

EXECUTIVE DEVELOPMENT PROGRAMS



University of Dayton
Center for Leadership

PROGRAM BENEFITS



ONE DAY. LIFELONG IMPACT.

For more than 25 years, senior leaders like you have come to the University of Dayton to learn from world-renowned leadership authors, speakers, and experts. The Center for Leadership offers a rotating annual lineup of one-day Executive Development programs designed to tackle the most pressing challenges you face in today's ever-evolving business landscape. Each program blends expert insights, peer discussion, and hands-on application, so you walk away with practical tools you can use immediately.

With a flexible one-day format, you can build your leadership journey around what matters most to you—whether it is navigating conflict, sparking innovation, or leading transformational change. You are in control of your development, and we are here to help you lead with clarity, confidence, and purpose.

PROGRAM BENEFITS

- **Become a more effective leader** and make a greater impact in your business through real-world learning experiences.
- **Gain access to world-class executive education** delivered by some of the best minds in leadership, nationally and globally.
- **Enhance your network of contacts** with other area executives in an environment that encourages learning and growth.
- **Maximize flexibility** and participate only in those programs that fit your personal and organizational development needs.

WHO SHOULD ATTEND?

Executive Development programs are designed for senior leaders, functional leaders, and those who lead other leaders—anyone ready to sharpen their edge and make an immediate, lasting impact.

CALENDAR



EXECUTIVE DEVELOPMENT 2027

Date	Program
2/18	Superhuman Leadership: Leveraging AI to Amplify Human Impact
3/17	From Friction to Forward: Precision Communication for Leaders Who Need People to Move
4/28	The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change
9/23	What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset
10/20	Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce
11/18	Becoming the Leader Worth Following: Building Trust and High-Performance

NOTE – All Executive Development programs are exclusively in person.



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

☐ **Cultivates Innovation**

- Superhuman Leadership: Leveraging AI to Amplify Human Impact
- The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change

☐ **Decision Quality**

- Superhuman Leadership: Leveraging AI to Amplify Human Impact

☐ **Strategic Mindset**

- Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce

☐ **Tech Savvy**

- Superhuman Leadership: Leveraging AI to Amplify Human Impact

FACTOR II: RESULTS

☐ **Drives Results**

- From Friction to Forward: Precision Communication for Leaders Who Need People to Move
- The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change

☐ **Ensures Accountability**

- From Friction to Forward: Precision Communication for Leaders Who Need People to Move

☐ **Optimizes Work Processes**

- Superhuman Leadership: Leveraging AI to Amplify Human Impact

FACTOR III: PEOPLE

☐ **Attracts Top Talent**

- Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce

☐ **Builds Effective Teams**

- Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce

☐ **Communicates Effectively**

- What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset

☐ **Develops Talent**

- Becoming the Leader Worth Following: Building Trust and High-Performance

☐ **Drives Engagement**

- Becoming the Leader Worth Following: Building Trust and High-Performance
- The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change
- What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset
- Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce

☐ **Interpersonal Savvy**

- What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset

☐ **Manages Conflict**

- What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset

☐ **Organizational Savvy**

- From Friction to Forward: Precision Communication for Leaders Who Need People to Move
- The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change

☐ **Persuades**

- From Friction to Forward: Precision Communication for Leaders Who Need People to Move

FACTOR IV: SELF

☐ **Courage**

- Becoming the Leader Worth Following: Building Trust and High-Performance
- What Isn't Being Said: Unlearning Silence so Communication Becomes a Leadership Asset

☐ **Demonstrates Self-Awareness**

- Becoming the Leader Worth Following: Building Trust and High-Performance

☐ **Instills Trust**

- Becoming the Leader Worth Following: Building Trust and High-Performance

☐ **Manages Ambiguity**

- The Leadership Culture Blueprint: How to Keep Talent, Strengthen Teams, and Lead Through Change
- Winning the Talent Wars: Strategies for Recruiting, Managing, and Retaining the New Workforce

☐ **Nimble Learning**

- From Friction to Forward: Precision Communication for Leaders Who Need People to Move

☐ **Situational Adaptability**

- Superhuman Leadership: Leveraging AI to Amplify Human Impact



SUPERHUMAN LEADERSHIP: LEVERAGING AI TO AMPLIFY HUMAN IMPACT

2/18 | 9:00 AM – 4:00 PM

With Dr. Bailey Parnell



Leadership is evolving. The next era of great leadership is human + AI, a partnership Dr. Bailey Parnell argues can be better, and more human, than either alone. Together, you can build a co-intelligence that scales your connection, empathy, impact, and humanity. Parnell believes most people, and most leaders, are fundamentally good. The challenge is that you might not yet know how to partner well with AI. This full-day workshop charts your path to Superhuman Leadership: a model for leading with AI that amplifies your impact without replacing your humanity. At the center of the day is a simple truth: AI is a mirror. It reflects and refracts whoever picks it up, which means your values are the prompt before the prompt. The work is not only better prompting, it is becoming the kind of leader worth amplifying. You use AI all day in two ways, for the daily work of leading and for your own growth as a leader. You leave with a personal Superhuman Leadership practice you can keep using long after the session ends.

This program will help leaders:

- Partner with AI as a true co-intelligence by understanding what your human judgment does best, what AI does best, and how to combine them to lead with more impact and more humanity.
- Identify ways to use AI in your daily work to draft, decide, prep, and give feedback, so it carries more of the busywork and frees your energy for the human parts of leading only you can do.
- Apply AI in your own development as a leader and leave with a personal 30-day plan: one new habit, one team conversation, one ethical boundary.

Competency / Skill: Cultivates Innovation, Decision Quality, Optimizes Work Processes, Situational Adaptability, Tech Savvy

Dr. Bailey Parnell is a pioneer at the intersection of technology, AI, leadership, and well-being. Named one of Canada's Top 100 Most Powerful Women, she has partnered with organizations and governments worldwide, teaching leaders and teams how to harness AI ethically, better navigate change, and build thriving workplace cultures. A multi-award-winning entrepreneur and international leadership expert, Parnell is the founder and CEO of SkillsCamp, a soft skills and leadership development company that provides personalized expert-led training solutions that empower high-performing teams, leaders, and organizations. Parnell recently earned her Doctorate in Education in Learning and Organizational Change, where she studied how leaders can use AI for more human-centric leadership practices — research that now informs her groundbreaking approach to what she calls “Superhuman Leadership”.

FROM FRICTION TO FORWARD: PRECISION COMMUNICATION FOR LEADERS WHO NEED PEOPLE TO MOVE

3/17 | 9:00 AM – 4:00 PM

With Fotini Iconomopoulos



Every leader has experienced the frustration of communicating a priority clearly, only to find that nothing moves. Whether your team pushes back, goes silent, or falls into compliance rather than commitment, the problem is rarely the strategy—it is the conversation. This program treats communication not as a “soft skill,” but as a precision instrument built on the Power — People — Process framework. Drawing on two decades of high-stakes negotiation experience, Fotini Iconomopoulos reframes leadership friction not as a hurdle to eliminate, but as a signal to read and a resource to leverage. Drill down into the tactical architecture of conversation, uncover why follow-through breaks down, and how to structure interactions that produce genuine commitment. Whether managing up, down, or across silos, leave with a toolkit to transform resistance into organizational momentum.

This program will help leaders:

- Identify where and how you are inadvertently leaking credibility and what to do instead.
- Map the human dynamics at play before walking into any high-stakes conversation.
- Apply a structured approach to communicating and building alignment that moves people from resistance to commitment and action.

Competency / Skill: Drives Results, Ensures Accountability, Nimble Learning, Organizational Savvy, Persuades

Fotini Iconomopoulos is a globally recognized keynote speaker, bestselling author, and trusted advisor who helps leaders harness workplace friction as fuel for performance. Ranked among the Top 15 Negotiation Experts worldwide by Global Gurus (2026), Iconomopoulos is known for challenging outdated win-lose thinking and reframing negotiation — and leadership itself — as the disciplined use of friction to create clarity, stronger decisions, and results people genuinely support. With more than two decades of real-world negotiation experience in corporate boardrooms, over 15 years advising organizations globally, and more than a decade teaching negotiation at the MBA level, Iconomopoulos brings uncommon depth and credibility to the stage. Approached by HarperCollins to write her bestselling book *Say Less, Get More*, Iconomopoulos has become a trusted voice in negotiation and influence.

THE LEADERSHIP CULTURE BLUEPRINT: HOW TO KEEP TALENT, STRENGTHEN TEAMS, AND LEAD THROUGH CHANGE

4/28 | 9:00 AM – 4:00 PM



With Natalie Johnson & Rebecca Johnson

Retaining talent, improving team performance, and navigating change are often viewed as operational hurdles, but in reality, they are cultural hurdles. In this training, you step into the role of a “cultural architect,” responsible for shaping the everyday behaviors and systems that influence these cultural challenges for the better or worse. Using the Culture Journey® framework, explore your influence around these common challenges through the lens of Me Work (individual mindset), We Work (how people relate and communicate), and System Issues (structures, processes, and policies). When you understand how these elements interact and leverage your agency fully, you intentionally shape environments where employees engage and stay, and teams perform at their best, even during periods of change.

This program will help leaders:

- Define the critical link between your executive leadership, organizational culture, and bottom-line performance.
- Diagnose common cultural friction points—such as misalignment, drama, and inertia—using the Culture Journey® Me-We-Systems framework.
- Implement actionable strategies and frameworks to build and sustain a thriving workplace culture.

Competency / Skill: Cultivates Innovation, Drives Engagement, Drives Results, Manages Ambiguity, Organizational Savvy

Natalie Johnson is a co-founder of Vidl Work, co-author of *Leading the Culture Journey*, and a professional keynote speaker known for helping organizations strengthen culture, trust, communication, and human connection in today’s rapidly changing workplace. Natalie has spent more than 30 years working in the fields of human performance, leadership development, workplace wellbeing, and organizational culture. She is an industry-recognized Performance Coach, a sought-after keynote speaker, a Certified Dare to Lead™ Facilitator, and a certified coach through the Wellcoaches® organization.

Rebecca Johnson is a co-founder of Vidl Work and co-author of *Leading the Culture Journey*. Rebecca holds an MS in Counseling Education as well as multiple certifications including Licensed Developing a Leadership Mindset™ Facilitator, Certified Thriving Workplace Culture Consultant™ and Certified Wellcoaches® Coach. She brings more than 25 years of experience helping individuals, leaders, and organizations step into the next best version of themselves through roles including individual and family therapist, corporate trainer, group facilitator, performance and leadership coach, and cultural transformation consultant.

WHAT ISN'T BEING SAID: UNLEARNING SILENCE SO COMMUNICATION BECOMES A LEADERSHIP ASSET

9/23 | 9:00 AM – 4:00 PM

With Elaine Lin Hering



In high-pressure environments, the cost of silence is high. When critical issues are not surfaced, ideas go unspoken, innovation stalls, and interpersonal dynamics consume your bandwidth. Based on the principles of Elaine Lin Hering's USA Today bestselling book *Unlearning Silence*, this program helps you identify unintended barriers that prevent your team from contributing their best insights. Explore why people withhold feedback and how you can create the psychological safety necessary to get them talking to each other, rather than about each other. Shift your approach to these "unspoken" conversations to stop the cycle of recurring issues and build a foundation of sustainable collaboration and clarity.

This program will help leaders:

- Articulate your perspective clearly and constructively navigate disagreements during challenging conversations.
- Identify the relational interests that motivate your team and establish clear decision-making processes to optimize energy allocation.
- Design a collaboration framework that eliminates common barriers to employee engagement and contribution.

Competency / Skill: Communicates Effectively, Courage, Drives Engagement, Interpersonal Savvy, Manages Conflict

Elaine Lin Hering is a keynote speaker, author, and former Harvard Law School faculty member known for her work on what undermines communication. Named a Thinkers50 Top 30 Global Management Thinker, she has worked with organizations across six continents. Her work brings together research, lived experience, and practical insight to address communication challenges at the individual, team, and organizational levels, including workplace silence, psychological safety, employee voice, and leadership communication. Her book, *Unlearning Silence* (Penguin), is a USA Today bestseller and is widely used by leaders, educators, and organizations seeking more honest and effective ways of working.

WINNING THE TALENT WARS: STRATEGIES FOR RECRUITING, MANAGING, AND RETAINING THE NEW WORKFORCE

10/20 | 9:00 AM – 4:00 PM

With Bruce Tulgan



With skilled talent in greater demand than supply, the competition to recruit and retain the best people is more aggressive than ever. Winning the “talent wars” is about more than just benefits; it requires a sophisticated, process-driven approach to management. In this program, you explore research-based strategies for what the new workforce truly demands from leadership. Discover a six-step process for gaining a strategic advantage as an employer, focusing on how you can manage the “human” side of retention in an era of uncertainty and rapid transformation. Move past outdated retention tactics and implement a high-engagement management framework that keeps top performers committed and productive.

This program will help leaders:

- Assess current turnover trends to identify the specific factors driving early voluntary turnover in your organization.
- Implement a management framework that effectively recruits, engages, and retains the “new workforce.”
- Gain a strategic advantage in the talent market by refining the day-to-day interactions that define the employee experience.

Competency / Skill: Attracts Top Talent, Builds Effective Teams, Drives Engagement, Manages Ambiguity, Strategic Mindset

Bruce Tulgan is the founder and CEO of RainmakerThinking, Inc., a management research and training firm, as well as RainmakerLearning, an online training resource. Bruce is the best-selling author of numerous books including *Not Everyone Gets a Trophy* (2023), *Bridging the Soft Skills Gap* (2022), *The Art of Being Indispensable at Work* (2020), *The 27 Challenges Managers Face* (2014), and *It’s Okay to be the Boss* (2014). Bruce lectures at the Yale Graduate School of Management, as well as other academic institutions. In recent years, Bruce was named by Management Today as one of the few contemporary figures to stand out as a “management guru” and he was named to the 2009 Thinkers50 Rising Star list.

BECOMING THE LEADER WORTH FOLLOWING: BUILDING TRUST AND HIGH-PERFORMANCE

11/18 | 9:00 AM – 4:00 PM

With Justin Patton



Every room you walk into gets a version of you, but is it the version you intended to bring? Leadership credibility is often built—or quietly eroded—in “the glimpses”: those small, unguarded moments where others decide if you are worth following. This program acts as a leadership mirror, challenging you to examine the energy and presence you project before you say a single word. Move from self-awareness to action. Master a specific coaching and management playbook that determines whether your people feel seen, challenged, and trusted enough to give their best work. By shifting from accidental to intentional leadership, you leave with the tools to coach for high performance and ensure your most credible self shows up consistently in the moments that matter most.

This program will help leaders:

- Analyze the three factors of leadership credibility to recognize how your energy and “glimpses” communicate your value and influence your team’s trust.
- Execute a high-trust management framework by practicing specific behaviors for setting clear expectations and building authentic relational depth.
- Apply a structured coaching model to navigate difficult performance conversations, ensuring team members feel both supported and challenged to grow.

Competency / Skill: Courage, Demonstrates Self-Awareness, Develops Talent, Drives Engagement, Instills Trust

Justin Patton helps people have the courage to turn toward themselves and each other. As the founder of The Trust Architect Group, Justin has spent his career helping leaders build trust — in themselves, with their teams, and across their organizations. A former high school English teacher who studied body language from a retired FBI agent, Justin brings a rare combination of relational depth, behavioral science, and real-talk delivery. Justin is the award-winning author of five books, a credentialed PCC executive coach with the International Coach Federation, a member of the Forbes Coaches Council, and holds the highest earned designation from the National Speakers Association.