Emerging Leaders Alliance

2019 Conference Schedule
3–6 November 2019
Westin Tysons Corner
Falls Church, Va., USA

All sessions will take place in the Oaks Room 1 & 2 unless otherwise noted.

Sunday, 3 November 2019

6–7:00 p.m.  Check-In and Welcome Reception
(Hallway outside of Oaks Room 1 & 2)

Monday, 4 November 2019

8–9:00 a.m.  Check-In and Continental Breakfast

9–9:35 a.m.  Welcome, Conference Overview and Introductions
(Sponsored guests are asked to stand while their organization is introduced)

9:35–10:15 a.m.  ELA – The BIG Picture (and Why We Are Here)!

10:15–10:30 a.m.  Break

10:30–Noon

Personal Vision: Becoming an Indispensable Leader
Bob Heavers, Priority Management

The best way to predict the future is to invent it ourselves. Employees are hungrier than ever for a vision to which they can relate and contribute their best. Learn how to create and project a meaningful organizational vision by first becoming very clear about your personal vision, the thing that gets you going every day. Full engagement and effective leadership happen when your personal vision is aligned with organizational visions and goals. Leaders become indispensable when they can effectively empower other team members to do the same, to get excited about whom they are and how they can fulfill their own visions by helping their organization to succeed.

Participants will understand the importance of personal “balance” and learn how to create a personal vision strategically. They will leave this session with an assignment that will help them to arrive at a personal vision statement that will articulate who they are and how they will make a bigger difference in the world. It will arm them with knowledge and a process by which they can empower work-related team members at every level.

Noon–1:00 p.m.  Lunch (Oaks Room 3)
Making the Transition From Technical to Management
Rahul Dogra, Vision to Market Ltd.

For many individuals, their careers are based initially on technical merit and their initial advancement is highly dependent on enhancing their technical capabilities. The “value add” is solely based on the level and depth of dealing and handling technical issues that arise. At some point, a career in management appears and this presents new challenges and their value add is based on a new range of capabilities: delegating, coaching, mentoring, monitoring their environment, handling and managing conflicts, to name but a few.

Participants will be shown how to manage the transition to management and the skills on which to focus. It will enable them to focus their attention on skills that need to be developed. For existing managers, this represents an opportunity to take a look and rate their existing “soft skill” portfolio and identify which areas need improvement.

2:30–2:45 p.m. Break

2:45–4:15 p.m.

Social Styles: Building Highly Productive Relationships That Matter (Behavioral Savvy)
Bob Heavers, Priority Management

People skills are a core competency “must” that cannot be overlooked. Behavioral savvy can be learned and is indispensable when it comes to leading and influencing others.

We get all the things we want and need from other people, and the demand for people who are willing to be useful to others is greater than ever. In this program, you will see yourself as others see you and discover the level of endorsement accorded to you by others. You will learn the Social Styles Model and discover the key characteristics that lead to understanding yourself and others better. Understand versatility and discover the magic of treating others the way they want to be treated.

Participants will understand themselves and others better, as well as the pros and the cons of each social style. They will begin to consciously observe interpersonal behavior in order to determine the styles of others. They will be able to practice “growth actions” that will increase their own versatility and apply a simple four-step process that can turn people problems into relationship assets. The correlation between effective management and high versatility is remarkable.

4:15–4:45 p.m.

Leveraging Social Styles in Problem Solving
Bob Heavers and Rahul Dogra

[Dinner on your own]
Tuesday, 5 November 2019

8–9:00 a.m. Continental Breakfast
(8:45 – 9:00 Introductions at your table, and reflection on yesterday.)

9–10:15 a.m.

**Influencing and Motivating Others**
Catherine Wood, Unbounded Potential

In a busy world of immediate gratification and sensory overload, the need is pervasive for more self-awareness in the way we do business and interact with ourselves, staff and colleagues. In a faster-paced work environment where the old tricks of top-down leadership and rote training methods no longer prove to be effective or efficient, discover more soft-leadership skills and coaching methods, which ultimately result in you and your teams being self-enrolled.

Gone are the days where doing something to make your boss proud works. In this interactive and experiential-based session, discover and learn how to implement, on a regular basis, three of the most effective coaching core competencies to lead you and your teams to be self-enrolled in fulfilling your roles and responsibilities in the long-term: (1) active listening; (2) direct communication; and (3) powerful questioning.

10:15–10:30 a.m. Break

10:30–11:45 a.m.

**Global and Virtual Team Leadership**
Rahul Dogra, Vision to Market Ltd.

More companies are operating globally today than ever before. Teams that collaborate using a communications network are classified as a virtual team. A number of issues become predominant for the manager in this setting. These include: managing the “them” and “us” syndrome amongst dispersed team members; motivating an individual that operates remotely from other members; creating a sense of team unity and identity; and understanding the range of national cultures that shape local individual decision-making.

Many issues arise in a global environment when managers adopt a co-located methodology in a virtual environment. Participants will be shown strategies to adopt in order to overcome common issues. They will understand that an effective operation requires managers to focus their attention on building and maintaining team member relationships. Additional focus is required on managing the many communications tools available to ensure that the best tool is used for the appropriate task. By creating a collaborative environment, dispersed team members are encouraged to capture and share knowledge that aims at both the team and the organization’s institutional memory.

11:45–12:15 p.m. Group Photos

12:15–1:15 p.m. Lunch (Oaks Room 3)

1:15–2:30 p.m.

**Conflict Management**
Catherine Wood, Unbounded Potential

In an industry filled with technically-minded and logically-driven professionals, we’ll get back to basics in teaching you how to seek to understand before being understood. Through this interactive and case-study session, you’ll learn how to identify and practice the necessary skills to listen for in order to support effective conflict management. You’ll identify how to get to the heart of the matter and train your listening to meet one of the fundamental needs of human beings: being understood. Walk away with the skills to not only come to a resolution
with those ongoing communication breakdowns amongst your peers and subordinates, but also ones that will continue to make life easier long after you leave the office.

In this session, we will get back to basics reconnecting you with how to focus on relationship building and building trust through open and direct communication. We will employ a combination of group exercises and Authentic Relating games to facilitate tools and techniques which can be used to build relationships, garner trust, and manage conflict.

2:30–2:45 p.m.  Break

2:45–3:30 p.m.  Communication Exercise

3:30–4:45 p.m.

**Innovation, Creativity and Problem Solving**  
Brent Darnell, Brent Darnell International

Technical construction people and creative thinking don’t often go hand-in-hand — but they should. Creative thinking is essential to fostering innovation and leadership in every business. This is how companies will be able to face tomorrow’s industry challenges. Through the use of hands-on exercises and improvisational storytelling, Brent helps teach technical-minded professionals how to improve the creative thought process in themselves and their companies and improve their leadership skills. He also covers a problem-solving/design methodology from the Stanford "D" School that will enable companies to easily solve the toughest problems. This program is designed for any company that desires to inspire innovation and stay ahead of the curve in a competitive marketplace.

[Dinner on your own]

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**Wednesday, 6 November 2019**

8–9:00 a.m.  Continental Breakfast  
(8:45 – 9:00 Introductions at your table, and reflection on yesterday.)

9–11:45 a.m.  (Break from 10:15 - 10:30 a.m.)  

**How to Present Like an Award-Winning Actor: Increase Your Presence and Influence**  
Brent Darnell, Brent Darnell International

This course shows participants how their body, face, voice, movement and energy affect an audience. They will learn how to use these factors to create more effective, memorable presentations and also increase their effectiveness with one-on-one encounters. This presentation also examines the power of storytelling, the use of metaphors, the basics of rhetoric (creating powerful argumentation) and the use of status. This course goes far beyond learning to create inspiring speeches. It will give participants the tools to create a powerful presence so that they can have more influence on their projects and work environments.

11:45 a.m.–Noon  Closing