



Emerging Leaders Alliance

2023 Conference Schedule

25–27 September 2023

Wyndham Grand Hotel
600 Commonwealth Place
Pittsburgh, Pa. 15222, USA

All sessions will take place on the ground level of the hotel.

Monday, 25 September 2023

8–8:55 a.m.	Check-In
	Networking Breakfast – Continental Style (<i>Bridges Room</i>)
9–9:35 a.m.	Welcome, Conference Overview and Introductions (<i>Commonwealth</i>) <i>Sponsored guests are asked to stand while their organization is introduced.</i>
9:35–10:15 a.m.	ELA – The BIG Picture and Why We Are Here! (<i>Commonwealth</i>)
10:15–10:30 a.m.	Break
10:30–Noon	

Personal Vision: Becoming an Indispensable Leader (*Commonwealth*) 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 (<i>Bridges Room</i>)
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1–2:30 p.m.

The Art and Science of Negotiation (*Commonwealth*)

Taya R. Cohen, Ph.D., Associate Professor of Organizational Behavior and Theory, Carnegie Mellon University

We negotiate daily in a variety of contexts: business, family, and social. Negotiations serve several purposes: (1) establishing new or renewing old relationships; (2) changing behaviors and expectations; and (3) resolving conflict and disputes. How effectively we negotiate exerts important effects on the quality of life we live and how successful we are at work. Although negotiations are a ubiquitous part of our everyday lives, many of us know little about the strategy and psychology of effective negotiations. Why do we sometimes get our way, while other times we walk away feeling frustrated by our inability to achieve the agreement we desire? This presentation covers several key principles for successful negotiation and conflict resolution and is designed to address a broad spectrum of negotiation challenges. Session takeaways include:

- Strategies for claiming and creating value in negotiations
- How to effectively prepare for a negotiation
- How to avoid common negotiation traps
- Helpful phrases and questions to use in negotiations

2:30–2:45 p.m.

Break

2:45–4:15 p.m.

Social Styles: Building Highly Productive Relationships That Matter (*Commonwealth*)

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 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 (*Commonwealth*)

Bob Heavers and Rahul Dogra

[Dinner on your own]

Tuesday, 26 September 2023

8–8:55 a.m.

Networking Breakfast – Continental Style (*Bridges Room*)

9–10:15 a.m.

Making the Transition from Technical to Management (*Commonwealth*)

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.

10:15–10:30 a.m.

Break

10:30–11:45 a.m.

Combating Stress + Burnout (*Commonwealth*)

Jamie Lewis Smith, PhD, Pixel Leadership Group

Worker burnout and stress are at all-time highs, which leads to more errors, increased safety incidents, and higher employee turnover. Managers play a critical role in combating employees' workplace stress – as well as their own.

During this interactive session, participants will learn about the causes of workplace stress, the signs of burnout, and the impact they have on individuals and the workplace. Participants will be provided with tips and strategies to manage their own stress as well as how that can help their employees by creating a psychologically safe workplace, increasing role clarity, prioritizing mental health, and role modeling desired behaviors.

Participants will engage in group discussions, application exercises, self-reflection activities, and will create a personal action plan to improve their own stress and to support the mental health of their employees. Key takeaways include:

- Understanding about the current state of stress and burnout for workers
- Learn about the major causes of stress and burnout
- How managers can help manage stress and burnout for their employees
- Explore one's own level of burnout and stress and steps to take to reduce it

11:45–12:15 p.m. Group Photos

12:15–1:15 p.m. Lunch (*Bridges Room*)

1:15–2:45 p.m.

Conflict Resolution (*Commonwealth*)

Rahul Dogra, Vision to Market Ltd.

Workplace conflict can occur for several reasons including managing the impact of change, poor communications, increased workload, with insufficient recourses. The outcomes, if not managed lead to damaged relationships and poor productivity, but there are constructive ways for responding to conflict.

Adopting a proactive approach to conflict rather than a reactive one, allows issues to be detected at source where less time and efforts are required, as opposed to handling them when the impact significantly increases causing more stakeholders to get involved and the issue takes longer to resolve meaningfully.

In this session we will:

- Identify the underlying causes of conflict
- Assess the impact of conflict avoidance
- Moving from conflict management to resolution
- Being comfortable with having a difficult conversation
- Use collaborative approaches to conflict resolution
- Why healthy levels of conflict may help unlock the power of the team

2:45–3:15 p.m. Break

3:15–4:45 p.m.

Strategic Thinking (*Commonwealth*)

Rahul Dogra, Vision to Market Ltd.

Successful operational managers use strategic thinking to move beyond reacting to day-to-day events, ensuring that their decisions are aligned with the organizational values, vision, and mission. The environment in which it operates is changing due to various forces: technology, globalization, the environment, legislation. As changes occur, there is a need to identify its implications and then optimize operational activities to deliver results.

We will identify what strategic thinking is and how to create opportunities to meet the changes in operational conditions. In addition, we will:

- Investigate the strategic planning process and how goals are formulated
- Apply a TOWS rather than SWOT process
- Assess how to deliver the strategic intent
- Address the need to manage any change associated with strategic thinking

[Dinner on your own]

Wednesday, 27 September 2023

8–8:55 a.m. Networking Breakfast – Continental Style (*Bridges Room*)

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

Amplify Your Influence with Powerful Presentations (*Commonwealth*)

Jamie Lewis Smith, PhD, Pixel Leadership Group

The role of a leader is to communicate a compelling vision, create alignment, and inspire action to drive excellent results. To rally support for shared goals to achieve this impact, leaders spend approximately 75% - 90% of the time communicating. Therefore, it is critical to master these skills, and in particular, powerful presentations for maximum influence.

This interactive session offers participants the opportunity to learn techniques to clarify their message, reduce distractions and increase engagement with their visuals, and speak in a way that others want to listen. During this session, participants will gain insights into what makes an effective presentation, common presentation pitfalls, how to build a presentation around the desired outcomes, and practical tips to apply immediately to their presentations.

Participants will be asked to come to the session with a 15-minute presentation (or segment of a presentation) they have presented recently. They will be given the opportunity to work with partners to apply the techniques presented during the session to their own presentations. They will be asked to present the presentation while it is recorded, so they can review and critique themselves. Participants will engage in group discussions, application exercises, self-reflection activities, and will create a personal action plan to improve their presentation skills.

Key takeaways will include:

- How to tell a story for emotional and motivational impact
- How to avoid common presentation communication, body language, and visual mistakes
- Critical considerations for slide deck design
- Know the skills to master to deliver an impactful presentation

11:45 a.m.–Noon

Closing (*Commonwealth*)