SESSION I  
February 23 – 8:15 a.m. – 5:00 p.m.  
with Cocktail Reception Following  
- Check-In, Breakfast & Coffee  
- Professional headshots  
- Welcome and Introductions  
- Leadership in the Era of Disruption  
- From Control to Commitment  
- Developing Engaged Employees  
- LEAD Assessment  
- Discovering Your Leadership Style  
- Lunch  
- Hogan: Adjustment, Ambition, Power  
- Level IV Leadership  
- Homework Assignment  
- 5:00 – Network Reception

SESSION II  
March 8 – 8:30 a.m. – 2:30 p.m.  
- Check-In, Breakfast & Coffee  
- Disrupting Your Business Exercise  
- Performance Management  
- Handling a Marginal Worker Case Study  
- CEO Guest Speaker  
- How Your Reputation Influences Success  
- Group Exercise  
- Homework: Hubris or Humility

SESSION III  
March 22 – 8:30 a.m. – 2:30 p.m.  
- Check-In, Breakfast & Coffee  
- Conflict Resolution Skills  
- Sources of Conflict  
- Thomas Kilmann Conflict Styles  
- CEO Guest Speaker  
- Motivation: Unleashing the Potential in Others  
- Job Satisfaction Factors Survey – Employee Engagement

SESSION IV  
April 12 – 8:30 a.m. – 2:30 p.m.  
- Check-In, Breakfast & Coffee  
- Finding, Hiring, and Keeping Talent  
- Managing the Multi-Generational Workforce  
- Building an Organizational Climate to Attract and Retain Millennials and Gen Zs  
- CEO Guest Speaker  
- Diversity and Inclusion – Unconscious Bias  
- Delegation Strategies that Really Work  
- Homework Assignment – Define the Characteristics of Your Culture

SESSION V  
April 19 – 8:30 a.m. – 3:30 p.m.  
- Check-In, Breakfast & Coffee  
- Building a High Performance Team  
- Group Exercise – Team Effectiveness Critique  
- CEO Guest Speaker  
- “Cultural Eats Strategy”: Creating a Winning Culture  
- Managing Change: Teaching the Elephant to Dance  
- Managing Your Own Change – Personal Development  
- Keys to Your Personal Leadership

*Dates and agenda subject to change  
*A personal Executive Coaching session to provide feedback on the HOGAN Leadership Assessment will be individually scheduled prior to the first class.