customer satisfaction, employee engagement and financial results, Integris can help. Contact us for support with...

- Leadership Development (using The Leadership Challenge®)
- Increasing Customer Satisfaction
- Strategic Planning & Performance Management
- Continuous Improvement & Lean Six Sigma
- Driving Employee Engagement

We invite you to learn more about us at [www.IntegrisPA.com](http://www.IntegrisPA.com), or contact us at [TLC@IntegrisPA.com](mailto:TLC@IntegrisPA.com).



**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 at every level of your organization. We help you to build a high performing leadership and team culture that specifically addresses your organization's unique challenges and impacts your bottom line.

- Global provider of The Leadership Challenge® Workshop and The Leadership Practices Inventory® (LPI®).
- Open-Enrollment The Leadership Challenge Workshops and Facilitator Training in Sonoma, CA.
- LPI Coaching, consulting, and program customization.

With our highly experienced, global network of master consultants, coaches and trainers, we ensure that you have access to the best leadership and executive team development specialists in the world. Visit us at [www.SonomaLeadership.com](http://www.SonomaLeadership.com), [ask@sonomaleadership.com](mailto:ask@sonomaleadership.com), or (707) 933-3882.



**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](http://www.diversityleadershipconsultants.com) to find out all we have to offer.



## SPONSORS

### Platinum



**Ecstasis** (ek-STAY-sis) means change – a threshold occasion, a moment when something (or someone) breaks out of the status quo and changes from one thing to become another. This simple definition defines our mission: design and deliver profound change for organizations and their leaders. We support global and national organizations and leaders with change leadership in three primary services:

- Organization Development and Change Consulting that enables leadership teams to engage their workforce, lead development, and accelerate change.
- Leadership Assessment and Development Workshops and Action Learning Processes that build leadership muscle to drive high performance.
- Executive Coaching that enables leaders to impact and engage others and achieve their business results
- We engage with our clients to design and deliver services that fit with their culture and are relevant to their strategic objectives.
- We build high-touch partnerships with Sr. business and HR leaders to support their strategic role and help them to have a significant impact on leadership, engagement, and performance.

Learn more at [ecstasis.com](http://ecstasis.com), email us at [info@ecstasis.com](mailto:info@ecstasis.com), or call us at +1 949.709.4102.

### Gold



**Fine Points Professionals Ltd.** is The Leadership Challenge® Authorized Service Center. We are recognized for providing professional, confidential LPI® administration with distinctive client care. We also offer custom reports from extracted LPI client data and materials for The Leadership Challenge. As our clients focus on the essential goal of developing leaders, we cover all the fine points of LPI administration and The Leadership Challenge workshop®. Learn more at [www.finepointsprofessionals.com](http://www.finepointsprofessionals.com) or contact us at [clientcare@finepointspro.com](mailto:clientcare@finepointspro.com) or 513.793.9144. Principals: Amy Savage, Carol Wolper, Cheryl Boys



**Engaging Outcomes** is a training, coaching, and consulting company focused on guiding leaders and organizations in leaving a legacy. Through engaging experiential learning including The Leadership Challenge®, personality type, emotional intelligence, and team dynamics, we assist in overcoming challenges and developing leaders at every level. 92% of our clients are repeat customers and new clients are referrals because we value honest relationships and customize engagements to meet their unique needs. Our founder mixes two decades of Fortune 500 operational competence with a little bit of inspirational magic to unleash individuals' leadership potential and achieve performance outcomes. If you are ready to enhance your leadership, develop a higher performing team, and intentionally create your individual and organizational legacy, Engaging Outcomes is the forward-looking company for you. Learn more at [www.EngagingOutcomes.com](http://www.EngagingOutcomes.com).

## Silver



**Valarie Willis Consulting** is a boutique firm specializing in leadership development, customer experience, and consulting. Our mission is to guide and provoke organizations to optimize business results through leadership development. Valarie Willis is a Certified Master of The Leadership Challenge® and brings years of real world experience to the learning environment. Learn more about Valarie and Valarie Willis Consulting at [www.valariewillisconsulting.com](http://www.valariewillisconsulting.com) today!



**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](http://www.i-lead.com) for more information.



**Leamon Group** designs, creates, and delivers customized education and coaching programs to address specific participant business objectives. The programs and services designed and delivered by Leamon Group's faculty are designed to provide individuals, teams, and organizations the guidance needed to achieve their best now and maximize future potential. For more information about programs and services contact us by calling 425.557.2090 or via email [info@leamongroup.com](mailto:info@leamongroup.com).



**Loeb Consulting Group, LLC** is a management and leadership development company dedicated to cultivating high potentials in law firms, businesses and student and community leadership. We provide expert training and executive coaching services to all levels of leaders and managers, delivering measurable results by combining training and coaching expertise with a passion that paves the way to success. Our clients include top tier legal services firms and other large and mid-sized organizations that place a priority on excellent management, exemplary leadership, respectful and skillful communication, diverse and innovative work cultures and collaboration. For more information, call 1-866-987-4111 or contact us at [info@loebconsultinggroup.com](mailto:info@loebconsultinggroup.com). We look forward to supporting the development of your leaders and managers through our creative coaching and training methods.

# Achieve the extraordinary

Learn more at:  
**[leadershipchallenge.com](http://leadershipchallenge.com)**



The Leadership Challenge is a registered trademark of John Wiley & Sons, Inc.  
All other trademarks are the property of their respective owners.