Emerging Leaders Alliance

2021 Conference Schedule
26–29 September 2021
Omni William Penn Hotel
530 William Penn Place
Pittsburgh, Pa., USA

All sessions will take place on the 17th floor of the hotel.

Sunday, 26 September 2021

6–7:00 p.m. Check-In (Located by the Elevators)
Welcome Reception (Sky Room)

Monday, 27 September 2021

8–8:55 a.m. Check-In (Located by the Elevators)
Continental Breakfast (Sky Room)

9–9:35 a.m. Welcome, Conference Overview and Introductions (Monongahela Room)
(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! (Monongahela Room)

10:15–10:30 a.m. Break

10:30–Noon

Personal Vision: Becoming an Indispensable Leader (Monongahela Room)
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 discover their own personal visions and how they can fulfill these goals 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 (Sky Room)
1–2:30 p.m.

**Innovation, Creativity and Problem-Solving (Monongahela Room)**
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.

2:30–2:45 p.m. Break

2:45–4:15 p.m.

**Social Styles: Building Highly Productive Relationships That Matter (Allegheny Room)**
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 (Allegheny Room)**
Bob Heavers and Brent Darnell

[Dinner on your own]
Tuesday, 28 September 2021

8–8:55 a.m.  Continental Breakfast *(Sky Room)*
(8:45 – 9:00 Introductions at your table, and reflection on yesterday.)

9–10:15 a.m.

**Emotional Intelligence: Foundation for Your Future** *(Monongahela Room)*
Brent Darnell, Brent Darnell International

This program starts with an intense focus on the concept of Emotional Intelligence. Here, Brent examines this concept’s importance, how it is measured, how it can be improved and the powerful results it can have on your career. Enlightening and entertaining, this program shows you how to use this vital concept to leverage the full power of your leadership skills to accelerate your careers and improve your life and work.

**Objectives:**
- Understand emotional intelligence concepts, your own emotional profile, and how it affects your life and work.
- Apply these concepts to leadership and your life and work.
- Create action plans going forward to address what you want to improve in your emotional profile.

10:15–10:30 a.m.  Break

10:30–11:45 a.m.

**Ethical Leadership through Giving Voice to Values** *(Monongahela Room)*
Taya R. Cohen, Ph.D., Associate Professor of Organizational Behavior and Theory, Carnegie Mellon University

Ethical leadership requires standing up for your values and speaking up when you notice problems in your organization. Speaking up and taking action to give voice to your values can feel daunting, especially when we don’t feel confident that we have the right knowledge and skills to advocate for our values effectively. Rather than focus on answering the question of "What is the right thing to do?, in this session we will focus on answering the question, “Once we know what we think is right, how can we get it done?”

11:45–12:15 p.m.  Group Photos

12:15–1:15 p.m.  Lunch *(Sky Room)*

1:15–2:30 p.m.

**Know Yourself, Live Your Mission, Lead Your People** *(Monongahela Room)*
RDML (Ret.) Mike Giorgione, LeadingLeaders, LLC

Rear Admiral Mike Giorgione (Ret.), founder of LeadingLeaders, LLC, is devoted to training and developing leaders in any organization. Mike’s experience of 33 years in the Navy and the past eleven years in corporate business have created and continue to hone his understanding of and appreciation for the challenges in being a very effective and successful leader.

Real life stories and practical how-to advice are presented in this interactive seminar through the theme of “Know Yourself, Live Your Mission, Lead Your People.” His goals are that you come away with at least one thing to use to improve your leadership skills and that you recognize that the greatest factor in being an effective leader is knowing how to connect to the hearts and minds of your people.

2:30–2:45 p.m.  Break
The Five Behaviors of a Cohesive Team (with Breakouts) *(Monongahela Room)*

Jan Ferri-Reed, KEYGroup

Enlightened leaders know that team trust does not just happen. Trust, just like other team building blocks, needs to be defined, evaluated and addressed head-on by both the leader and team members over time. Employees want to trust their leader and their team members, but sometimes they question skills, capabilities, character, motives, and even shared results along the way.

In this session Dr. Jan Ferri-Reed, president of KEYGroup, will discuss a solution that helps to build trust and effective teams. Patrick Lencioni’s Five Behaviors of a Cohesive Team™ is an assessment-based learning experience that helps leaders and team members to call out, address and execute on the strengths and development opportunities specific to their unique team.

The session will help leaders to:

- The Current State of Teams
- Overview of Five Behaviors® Model
- Best Practices for building a cohesive team
- What you can do to Enhance Your Team
- Team Problem-Solving Activity

[**Dinner on your own**]

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**Wednesday, 29 September 2021**

8–8:55 a.m.  
Continental Breakfast *(Sky Room)*  
(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** *(Monongahela Room)*

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 *(Monongahela Room)*