



University of Dayton  
Center for  
Leadership

# EXECUTIVE DEVELOPMENT

## 2022 PROGRAM SCHEDULE



# EXECUTIVE DEVELOPMENT 2022

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|-------|---|
| 2/22  | Winning the Talent Wars: Attraction, High-Performance, and Retention  |
| 3/22  | Inclusive Leadership: How to Build a Culture of Belonging   |
| 4/20  | Change Enthusiasm: Growing and Leading Through Change and Disruption  |
| 5/25  | The Power of Emotional Fitness @ Work During Challenge and Uncertainty  |
| 9/20  | <b>AM:</b> Digital Body Language: How to Build Trust and Connection, No Matter the Distance<br><b>PM:</b> Get Big Things Done: The Power of Connectional Intelligence |
| 10/6  | The Art of Recognition & Engagement: How Great Leaders Take Care of Their People  |
| 10/27 | Performing Under Pressure: The Science of Emotional Intelligence  |
| 11/15 | Get Unstuck: Unblocking and Activating the Wisdom of Others   |



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# FACTORS

Every leader has a unique path. Let us be your guide. Identify the competency or skill you are looking to develop from the list below and find the programs that will address that skill. Program dates and descriptions are listed in detail throughout this document.

## Factor I: Thought

### *Decision Quality*

- **November 15, 2022:** Get Unstuck: Unlocking and Activating the Wisdom of Others by Craig Lemasters

### *Manages Complexity*

- **November 15, 2022:** Get Unstuck: Unlocking and Activating the Wisdom of Others by Craig Lemasters

## Factor II: Results

### *Action Oriented*

- **April 20, 2022:** Change Enthusiasm: Growing and Leading Through Change and Disruption by Cassandra Worthy
- **September 20, 2022 (PM):** Get Big Things Done: The Power of Connectional Intelligence by Erica Dhawan

### *Drives Results*

- **May 25, 2022:** The Power of Emotional Fitness @ Work During Challenge and Uncertainty by Nataly Kogan
- **September 20, 2022 (AM):** Digital Body Language: How to Build Trust and Connection, No Matter the Distance by Erica Dhawan
- **September 20, 2022 (PM):** Get Big Things Done: The Power of Connectional Intelligence by Erica Dhawan
- **October 6, 2022:** The Art of Recognition & Engagement: How Great Leaders Take Care of Their People by Christopher Littlefield
- **October 27, 2022:** Performing Under Pressure: The Science of Emotional Intelligence by Bill Benjamin
- **November 15, 2022:** Get Unstuck: Unlocking and Activating the Wisdom of Others by Craig Lemasters

## Factor III: People

### *Attracts Top Talent*

- **February 22, 2022:** Winning the Talent Wars: Attraction, High-Performance, and Retention by Bruce Tulgan

### *Builds Effective Teams*

- **February 22, 2022:** Winning the Talent Wars: Attraction, High-Performance, and Retention by Bruce Tulgan
- **March 22, 2022:** Inclusive Leadership: How to Build a Culture of Belonging by Heather R. Younger
- **October 6, 2022:** The Art of Recognition & Engagement: How Great Leaders Take Care of Their People by Christopher Littlefield

### *Builds Networks*

- **September 20, 2022 (PM):** Get Big Things Done: The Power of Connectional Intelligence by Erica Dhawan

### *Collaborates*

- **September 20, 2022 (AM):** Digital Body Language: How to Build Trust and Connection, No Matter the Distance by Erica Dhawan
- **September 20, 2022 (PM):** Get Big Things Done: The Power of Connectional Intelligence by Erica Dhawan
- **November 15, 2022:** Get Unstuck: Unlocking and Activating the Wisdom of Others by Craig Lemasters

### *Communicates Effectively*

- **February 22, 2022:** Winning the Talent Wars: Attraction, High-Performance, and Retention by Bruce Tulgan
- **March 22, 2022:** Inclusive Leadership: How to Build a Culture of Belonging by Heather R. Younger
- **September 20, 2022 (AM):** Digital Body Language: How to Build Trust and Connection, No Matter the Distance by Erica Dhawan
- **September 20, 2022 (PM):** Get Big Things Done: The Power of Connectional Intelligence by Erica Dhawan



- **October 27, 2022:** Performing Under Pressure: The Science of Emotional Intelligence by Bill Benjamin
- **November 15, 2022:** Get Unstuck: Unlocking and Activating the Wisdom of Others by Craig Lemasters

#### ***Develops Talent***

- **February 22, 2022:** Winning the Talent Wars: Attraction, High-Performance, and Retention by Bruce Tulgan
- **October 6, 2022:** The Art of Recognition & Engagement: How Great Leaders Take Care of Their People by Christopher Littlefield

#### ***Drives Engagement***

- **February 22, 2022:** Winning the Talent Wars: Attraction, High-Performance, and Retention by Bruce Tulgan
- **March 22, 2022:** Inclusive Leadership: How to Build a Culture of Belonging by Heather R. Younger
- **April 20, 2022:** Change Enthusiasm: Growing and Leading Through Change and Disruption by Cassandra Worthy
- **September 20, 2022 (AM):** Digital Body Language: How to Build Trust and Connection, No Matter the Distance by Erica Dhawan
- **October 6, 2022:** The Art of Recognition & Engagement: How Great Leaders Take Care of Their People by Christopher Littlefield

#### ***Manages Conflict***

- **October 27, 2022:** Performing Under Pressure: The Science of Emotional Intelligence by Bill Benjamin

#### ***Organizational Savvy***

- **April 20, 2022:** Change Enthusiasm: Growing and Leading Through Change and Disruption by Cassandra Worthy

#### ***Values Differences***

- **March 22, 2022:** Inclusive Leadership: How to Build a Culture of Belonging by Heather R. Younger

### **Factor IV: Self**

#### ***Being Resilient***

- **April 20, 2022:** Change Enthusiasm: Growing and Leading Through Change and Disruption by Cassandra Worthy
- **May 25, 2022:** The Power of Emotional Fitness @ Work During Challenge and Uncertainty by Nataly Kogan

#### ***Courage***

- **May 25, 2022:** The Power of Emotional Fitness @ Work During Challenge and Uncertainty by Nataly Kogan

#### ***Demonstrates Self-Awareness***

- **October 27, 2022:** Performing Under Pressure: The Science of Emotional Intelligence by Bill Benjamin

#### ***Instills Trust***

- **March 22, 2022:** Inclusive Leadership: How to Build a Culture of Belonging by Heather R. Younger
- **September 20, 2022 (AM):** Digital Body Language: How to Build Trust and Connection, No Matter the Distance by Erica Dhawan
- **October 6, 2022:** The Art of Recognition & Engagement: How Great Leaders Take Care of Their People by Christopher Littlefield

#### ***Self-Development***

- **May 25, 2022:** The Power of Emotional Fitness @ Work During Challenge and Uncertainty by Nataly Kogan

#### ***Situational Adaptability***

- **April 20, 2022:** Change Enthusiasm: Growing and Leading Through Change and Disruption by Cassandra Worthy
- **May 25, 2022:** The Power of Emotional Fitness @ Work During Challenge and Uncertainty by Nataly Kogan
- **October 27, 2022:** Performing Under Pressure: The Science of Emotional Intelligence by Bill Benjamin





BRUCE TULGAN

## WINNING THE TALENT WARS: ATTRACTION, HIGH-PERFORMANCE, AND RETENTION

FEBRUARY 22, 2022 | 9:00 A.M. – 4:00 P.M.

The number one issue troubling leaders today is the increasing difficulty of recruiting, motivating, and retaining the best talent. In the new reality of constant change, limited resources, and a post-crisis economy, there are incredible talent shortages and high levels of competition for employees at every level and every industry. So, what do you do? Unfortunately, you cannot do everything for everyone. But that doesn't mean you can throw up your hands and say, "This is too much! There's no way to engage or retain people under these circumstances."

You, as a leader, basically have two options: resist adapting and enter into a bidding war or you can attract, motivate, and retain high-performing talent. Yes, you have to be flexible and generous to set yourself apart in today's super-competitive labor market. But that doesn't mean telling employees, "Come to work whenever you feel like it, and bring your dog!"

How can you make your organization a magnet for the best talent without throwing money and endless perks at everyone? How can you avoid the top causes of early voluntary departure? How can you make accountability the key to earning flexibility and generous rewards? How can you build practices that drive retention among high performers—even when working remotely?

Bruce answers these questions and more, drawing on decades of workplace research and sharing true stories from real leaders. With a blend of humor, insight, and concrete best-practices, Bruce helps leaders understand today's talent wars and shares techniques for attraction, selection, on-boarding, up to speed training, performance management, development, and retention.

### This program will help leaders:

- Learn six key steps to gaining strategic advantage over their competitors in the fight for talent.
- Align communication up, down, sideways, and diagonal within the organization to improve outcomes.
- Identify the top reasons why employees are departing their organization.

**Competencies Addressed: *Attracts Top Talent, Builds Effective Teams, Communicates Effectively, Develops Talent, Drives Engagement***

### BRUCE TULGAN

Bruce Tulgan is an adviser to business leaders all over the world and a sought-after speaker. He is the founder and CEO of Rainmaker Thinker, Inc., as well as RainmakerLearning. Bruce is the best-selling author of numerous books including *Not Everyone Gets a Trophy*, *Bridging the Soft Skills Gap*, *The 27 Challenges Managers Face*, *It's Okay to be the Boss*, and *The Art of Being Indispensable at Work*. Bruce lectures at the Yale Graduate School of Management, as well as other academic institutions. He has written for the New York Times, the Harvard Business Review, HR Magazine, Training Magazine, the Huffington Post, and currently hosts The Indispensables Podcast.



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# INCLUSIVE LEADERSHIP: HOW TO BUILD A CULTURE OF BELONGING

MARCH 22, 2022 | 9:00 A.M. – 4:00 P.M



HEATHER R.  
YOUNGER

What do truly inclusive workplace cultures look like?

They look like places where leaders sit with their people and empathize with them. Where they embrace their people for who they are and what they stand for. They sit with them and ask them how they're doing inside and outside of work. Right now is a tough time. Many of us don't know all the right words to say. But if we lead first with empathy and compassion, we will all be just fine. This program will explore what it looks like to have a truly inclusive workplace where employees can feel like they belong.

Creating an inclusive culture starts with a strong commitment to diversity by welcoming people from all backgrounds, experiences, and viewpoints into the workforce. But that is just the beginning of a long journey. A truly inclusive workplace culture creates safe spaces where employees feel valued, included and supported; can show up for their workday as their authentic selves; feel empowered to take risks and make a difference; and have access to career advancement opportunities.

Building a culture of belonging, educating yourself about others' experiences and challenges, and staying committed for the long haul is essential. Heather will use her intimate knowledge to inspire leaders to flex their empathy muscles and master the art of active listening to ensure every employee feels valued, respected, and supported. Leaders who actively listen to team members, establish a sense of belonging and inclusion by honoring their employees' diverse experiences and perspectives. These inclusive leaders encourage and support honest conversations in authentic ways and create a culture for all employees to excel.

## This program will help leaders:

- Harness the power of active listening while encouraging others to speak up and be heard.
- Develop practices that treat others with civility, dignity, respect, and fairness.
- Create a culture that fosters employees to show up as their most authentic self.

**Competencies Addressed:** *Builds Effective Teams, Communicates Effectively, Drives Engagement, Instills Trust, Values Differences*

## HEATHER R. YOUNGER

Heather R. Younger is the founder and CEO of Employee Fanatix, an international TEDx speaker on adversity, leadership podcast host, business coach, facilitator, and attorney, who has earned a reputation as "The Employee Whisperer." She is a regular contributor to Forbes and LinkedIn and is the best-selling author of *The 7 Intuitive Laws of Employee Loyalty*. Her newest book, *The Art of Caring Leadership*, teaches the radical power of caring support in leadership in the workplace. As a champion for positive change in workplaces, communities, and our world at large, Heather inspires others by teaching the kind of intentional leadership that drives real results such as increased employee engagement, loyalty, collaboration, and connectivity.



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# CHANGE ENTHUSIASM: GROWING AND LEADING THROUGH CHANGE AND DISRUPTION

APRIL 20, 2022 | 9:00 A.M. – 4:00 P.M



CASSANDRA WORTHY

Growth is the result of change. And it's in the process of that change that instability often resides, instability that can stall or thwart the desired change or growth. That instability is created through behavior. People choose how they will behave based on their beliefs. In times of high-stress change, those beliefs are often fueled by the most important tool of successful change adoption: emotion.

During times of major shift such as a merger, acquisition, organizational restructure, new systems integration, and/or market disruption RARELY do organizations ever face the tumultuous emotional landscape of the organization head-on. Only 10% of successful change adoption is about know-how...the other 90% is squarely centered on an organization's motivation and willingness to embrace the change. Without addressing the emotions standing in the way of motivation, any transformational journey is stopped in its tracks.

So, for your organization, team, and/or you to be successful during times of change and disruption what must occur? You must embrace the power to become a *Change Enthusiast*. A *Change Enthusiast* (noun) is: 1) one who is inspired to grow by harnessing the power of emotion; 2) one who trusts the fear, anxiety, frustration, anger, and/or grief that change brings to be signals directing them to their greatest growth opportunities; 3) one who practices *Change Enthusiasm*.

Beyond the practical application of becoming a *Change Enthusiast*, you will be introduced and armed with the six C.H.A.N.G.E. Traits® to assist you to avoid common pitfalls in leading and influencing through change. Whether you are facing a self, team, and/or organizational change, this program will help you to embrace and accelerate change and the transformational journey.

## This program will help leaders:

- Establish a growth mindset to view change as something that happens *for* you vs. *to* you.
- Build the necessary soft skills of C.H.A.N.G.E. Traits® required to effectively lead and influence through change.
- Develop an action plan to help you navigate through change and disruption.

**Competencies Addressed: Action Oriented, Being Resilient, Drives Engagement, Organizational Savvy, Situational Adaptability**

## CASSANDRA WORTHY

Cassandra Worthy is the world's leading expert on Change Enthusiasm®. She is lighting the world on fire with her refreshingly unique take on not just 'managing' but *growing* through change. Through her consulting firm Change Enthusiasm Global, she has shared this revolutionary approach for not only embracing change but using it to propel you to heights you never imagined with thousands all over the world. She is trusted by clients around the globe including MassMutual, Johnson & Johnson, CVS Pharmacy, Bristol Myers Squibb, SnapChat, and Cisco. After spending nearly 15 years working as an executive within both Procter & Gamble and Berkshire Hathaway thriving through some of the biggest acquisitions ever recorded in the consumer packaged goods industry, Cassandra decided to cultivate the mindset and tools she had practiced to grow through these disruptions in a way that inspires, invigorates, and motivates others to grow through their change challenges. Cassandra is also the author of *Change Enthusiasm: How to Harness the Power of Emotion for Leadership and Success*, a Next Big Idea Club Fall 2021 nominee.



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# THE POWER OF EMOTIONAL FITNESS @ WORK DURING CHALLENGE AND UNCERTAINTY

MAY 25, 2022 | 9:00 A.M. – 4:00 P.M



NATALY KOGAN

Uncertainty and workplace challenges are dramatically increasing employee stress, overwhelm, and burnout. Not only have you probably seen this continue to increase, but you have likely experienced it yourself. That’s because leaders face an exponentially greater level of stress as you lead your organization and teams through uncertain times—it can be overwhelming and lonely.

This is your wake-up call to recognize that well-being has a direct impact on every aspect of work and performance and to make emotional fitness a non-negotiable priority as a workplace and leadership skill. The research is unequivocal: Employee well-being and a positive work culture rooted in trust, gratitude, compassion, and sense of purpose dramatically improve performance and increase productivity, problem solving, creativity, and resilience during uncertainty and change.

*The awesome news is that emotional fitness is a SKILL that you can strengthen!*

So, as leaders, how do you manage stress, avoid burnout, and strengthen your emotional fitness -- your own and your employees’ -- during difficult times? This session will focus on the science-backed skills and practices to help you navigate through constant change and challenges in a sustainable way. You will leave this program with immediate, super-practical ways to reduce stress, feel uplifted, boost your resilience, and foster a greater sense of connection with your team and colleagues (even when working remotely).

Nataly will engage your mind and heart with her vulnerability, warmth, and humor, and more importantly will reveal insights about the human brain and simple, yet transformative mindset shifts so you can bring your full capacity to your work when inevitable challenges arise. She also shares straight talk, research in neuroscience and psychology, and her powerful, personal story of success and burnout to activate you to practice your emotional fitness skills using the science-backed Happier Method™.

## This program will help leaders:

- Understand how the human brain reacts to challenges and uncertainty and how to find moments of joy, ease, and meaning, even during tough times.
- Apply proven skills and practices to reduce stress and overwhelm, and to strengthen your emotional fitness, resilience, and ability to perform under pressure without burning out.
- Implement practices and rituals to help the people you lead better manage stress and cultivate a culture of openness, kindness, and human connection, even while working remotely.

**Competencies Addressed: Being Resilient, Courage, Drives Results, Self-Development, Situational Adaptability**

## NATALY KOGAN

Nataly Kogan is one of the leading experts in optimizing emotional fitness and elevating your leadership. She’s the creator of the Happier Method™, founder and CEO of Happier and Happier @ Work™, and author of *Happier Now*, and *Gratitude Daily*, and *The Awesome Human Project*. Nataly is a highly sought-after international speaker and has been featured in hundreds of media outlets, including The Washington Post, The New York Times, and The Dr. Oz Show. By the age of 37, Nataly held top positions at McKinsey and Microsoft, was a Managing Director at a venture capital fund, and started or was a member of the senior team at five startups and tech companies. Today, she helps hundreds of thousands of people struggle less and thrive more through speaking, Happier @ Work training programs, virtual leadership programs, online courses, and her books.



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ERICA DHAWAN

## DIGITAL BODY LANGUAGE: HOW TO BUILD TRUST AND CONNECTION, NO MATTER THE DISTANCE

SEPTEMBER 20, 2022 | 9:00 A.M. – 12:00 P.M.

We all leave a digital impression on each other. If someone doesn't text back for hours or even days, do you think they are being rude? Is using an emoji or LOL unprofessional, or creating a human connection with your team? What impression does your manager, team, or colleague think of that kind of behavior? Whether your team works on separate floors, buildings, or even countries, they have to connect online in order to collaborate. These new misunderstandings are happening all day, every day. They're reducing your employee engagement, morale, and team performance each time.

Humans rely on body language to connect and build trust, but with most of our communication happening from behind a screen, traditional body language signals are no longer visible — or are they? In this program, Erica Dhawan, a go-to thought leader on collaboration and a passionate communication junkie, combines cutting edge research with engaging storytelling to decode the new signals and cues that have replaced traditional body language across genders, generations, and culture. In real life, we lean in, uncross our arms, smile, nod and make eye contact to show we listen and care. Online, reading carefully is the new listening. Writing clearly is the new empathy. And a phone or video call is worth a thousand emails.

Digital body language will turn your daily misunderstandings into a set of collectively understood laws that foster connection, no matter the distance. You will leave this program having a better understanding and skills to impact the way we communicate today—from video meetings and daily emails to texts, IMs, and conference calls—and have insights and solutions to build trust and clarity to anyone in our ever changing world.

### This program will help leaders:

- Understand your collaboration style and the digital body language signals you're broadcasting (intended or not!).
- Create cultures of maniacal clarity in email, phone, IM, text, video mediums, and even live meetings in the new normal.
- Develop a collaboration strategy to create the highest performing teams and relationships.

**Competencies Addressed:** *Collaborates, Communicates Effectively, Drives Engagement, Drives Results, Instills Trust*

### ERICA DHAWAN

Erica Dhawan is an internationally recognized leading authority, speaker, and advisor on 21st century teamwork, collaboration and innovation. Named by Thinkers50 as the "Oprah of Management Thinkers", she is the author of two books *Get Big Things Done: The Power of Connectional Intelligence* and *Digital Body Language: How to Build Trust and Connection, No Matter the Distance*. Rated #1 on the Top Women Keynote Speakers of 2020 and featured as one of the management thinkers most likely to shape the future of business, Erica frequently appears in the Harvard Business Review, Fast Company, and Wall Street Journal. Erica speaks on global stages ranging from the World Economic Forum at Davos to TEDx and for companies such as Coca-Cola, FedEx, Goldman Sachs, Walmart, SAP, and Cisco. She has degrees from Harvard University, MIT Sloan, and The Wharton School.



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ERICA DHAWAN

## GET BIG THINGS DONE: THE POWER OF CONNECTIONAL INTELLIGENCE

SEPTEMBER 20, 2022 | 1:00 P.M. – 4:00 P.M.

We live in a world of endless meetings, emails, and constant cross-team dysfunction, duplication, and delays. Our collaboration skills aren't working to unlock better value in our business. Connectional Intelligence unlocks the 21st-century secret to getting "big things done," regardless of who you are, where you live, or what you do.

We typically associate success and leadership with smarts, passion, and luck. But in today's hypercompetitive world, even those gifts aren't enough. *Get Big Things Done* argues that the game changer is a thoroughly modern skill called Connectional Intelligence. Virtually anyone can maximize his or her potential, and achieve breakthrough performance, by developing this crucial ability.

So, what is it? Put simply, Connectional Intelligence is the ability to combine knowledge, ambition, and human capital, forging connections on a global scale that create unprecedented value and meaning. As radical a concept as Emotional Intelligence was when it was first introduced, Connectional Intelligence is changing everything from business and sports to academics, health, and politics by quickly, efficiently and creatively helping people enlist supporters, drive innovation, develop strategies, and implement solutions to big problems.

### This program will help leaders:

- Learn successful tactics to address communication overload and create authentic digital and in-person relationships.
- Discover how to break down silos and keep teams aligned, accountable, and motivated beyond in-person meetings.
- Gain specific actions to foster loyalty, respect, collaboration, and innovation across all stakeholder networks regardless of physical distance.

**Competencies Addressed: Action Oriented, Builds Networks, Collaborates, Communicates Effectively, Drives Results**

### ERICA DHAWAN

Erica Dhawan is an internationally recognized leading authority, speaker, and advisor on 21st century teamwork, collaboration and innovation. Named by Thinkers50 as the "Oprah of Management Thinkers", she is the author of two books *Get Big Things Done: The Power of Connectional Intelligence* and *Digital Body Language: How to Build Trust and Connection, No Matter the Distance*. Rated #1 on the Top Women Keynote Speakers of 2020 and featured as one of the management thinkers most likely to shape the future of business, Erica frequently appears in the Harvard Business Review, Fast Company, and Wall Street Journal. Erica speaks on global stages ranging from the World Economic Forum at Davos to TEDx and for companies such as Coca-Cola, FedEx, Goldman Sachs, Walmart, SAP, and Cisco. She has degrees from Harvard University, MIT Sloan, and The Wharton School.



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**CHRISTOPHER  
LITTLEFIELD**

## THE ART OF RECOGNITION & ENGAGEMENT: HOW GREAT LEADERS TAKE CARE OF THEIR PEOPLE

OCTOBER 6, 2022 | 9:00 A.M. – 4:00 P.M.

Do your people feel valued by you as a leader? If not, they may be looking for another job. In today's competitive labor market losing a key person can be devastating for your organization. Yet, many leaders use the excuse of being too busy to avoid having the simple day to day conversations that would have had their employees stay. When effort goes unnoticed it turns into resentment, unaddressed issues turn into toxic dynamics, and fed-up high-performers leave. If you want to build and maintain the respect, trust, and relationships that have people feel valued and allows great work to get done it is time to master the Art of Recognition and Engagement.

After watching a 15-minute recognition activity transform what had become a toxic dynamic on his own team, Christopher spent the next year interviewing 400+ people to understand the role of recognition in relationships and what employees need to feel valued at work. He has since spent the last decade using his research to help leaders across six continents create cultures people love.

In this highly interactive program, leaders will be exposed to a hidden side of recognition, learn the most common misuses of recognition that sabotage engagement efforts, and how to master both standard and reflective recognition. Christopher will introduce you to the core elements of engagement, help you assess how you are doing with your people, and provide strategies to address any gaps. You will leave with an abundance of tried and tested check-ins, relationship building activities, team rituals, and tools to help you maintain employee experience that gets results.

### This program will help leaders:

- Understand what your people really want and need to feel valued and be at their best.
- Learn the key ingredients for engaging employees, assess their current performance with each employee, and set follow-up actions to address gaps.
- Master the most fundamental leadership imperative of day-to-day appreciation and recognition.

**Competencies Addressed: Builds Effective Teams, Develops Talent, Drives Engagement, Drives Results, Instills Trust**

### CHRISTOPHER LITTLEFIELD

Christopher Littlefield is an international and TEDxSpeaker specializing in employee appreciation, recognition, and workplace culture, and the founder of Beyond Thank You. He has trained thousands of leaders, across six continents, on how to understand what their people want and need to be at their best. His clients include Accenture, Lebanese Postal Service, Boston Medical Center, Reserve Bank of Australia, Salesforce, the U.S. Army & Air Force, the United Nations, and more. His work has been featured in New York, Mindful, and British Psychologies Magazines, and profiled in the Harvard Business Review. Christopher is a regular contributor to Forbes and the Harvard Business Review and the author of the bestselling book, *75+ Team Building Activities for Remote Teams*.



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**BILL BENJAMIN**

# PERFORMING UNDER PRESSURE: THE SCIENCE OF EMOTIONAL INTELLIGENCE

OCTOBER 27, 2022 | 9:00 A.M. – 4:00 P.M

Why do smart people fail? Why do technically brilliant individuals have trouble managing others and collaborating on a team? What they lack is a critical level of Emotional Intelligence (EI) and the ability to manage theirs and others emotions when they are under pressure.

Leadership is not easy, especially under pressure. Neither is performance. Usual tasks, conversations, and decisions that seem straightforward suddenly become difficult when pressure increases. Pressure changes how your brain functions; it changes attention, memory, decision-making, and your ability to think.

The best performers manage stressful situations effectively. This all starts by understanding the science behind how pressure impacts the brain and then using this insight to better manage through the situations more effectively.

Whether you are a leader or want to increase your individual performance (or both), this program will teach you the foundational principles and brain science of Emotional Intelligence (EI). Focusing on managing your emotions under pressure, this program will enable you to increase your personal leadership by learning how to manage your emotional brain in your most difficult moments. This will then allow you to influence and engage others and connect with them in a more meaningful way.

## This program will help leaders:

- Understand the brain science of emotions that drives your behavior under pressure.
- Identify patterns, triggers, and emotional habits that either drive or derail your performance.
- Learn practical strategies to help you respond skillfully as pressure and complexity increase.

**Competencies Addressed: Communicates Effectively, Demonstrates Self-Awareness, Drives Results, Manages Conflict, Situational Adaptability**

## BILL BENJAMIN

Bill Benjamin is a Partner with the Institute for Health and Human Performance (IHHP). IHHP has been at the forefront of teaching the essential skills of Emotional Intelligence for twenty years. Leading organizations such as Intel, Goldman Sachs, Pfizer, Allstate, Federal Reserve Bank, and the Marines to help them improve performance and leadership. Bill has over 30 years of business experience which means he understands the challenges that organizations face. His degrees in mathematics and computer science lead him to take a practical and scientific approach to helping people understand how the brain responds under pressure, and to leverage that to increase leadership and performance.



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# GET UNSTUCK: UNLOCKING AND ACTIVATING THE WISDOM OF OTHERS

NOVEMBER 15, 2022 | 9:00 A.M. – 4:00 P.M.



CRAIG LEMASTERS

If you are stuck, you are not alone! In fact, if you don't think you are stuck on something you are probably kidding yourself. We all get stuck. Stuck is sneaky, because it is rarely a complete standstill. Often our teams have a well-defined goal to achieve, yet with an ever-changing environment, new challenges that must be met, deadlines to meet those challenges, and budgets to adhere to, the task feels overwhelming. Rarely do things progress as quickly as we would like.

The more we push our teams outside their core competencies, the more they face gaps in understanding and the more likely they are to get stuck. As a leader your job is to confidently bring clarity and efficiency to ensure your team's success, but how? What you need is to be able to understand and become fluent in a simple, yet practical equation.

$W = K \times E$ ; *Wisdom equals Knowledge multiplied by Experience*. This radically different approach will accelerate progress and maximize output across your team and allow you to move confidently through some of your most challenging issues.

Craig calls this rapid cycle learning. This approach has helped hundreds of senior leaders within dozens of Fortune 500/Global 2000 organizations get unstuck, generating over \$400 million in revenue. In this program, you will learn the four steps to unlock wisdom-based learning. With hands-on exercises, you will take your organization's most pressing challenges and work your way through the steps of wisdom-based learning to map out not only the most efficient way to meet your goals, but also how to form messaging for communication to unite your team and provide vision.

## This program will help leaders:

- Understand the four-step wisdom-based approach to improve individual and organizational grit.
- Identify where you are stuck (A) and where you want to be (B) by building an execution road map.
- Communicate clearly to build alignment and achieve commitment across your team.

**Competencies Addressed: Collaborates, Communicates Effectively, Decision Quality, Drives Results, Manages Complexity**

## CRAIG LEMASTERS

Craig Lemasters is an author, entrepreneur, investor, and board member with more than two decades of success in executive leadership positions, now dedicated to helping senior leaders get unstuck on the major growth challenges to their businesses. Craig works with global enterprises, focused on identifying knowledge gaps, aligning organizations around their strategic direction, and enabling critical decision making. Craig previously served as the CEO of Atlanta-based Assurant Solutions, a subsidiary of Fortune 500 Assurant, Inc. During his tenure, he led Assurant's digital transformation and expansion into a global enterprise with a presence in 25 new markets around the world. Craig speaks for a wide variety of industry and leadership audiences around the world and recently published the best-selling book, *Unstuck*, which deep dives into his journey as CEO and teaches readers how they can leverage his unstuck methodology to tackle their most pressing business challenges.



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