

EXECUTIVE DEVELOPMENT

2020 PROGRAM SCHEDULE



University of Dayton
**Center for
Leadership**



TIM ARNOLD

THE POWER OF HEALTHY TENSION: OVERCOME CHRONIC ISSUES AND CONFLICTING VALUES

SEPTEMBER 9, 2020 | 9:00 A.M. – 3:00 P.M.

Often leaders and teams have a clear vision, but fail to live it out. They feel stuck because of conflicting values, division within the team, and a resistance to change. As humans, we tend to naturally see things from a right or wrong, or good or bad perspective, and take an either/or approach to these situations.

Leaders and teams are often in a tug-of-war, facing competing demands such as planning vs. action, structure vs. flexibility, change vs. stability, and work vs. home. But this “either/or” thinking is a dangerous trap! In order to excel – both at work and home – leaders need to realize that many of life’s challenges are tensions to be tackled or managed head on. Leaders are ineffective when they can’t navigate conflicting points of view or tension.

In this program, Tim Arnold will help you understand the chronic issues that hold back leadership and teams, so you can thrive! The secret to addressing this issue is realizing and embracing that a certain kind of tension – healthy tension - can be incredibly positive. The Power of Healthy Tension will provide a practical framework that allows leaders to tap into the power of “both/and” thinking. By doing this, you gain a massive competitive advantage, and move from surviving to thriving.

This program will help leaders:

- Gain the ability to work effectively with people who have different opinions and perspectives than their own.
- Understand the difference between a problem to solve and a tension to manage, and the skills required to communicate conflicting points of view.
- Learn a thoughtful, deliberate decision-making approach when dealing with complex issues.

TIM ARNOLD

Tim Arnold is the author of the bestselling book, *The Power of Healthy Tension: Overcoming Chronic Issues and Conflicting Values*. Tim provides his audiences with powerful tools that help them understand and breakthrough the chronic issues they face in both their professional and personal lives. He provides his clients with a real-world perspective through his experience launching successful for-profit and not-for-profit businesses, overseeing community outreach and healthcare programs, and managing international development partnerships in four continents. Tim has spent over two decades helping organizations unite teams, spark change, and get unstuck, with clients that include The United Nations, Citibank, KPMG, Toyota, and Siemens.



University of Dayton
**Center for
Leadership**



SALLY HELGESEN

HOW WOMEN RISE: HELPING WOMEN REACH THEIR FULL POTENTIAL

OCTOBER 28, 2020 | 9:00 A.M. – 3:00 P.M.

Sally Helgesen draws from her recent bestseller, *How Women Rise*, co-authored with legendary executive coach Marshall Goldsmith, which identifies the habits or behaviors most likely to get in the way of successful women. Most of these behaviors are rooted in strengths that may have served women well earlier in their careers, but can undermine them as they assume more responsibility and scope.

Everyone has self-limiting behaviors, for the simple reason that we are all human. Women often face very different challenges as they seek to advance in their careers and operate on a bigger playing field, so it makes sense that women would adapt their behavior in different ways. These differences in turn shape their expectations of what behaviors will be effective.

Knowing how to spot these habits is helpful for women in their careers, but is also essential for both women and men seeking to become more effective leaders, mentors, coaches, and champions for talented women. Open conversation about these habits and behaviors can be a powerful spur for organizations seeking to encourage more inclusive behaviors. This program will not only bring these habits to the forefront, but provide men and women ways to practically address.

This program will help leaders:

- Identify the habits that most frequently hold women back from reaching their full potential.
- Understand actionable practices that men and women can take with them in order to become more effective leaders and enlist one another as allies in one another's development.
- Utilize and implement actionable skills through practice and application.

SALLY HELGESEN

Sally Helgesen is cited in *Forbes* as the world's premier expert on women's leadership and is a best-selling author, speaker, and leadership coach. She has been named Number 18 on the Global Gurus list of top leadership experts and selected as MEECO's International Thought Leader in Cultural Transformation for 2019. Since the publication of *The Female Advantage*, in 1990, she has written five books in the field of women's leadership and inclusive leadership. Her most recent book, *How Women Rise*, co-authored with Marshall Goldsmith, examines the behaviors most likely to get in the way of successful women as they seek to move to a higher level. Sally has consulted with the UN on building more inclusive country offices in Africa and Asia, led programs at Harvard and Smith College, and been visiting scholar at Northwestern University, U-Nordic Stockholm, and the Lauriston Institute Melbourne AU. She is a contributing editor for *Strategy + Business* magazine and a member of the MG Top 100 Coaches Network and the New York and International Women's Forums.



University of Dayton
**Center for
Leadership**



RICHARD HADDEN

LEADING FROM A DISTANCE: CONNECTING, INSPIRING, & ENGAGING

NOVEMBER 17, 2020 | 9:00 A.M. – 3:00 P.M.

If you're a leader, right now your leadership skills are being tested, and evaluated (by those you lead) like never before. Add to that the challenge of trying to lead from a distance, and... well, I don't have to tell you...

Compared to practicing leadership in a traditional setting, leading in a remote environment carries its own special set of challenges. While people still need, among other things, vision clarity, feedback, performance management, recognition, and community...delivering these necessities is harder, but not impossible, when we're separated. While current conditions are keeping many of us apart. Your job as a leader is to bring people together.

This program will better align and prepare you for what is taking place today in your remote work environments, and will prepare you for the challenges yet to come. While many things have changed, some drastically this year, what hasn't changed is: Creating a focused and engaged workforce is one of the best things any organization can do for its bottom line.

This program will help leaders:

- Align and prepare yourself for what is taking place today in your remote work environments, and what may unfold in the future.
- Continue to provide what people need in the workplace, using different processes and practices from those used before.
- Lead organizations with a mix of employees who've never been remote, employees who have come "back to the office," and employees who will remain working remotely from now on.

RICHARD HADDEN

Richard Hadden is a Certified Speaking Professional, author, and leadership consultant who focuses on the connection between people and profit. He is the co-author of the popular *Contented Cows* leadership book series, including his latest book, *Contented Cows Still Give Better Milk*, and the book *Rebooting Leadership*. Richard has appeared on CNN and MSNBC, and his work has been featured in *Bloomberg BusinessWeek*, *Entrepreneur*, and *Inc.* magazines, as well as in many trade and professional publications.



University of Dayton
**Center for
Leadership**