21st Annual

LEADERSHIP & MANAGEMENT
DEVELOPMENT CONFERENCE

Forward Thinking for Today's Leader

Wednesday, November 13, 2019
Union South

**Learning and
Talent Development**
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN–MADISON

UW-Madison Employee Assistance Services
Consultation when you need it!

Strategies for employees dealing with personal issues.	Use Employee Assistance Services when you are coaching for performance concerns.
➢ As a trusted leader, employees may share personal concerns with you ➢ Remind employees about the confidential, free Employee Assistance Services (financial, legal, child care, elder care, and more) ➢ Let employees know they can access 1-5 personal counseling sessions for individuals or couples ➢ Counselors are available to listen and support employees and their immediate family members by phone or text any time, day or night	➢ When do I say something, and how do I say it? ➢ How can I provide feedback in a way that it will be heard? ➢ Find support for addressing conflict on your team ➢ Contact Employee Assistance Services for support after a crisis or disruptive event has impacted your employees
Support for you as a leader.	**Confidential, in-the-moment problem solving. To begin the conversation…**

➢ All EAO and LifeMatters services are available to you and your spouse, partner, significant other/household members
➢ LifeMatters has a nationwide network if you have dependent adult children or elders in other states
➢ Check out the robust LifeMatters website
www.mylifematters.com
    ❖ Password: **Bucky1** for employees
    ❖ **Bucky2** for managers and HR professionals
➢ Explore webinars, self-assessments, legal forms, financial calculators or download a simple will kit
	➢ **Life Matters** 800-634-6433
	Identify yourself as a UW-Madison employee or family member or Text "Hello"to 61295
	➢ **Employee Assistance Office**
	608-263-2987, eao@mailplus.wisc.edu
	Website: www.eao.wisc.edu

Keynote Address

8:30 a.m. - 9:30 a.m.

Leading Deliberate Creative Teams
Dr. Amy Climer

Innovation is critical for the long-term success of organizations. Organizations who are unable or unwilling to innovate will become irrelevant and slowly wither away. Teams are the #1 source of innovation in organizations. When teams can be creative, the results can drive innovative change. However, teams are complex. Many teams maintain the status quo and don't have the skills to actually innovate. They fumble because of unclear purpose, poor team dynamics, or due to lack of understanding the creative process. Learn how leaders can help drive innovation within organizations by focusing on developing deliberate creative teams.

Learning Outcomes:
- Learn about recent research identifying three components all teams need in order to be creative.
- Gain practical strategies and small changes you can make to help your team be more creative together.

Dr. Amy Climer teaches teams and leaders to be creative and innovative. She is a speaker, trainer, and coach in creativity, innovation, team development, and leadership. Through her company Climer Consulting she uses research-based practices, tools, and techniques teams can leverage to innovate on demand. She developed the Deliberate Creative™ Teams Scale to help teams understand how to increase their creativity. Her TEDx talk The Power of Deliberate Creative Teams explains her research and philosophies on innovation. Amy is the host of The Deliberate Creative™ Podcast, which has over 100,000 downloads. She is the designer of Climer Cards, a creativity and teambuilding tool used by thousands to deepen conversations and generate ideas. Amy holds a Ph.D. in Leadership and Change from Antioch University and a Master's degree in Outdoor Education from the University of New Hampshire. She is trained or certified in Creative Problem Solving, Immunity to Change, and the FourSight Thinking System. In 2016, she won the Karl Rhonke Creativity Award from the Association for Experiential Education. You can learn more about Amy and her work at climerconsulting.com.

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To get the app:

1. Download Convene for Android or iOS
2. Sign in with Facebook, Twitter, LinkedIn, or your email address
3. Use event code: **LMD2019**

Breakout Session 1 Descriptions
9:45 a.m.–11:00 a.m.

The Brain Science of Change Tolerance: Becoming Joyful and Adaptable in an Uncertain World
Niraj Nijhawan | Varsity Hall I, Second Floor
The health of any organization, from small teams to huge corporations, can be optimized by changing the individuals within. In its chaos and complexity, our rapidly changing world is having a destabilizing effect on the brains of millions of people—a huge factor in the major organizational challenges of employee engagement, turnover, absenteeism, and poor physical and mental health. The LEO framework is a comprehensive, science-based approach to meeting these challenges head-on and addressing their root causes in our brains. This session provides an overview of what tools this framework provides and how organizational leaders can implement them in any group to support the growth of both individual team members and the team as a whole. It opens with a foundation in the biology and neuroscience of survival, which provides the launchpad for individuals to discover how they can shift their brains from a fixed mindset to a growth mindset. A toolkit of empirically derived behaviors and actions is then introduced to help individuals understand the patterns of thought that create daily obstacles and hold them back from achieving their potential. Participants will learn how to effectively give and receive feedback, how "failure" is a key part of their success, and how to approach problems objectively and stop mental barriers from blocking both personal and organizational goals. Finally, we present empirical data from a wide variety of groups—from Division I athletes to insurance company employees—showing how this framework can be applied to transform any organization. At an individual level, attendees learn to become fearless, stress resistant, and resilient to factors that would normally contribute to poor focus, poor mental and physical health, and lack of motivation. Moreover, they learn how to bring these skills back to their teams, helping them function more effectively at a group or organizational level by increasing psychological safety, strengthening the culture, and improving alignment and adaptability.
Learning Outcomes:
1. Learn how an evidence-based brain science model can explain and overcome the common organizational issues of employee engagement, absenteeism, and the 'war for talent'.
2. Learn multiple tools to prevent the Lower Brain from activating during frustrating workplace scenarios and creative risk-taking, and promote activation of the Higher Brain, making it easier to cope with challenging events and people.
3. Learn how to apply these tools in any group or team to increase engagement, dynamism, and cohesiveness.

Improving Workplace Performance
Julie Kovalaske | Fifth Quarter Studio, Second Floor
In the workplace, there is no shortage of ideas for what could be done differently. But how do we know if these ideas will actually make a difference, or if we are just adding more work. Attend this session to learn the basics of the performance improvement model, a process to identify an issue in the workplace and create a comprehensive solution to effectively address the issue. During this session we will review a case study and your own personal work experiences.
Learning Outcomes:
1. Identify root workplace issues.
2. Create a comprehensive solution to address workplace issues.
3. Use steps in a systematic process to address workplace issues.

Millennials' Motivation and Management Mindsets
Cindy Sarkady | Northwoods Room, Third Floor
By 2025, millennials (the generation born between 1980 and 2000) will make up 75% of the world's working population. Millennials as a whole do possess characteristics and motivations that differ significantly from earlier generations in regard to the workplace. How do you as a leader, lead millennials? Learn how we as current leaders can help our future leaders thrive through coaching and mentoring. Millennials need challenges to feel they are contributing, they need immediate feedback, they need a strong work/life blend, they need recognition, and, money isn't their only driving force. They want mentors not bosses.
Learning Outcomes:
1. Identify challenges in managing employees
2. Identify your strengths as a leader/manager
3. Identify strategies to manage employees

Breakout Session 1 Descriptions
9:45 a.m.–11:00 a.m.

Hear ME ROAR! Your Voice is Your Power
Brandi Austin & Anita Clinton | Landmark Room, Third Floor
The time has come for them to HEAR YOU ROAR!! This workshop will help you discover what you need to do to build your presence when it comes to public speaking. You have what it takes, all you need are the tools and connections so you can share your powerful story to influence others. Speaking can help you build your confidence, it can also help you in your leadership role. Speaking gives you the outlet you need to advance personally or professionally. This workshop is great for anyone looking to improve their public speaking skills for meetings, conferences, training or any task that you lead.
Learning Outcomes:
1. PREPARE: Craft your story to create a message
2. APPLY: How to find the opportunities & what's the REAL value
3. PRESENT: How to minimize fear and speak with confidence

Reflection in Action: Understanding Your Role in Group Dynamics
Rosette Cirillo & Jais Brohinsky | Industry Room, Third Floor
Whether faced with an ethical dilemma that makes headlines or the day-to-day operations often forgotten before lunch, a team that works well together is essential. Cultivating awareness of your role while leading and/or working in teams makes a drastic difference on a group's flexibility and efficiency. Knowing your own tendencies can give you the tools to ask not just who you need to be, but who you want to be in your team or organization. Join us for an experiential workshop that organizes participants in impromptu teams, engages them with an ethical dilemma, and asks them how they might solve it as a group. Gain tools to reflect on your role in a team dynamic and bring this awareness back to your organization.
Learning Outcomes:
1. Gain tools to reflect on group dynamics in action
2. Become aware of the role you play when faced with a difficult decision
3. Bring awareness about group dynamics back to your organization

Leading Breakthrough Science Teams
Betsy Rolland & Allan Brasier | Agriculture Room, Third Floor
As the size and scope of collaborative research continues to grow, research teams are increasingly looking to their institutions for support in building and leading high-impact, breakthrough teams. At the UW, the Institute for Clinical and Translational Research (ICTR) is developing tools and resources to provide that support for both faculty and staff who lead scientific teams. In this presentation, we will discuss the challenges of leading scientific teams, then discuss two potential evidence-based approaches to addressing those challenges: (1) training faculty and staff scientific leaders in transformational leadership, a leadership style that has been shown to improve team performance, and (2) collaboration planning, an interactive process designed to help team leaders and their team members work through the mechanics of how the group will collaborate, including addressing many potential sources of conflict. Used in combination, these two approaches can help team leaders preemptively address many of the challenges of conducting team-science research through transparency, shared governance, and shared decision-making. While the focus of this session is on leading scientific teams, the strategies and approaches can be employed by anyone leading a team.
Learning Outcomes:
1. Attendees will be able to articulate the challenges of leading science teams, as well as the opportunities team-science research provides.
2. Attendees will understand two complementary approaches to addressing the challenges of team science, as well as how those approaches work together, and be able to assess which potential approach may be right for implementing in their team.

Breakout Session 2 Descriptions
11:15 a.m.–12:30 p.m.

Two Ears, One Mouth: Build Buy-In and Make Better Decisions by Asking Good Questions
Heather Ferguson | Varsity Hall I, Second Floor
Having a leadership role often feels like a mandate to be the person with all of the answers. Yet effective leadership often relies much more on your ability to ask the right questions and involve the people you are leading. In this interactive session, learn how to gain insight and engage your team by asking effective questions and facilitating participatory meetings. By using these tools effectively, you can build stronger relationships, gain clearer organizational insight, and build buy-in from the people you are leading. Best of all? Asking the right questions means everyone has a hand in forming the answers!
Learning Outcomes:
1. Teach attendees about the value of listening over speaking in the leadership realm
2. Provide participants with tools to help them better gather information from their audiences

Surviving to Thriving Using Emotional Mastery
Rhonda Y. Williams | Fifth Quarter Studio, Second Floor
Even the most complex challenges seem small when leaders practice emotional mastery. In this interactive session, participants will practice emotional intelligence strategies as a way to navigate and overcome day to day fears and struggles that present in both personal and professional environments. The technique used will provide a foundation that can be applied at any time, to any scenario, and leads to healthier, more productive outcomes.
Learning Outcomes:
1. Participants will gain a basic understanding of emotional intelligence
2. Participants will learn to apply The UCR Advantage technique to handle challenging situations
3. Participants will identify their top 3 areas of opportunities that would benefit from deeper understanding and more controlled responses

Influence Without Authority
Christopher Yue | Northwoods Room, Third Floor
As members of a complex and highly decentralized campus here at UW-Madison, many of us are constantly challenged to accomplish goals and implement initiatives that depend on the cooperation of several different departments/campus units over whom we have no formal authority. Common leadership styles and project management tactics often fail to get you far under such circumstances.
Learning Outcomes:
1. Distinguish between personal and positional sources of power
2. Understand the social and political currency one holds
3. Apply an influence model to increase personal currency
4. Learn tactics for stakeholder engagement in the process of decision making
5. Create an action plan to lead without direct authority on a project

What Do We Really Know About Effective Teams? Research and Best Practices
Amy Climer | Landmark Room, Third Floor
Teams are a conundrum. At times, team collaboration can lead to innovative, amazing solutions that one person alone could not have created. At other times, they can lead to conflict, resentment, and decreased effectiveness. In this workshop, we will explore the research and best practices on leading teams. We will examine what makes teams effective and successful, and what makes them fall flat. You will have the opportunity to analyze one of your own teams to determine how they can become more successful. You will leave with an action plan for your next steps.
Learning Outcomes:
1. Understand the behaviors and practices of successful teams
2. Learn research-based advice to make your team more effective
3. Create an action plan to begin the process of helping your team become more effective

Breakout Session 2 Descriptions
11:15 a.m.–12:30 p.m.

Sprinting the Unsprintable; or, How to Not Wait for Epiphanies to Manage Your Project
Kyrie E. Caldwell, T. Cullen Morris, and Natalie Aeschliman | Industry Room, Third Floor
We will discuss how we approach project management across teams in software development and in evaluation and research. Rather than present results of our approach, this session will be an opportunity to dive deeper into the process of aligning multiple kinds of work with lean strategies like Agile and Scrum. We will lead participants through a process of breaking down, scoping, scheduling, and iteratively assessing projects across disciplines, including research, grant administration, onboarding and skills building, and creating policies and procedures. One important theme will be how clear and consistent processes can help dissolve barriers to creative and intellectual work and training. This session will be particularly helpful to those who need to be able to predictably and collaboratively deliver programs, products, and results. Please bring any projects you're thinking about and would be comfortable sharing!
Learning Outcomes:
1. Compare project management processes across multiple disciplines
2. Map a research or evaluation project to a tentative schedule from start to delivery
3. Assess how management processes create an environment for consistently producing creative and intellectual work

Psychological Safety: What is it? Why do I want it? How do I create it for my team?
Amanda Thornton | Agriculture, Third Floor
Would you like your team to build resilience, to feel free to take more risks, to come up with more innovative solutions, and to feel safe to bring their whole selves to work everyday? Join me in this interactive workshop on creating psychological safety and inclusivity for you and your team.
Learning Outcomes:
1. Learn how implicit and explicit bias could be creating unsafe environments
2. How to create psychological safety for the staff
3. Learn how psychological safety relates to innovation, creativity, and inclusivity

Breakout Session 3 Descriptions
1:30 p.m.–2:45 p.m.

What Really Drives Employees? Learn about Intrinsic Motivation
Rich Gassen and Shelly Vils Havel | Varsity Hall I, Second Floor
Learn about the concept of intrinsic motivation in the workplace: The traditional carrot and stick approach to leading staff is outdated. Many people are more creative when they are more strongly intrinsically motivated — driven by interest, enjoyment, satisfaction, and a sense of personal challenge in the work they are doing. Dan Pink's book, *Drive* talks about three essential elements of motivation:
1) Autonomy – the desire to self-direct our own lives.
2) Mastery – the urge to get better and better at something that matters.
3) Purpose – the yearning to do what we do in the service of something larger than ourselves.

We will give an overview of Pink's book and concepts in this interactive session, and provide other resources for further exploration of the topic.
Learning Outcomes:
1. Learn about extrinsic vs. intrinsic motivation
2. Understand ways to motivate staff long-term
3. Leave with resources to learn more about this topic

Removing Your Superwoman/man Cape
Anntoinettemarie Williams | Northwoods Room, Third Floor
This session will assist managers and emerging leaders with the skills and tools they need to balance life, family and career.
Learning Outcomes:
1. How to identify if you are wearing the Superwoman & Superman cape
2. 12 strategies for how to balance career, life and family
3. What does the data say: balancing life, family, and career

What Do We Really Know About Effective Teams? Research and Best Practices
Amy Climer | Landmark Room, Third Floor
Teams are a conundrum. At times, team collaboration can lead to innovative, amazing solutions that one person alone could not have created. At other times, they can lead to conflict, resentment, and decreased effectiveness. In this workshop, we will explore the research and best practices on leading teams. We will examine what makes teams effective and successful, and what makes them fall flat. You will have the opportunity to analyze one of your own teams to determine how they can become more successful. You will leave with an action plan for your next steps.
Learning Outcomes:
1. Understand the behaviors and practices of successful teams
2. Learn research-based advice to make your team more effective
3. Create an action plan to begin the process of helping your team become more effective

The Power of POISE
Theresa Kim | Industry Room, Third Floor
What if there was a framework to make difficult conversations go smoother? That helped feedback be more well received? That made communication more effective? There is, and it is called POISE. Come discover the power of POISE, as we unpack the meaning of the acronym and put it into practice.
Learning Outcomes:
1. Recognize the similarities between different kinds of conversations, and how one approach can help all of them be more effective
2. Understand the steps for having these conversations, and the rationale behind each
3. Implement the steps for showing up for conversations with POISE

Breakout Session 3 Descriptions
1:30 p.m.–2:45 p.m.

Building Confidence Through Daily Routines
Pete Buscaino | Agriculture Room, Third Floor
Develop the skills needed to create meaningful routines throughout your day that will increase your confidence, improve your time management, and reduce your daily mental fatigue.
Learning Outcomes:
1. Develop routines to bookend your days
2. Increase your confidence
3. Reduce your daily mental fatigue

Breakout Session 4 Descriptions
3:00 p.m.–4:15 p.m.

Leadership Begins on the Inside: Turn Your Anxiety and Low Confidence into Your Superpower
Heidi Normandin | Varsity Hall I, Second Floor
Do you appear successful on the outside, but secretly battle anxious feelings or low confidence on the inside? Maybe you feel like an impostor in your leadership position, procrastinate on important projects, feel on edge despite leaving a toxic work environment, or dread Sunday nights. You probably feel tense and stressed, and it's not related to your workload. Something else is going on in the background and it's mentally draining. It's also affecting the choices you make about your career. Are you ready to change that? In this session we'll start to uncover the roots of your anxiety and low confidence using two research-based methods - Emotional Freedom Techniques (EFT) and NeuroCoaching. More importantly, we'll actually do something about it. This will be an experiential session where you'll learn EFT and several brain-based practices to reduce stress and boost your productivity and motivation. You'll walk out the door feeling less stress than you have in a long time and more confident that you can turn your secret into a superpower.
Learning Outcomes:
1. Discover what is at the root of your anxious feelings and low confidence at work (you aren't just "built this way")
2. Learn two easy, research-based techniques (EFT and NeuroCoaching principles) to free up the mental energy you spend doubting and worrying about your work performance
3. Learn that you don't have to manage these feelings for the rest of your career. You can develop an internal sense of calm and confidence to handle whatever comes your way

Improving Team Communication and Efficiency
Julie Wood | Northwoods Room, Third Floor
All businesses are made up of processes, but many employees aren't aware of the most efficient way to complete a process or what the process is (or that every employee may be doing it differently). Mapping out your processes is a great way to work with your team to get everyone on the same page and create a starting point where processes can be communicated, reviewed and engaged. In this interactive session, you will learn how to get started mapping out a process, what the goal of process mapping is and why it should be used to help your team communicate better and become more efficient.
Learning Outcomes:
1. What process mapping is and why you should use it with your team
2. How to get started using process mapping with your team
3. What are the next steps and how to improve the processes once you have mapped them out

Leading at the Speed of Innovation
Allen Benson | Landmark Room, Third Floor
"I can't find the Innovation Brake Pedal!" Guess what? It doesn't exist! The race to innovate means we need to move swiftly, accept failure, learn from our mistakes, recover, rewind, and do it again until we achieve success. When my Apple Watch presented me with an approval for the multi-factor authentication from UW's DUO system, it was a clear sign that change happens at a very rapid pace. Leadership needs to figure out how to operate at this accelerated pace. I didn't set up my watch to send that notification, it just knew I had an approval task and presented it to me in the most efficient way possible. The skillset required to be an effective leader today has changed, just like the technologies we use have changed. This presentation covers some of the ways that you can be an effective leader in today's rapidly changing world.
Learning Outcomes:
1. Leading requires great listening skills
2. Failure is a building block to success
3. Make decisions and take responsibility for them

Breakout Session 4 Descriptions
3:00 p.m.–4:15 p.m.

From Adversity to Agility: Change is not a Trend
Liz Bush & Dorothy Johnson | Industry Room, Third Floor
Have you walked into or inherited a turbulent situation? Do you find yourself counting the days until the storm has passed? Join this session to learn strategies for assessing adverse or challenging situations, tools for developing a plan for addressing them, and practical ways for implementation. Using an active case study, we'll share our experience to-date, giving you insight on what's worked well and what hasn't, with the goal of better equipping you to weather adversity.
Learning Outcomes:
1. Learn how to assess adverse situations and develop a response plan
2. Learn strategies to lead through change
3. Identify ways to position your team to handle future challenges

Teamwork: The Key to Empowered Employees
Jared Markiewicz | Agriculture Room, Third Floor
Jared will provide clarifying insight to this question by teaching you how the concepts behind teamwork can spark your own professional success. More importantly, you will leave with the tools necessary to apply these concepts to your team, empowering leaders and creating growth like never before!
Learning Outcomes:
1. Clearly understand how teamwork concepts are directly tied to professional satisfaction
2. Apply core principles to maximize your reach as a leader, empowering employees to own their roles
3. Learn simple strategies to motivate employees to take on leadership roles within an established team

Presenter Biographies

Natalie Aeschliman is the Graduate Project Assistant Playtest Coordinator at Gear Learning in the Wisconsin Center for Education Research. She plans and leads evaluative play tests of Gear's educational video games, compiles and reports quantitative and qualitative data from play tests, and presents play test data in research meetings with current and prospective clients. At Epic Systems, Natalie was a Student Archivist; she performed all daily archive functions and planning, established and implemented systems of documentation, and crafted an archive mission statement. She also worked as a Student Library Assistant in the UW-Madison - Information School and conducted research to help fund a library play program. This included co-planning library active and passive programming and displays. Prior to this work, Natalie was a high school teacher in English and communications in Evansville, WI.

Brandi Austin formed Luminocity Enterprises, LLC in 2011, which is solely owned by Brandi Iberia Austin. Her company focuses in the areas of marketing and promotions, social media development and management, public relations, event planning, artist development and entertainment booking. Brandi is a graduate of Howard University where she received her Bachelor's in Music. She went on to acquire her Masters of Business Administration through the University of Phoenix.

Allen M. Benson is the Chief Information Officer for the Wisconsin State Laboratory of Hygiene (WSLH) that is part of the School of Medicine and Public Health. His experience with leadership started when he was a 17-year-old recruit at the Marine Corps Recruit Depot, San Diego, California. Following his four year tour of duty, he attended the University of Wisconsin at Madison and obtained a degree in Marketing and Finance from the School of Business. After three years working in finance, he accepted a position with the FBI as a special agent working in the Los Angeles office of the FBI. Following his time with the FBI, he spent 20 years with Spectrum Brands in Madison, moving from business roles into IT, where he eventually became the CIO at Spectrum Brands. He joined WSLH in January of 2018. This presentation brings together leadership lessons that he learned throughout the many different positions he held over his career.

Allan R. Brasier, MD, is the Executive Director of the Institute for Clinical and Translational Research and also Senior Associate Dean in the School of Medicine and Public Health. Dr. Brasier's research focuses on clinical proteomics and precision medicine. Prior to his recruitment at UW-M, Brasier served over 10 years as leader of UTMB's Institute for Translational Sciences, where they developed the theory and application of how multidisciplinary translational teams can best be applied within the academic health center. He implemented an integrated team-focused training approach in our KL2 and TL1 programs facilitating co-mentoring and adoption of Individual Development Plans (IDPs). In 2018, Brasier was Chair of the International Science of Team Science meeting focusing on identifying an evidence base for translational teams. He is a certified facilitator of the Leadership Challenge, a transformational model that was adapted to leadership of translational teams and incorporation into the first leadership assessment center for researchers.

Jais Brohinsky is a doctoral student in education at UW-Madison. After earning an Ed.M. from the Harvard Graduate School of Education, he spent two years designing and facilitating experiential curricula at Harvard University. He has seven years of experience leading groups and training facilitators at an immersive outdoor education center and five years' experience in the theater arts.

Pete Buscaino (Pronounced BUS-CANE-OH) uses his program to help clients develop the confidence, leadership skills, and the elite mindset needed to perform at their best. Pete's client list includes over 40 professional draft selections including athletes with the St. Louis Cardinals, San Diego Padres, New York Yankees, Chicago Cubs, Detroit Tigers, Arizona Diamondbacks, Colorado Rockies, and Cleveland Indians, as well as over 200 NCAA Division I athletes and coaches. As a former NCAA Division I baseball coach, he made 6 NCAA Tournament appearances, won 3 conference championships, hosted 2 NCAA Regionals, ranked as high as 5th in the national polls, coached numerous athletic and academic All-Americans, and has had 7 former players make their Major League Baseball debuts in the last 5 years. Using the methods and principles he learned in athletics, Pete separates himself from his competition by providing a system for personal/professional development and not just a speech.

Liz Bush is the Director of the Wisconsin Area Health Education Centers Program. Prior to joining the University in May 2019, she gained extensive experience in program development and evaluation, building new community and educational partnerships, and grants management through her positions at the University of Wisconsin Extended Campus, Teach For America, and the University of New Mexico. Liz has a Master of Science in Biomedical Anthropology from Binghamton University and a Master of Arts in Secondary Education from University of New Mexico. She has presented at regional and national conferences on a wide variety of leadership and programming topics.

Presenter Biographies

Kyrie Caldwell has worked in various positions in campus-based art and media laboratories and evaluation centers. As an Assistant Researcher at the LEAD Center and Gear Learning in the Wisconsin Center for Education Research, Kyrie conducts research and evaluation on teaching and learning with games and in higher education. As a Qualitative Research Assistant in the Division of Extension she engaged in methodological design, project management, and other support for key institutional evaluation initiatives. She also taught and applied methods and software in qualitative data collection, analysis, and dissemination of findings. Previously, Kyrie was a graduate Research Assistant in the MIT Game Lab and The Education Arcade at the Massachusetts Institute of Technology, where she researched, compiled, presented, and edited scholarly written works, including presenting at international conferences. Prior to this experience, Kyrie served as the Curatorial Assistant at Tandem Press here at UW-Madison.

Rosette Cirillo is a doctoral student in education at UW-Madison. She holds an Ed.M. from the Harvard Graduate School of Education. She is a member of the Center for the Study of Groups and Social Systems Boston and A.K. Rice Institute for the Study of Social Systems. She has five years of experience collaborating and leading critical question reflection workshops with public school educators and four years of experience leading workshops and conferences on group dynamics, decision making, and power in institutions at Harvard and in the greater Boston area.

Anita "AC" Clinton With almost two decades of creative design, brand development, marketing, editorial and business development experience, Anita "AC" Clinton unites her experience and expertise with her faith to help DREAMERS transition to GAME-CHANGERS. Despite setbacks, roadblocks and wrong turns along the way, she is living proof that anything can be accomplished with tenacity, determination and perseverance. She is the Founder and President of Anita Clinton Enterprises, LLC, and Be Great Global, where she creates podcasts, books and training programs to help DREAMERS live extraordinary lives. In addition, she is the author of "Destiny Starter: How to Discover What You Are CALLed to Do and Do It!"

For more than 10 years, **Heather Ferguson** has been helping professionals transition into new roles and build transferable skills. During her time working with the SOAR (new student orientation) program, Heather supported more than 75,000 students and families transitioning to UW-Madison. In that role, she established partnerships, organized program logistics, and created comprehensive leadership training for her 11-person staff. Heather has also worked with operations, marketing, recruitment, and more through her past roles with the UW-Madison Office of the Registrar, Dane County Farmers' Market, Kishwaukee College, and through several media outlets. In addition, Heather has presented on giving effective feedback, leadership, organizational operations, conflict transformation, and partnership development at the local, regional, and national levels and has taught university career and seminar courses. Heather has a B.A. in English and Journalism from Northern Illinois University and an M.S.Ed. in Higher Education from Western Illinois University.

Rich Gassen and **Shelly Vils Havel** are planning committee members of the Campus Supervisors Network (CSN), a community of practice at UW-Madison focusing on networking and training opportunities for managers so they can excel in their roles as leaders. Rich has been the chair of this committee for two years and has worked on growing the network to over 1000 members on its mailing list. Last year, CSN was involved in over 20 events and conferences at UW-Madison, including book clubs, networking sessions, speaker events, and more. Rich is also the Print Production Manager at DoIT's printing facility,. Shelly is a Talent Development Specialist at the Division of Extension. Both are passionate about training and developing staff.

Dorothy Johnson is the Manager of the Department of Health and Human Services (DHHS) team in the Office of Research and Sponsored Programs. Prior to joining the University in May 2018, she gained extensive university research administration experience through her positions at Macalester College, Bucknell University, and the University of Wisconsin-Milwaukee. Her numerous certifications include Certified Research Administrator, Certified Financial Research Administrator, and Certified Public Accountant. Dorothy has a Master of Science in Research Administration from Johns Hopkins University in Baltimore, Maryland. She has presented at both regional and national meetings on a wide range of research topics.

Presenter Biographies

Theresa Kim serves as Program Manager, Facilitator and Consultant in the Office of Learning and Talent Development for the Fully Prepared to Lead program. The foundation of this program is that EVERYONE can be a leader. Through skill building, intentional practice and experience sharing, employees across campus increase their leadership capacity and impact. Prior to coming to UW-Madison, Theresa spent several years designing and managing a corporate training program, and heading up her own coaching and consulting business.

Julie Kovalaske is the program manager and facilitator for Fully Prepared to Manage, a professional development series for managers and supervisors at UW-Madison. Julie has a passion for helping people learn to influence their lives and the lives of those around them. She earned her Bachelor's degree in education and a Master's degree in educational technology. Her experience providing professional development training has spanned the private, public, and international development sectors.

Jared Markiewicz is the founder and CEO of Functional Integrated Training, Madison's go-to strength and performance facility for people from all walks of life. Additionally, he has presented at numerous national and international events on topics ranging from leadership to business ownership, and of course, strength training. He also sits on the advisory board for the IYCA and is a professional member of both the National Strength and Conditioning Association and USA Weightlifting. He loves to smile and make people happy, both inside and outside the gym. He believes everyone should make it a point to laugh HARD and do something fun every day, especially if it involves your spouse and kids! Jared enjoys spending quality time with a barbell, relaxing with a good book and qualifies himself a coffee, beer and bourbon snob.

Cullen Morris works as the Interim Project Manager/Producer at Gear Learning in the Wisconsin Center for Education Research. In this role, Cullen communicates interdepartmental needs and provides solutions across projects; creates project estimates based on client needs; manages the studio to meet project deadlines and deliverables; and interacts directly with clients to establish expectations for processes, timelines, and deliverables. Prior to holding this position, Cullen worked as the Production Lead to develop a production pipeline to meet deadlines and manage content creation. His experience also includes work as a 3D Artist at Geomedia, where he directed art and created 3D/2D content for AR and VR interactive experiences, including developing ideas and pitches for contract work. He also has worked as an independent game developer on a project called Cosmic Awakening VR, wherein he, in addition to art direction and content creation, represented and demonstrated the game at trade conferences.

Dr. Niraj (Raj) Nijhawan is a practicing physician and CEO of the Life Ecology Organization (LEO). He was raised in Milwaukee, graduated from the University of Wisconsin Medical School, and earned a Master's degree in clinical research through a National Institutes of Health Scientist Training Grant. A healthcare leader in anesthesiology/critical care who has overseen medical departments across several healthcare systems, Raj has also spent nearly 30 years cataloging, practicing, teaching, and helping people integrate the latest knowledge from the realms of medical, social, and brain science into their lives. He founded LEO in 2015 with the mission to establish dynamic, exhilarating, and effective work communities to help society in these challenging times. Now, in addition to serving as Director of Obstetrical Anesthesiology for Aurora Healthcare in Milwaukee, he regularly presents lectures and workshops to audiences including students, healthcare providers, corporate executives, and the public at large.

Heidi Normandin is a peak performance coach with a mission to help people love their jobs and have the freedom to live out their purpose. She especially enjoys helping mid-career professionals overcome anxious feelings or lack of confidence at work so they are excited to do things like speak up in meetings, look for a new job, ask for a promotion, and fully embrace their leadership role. Heidi is certified in Clinical EFT, a research-backed technique shown to be effective for anxiety, depression, posttraumatic stress disorder, pain, and other problems. She's completing a certification in NeuroCoaching, a research-backed, brain-based coaching method that can help you reduce stress and become more motivated, productive, and satisfied at work. Heidi has a bachelor's degree in psychology and a master's degree in public policy. She's also the Director of Legislative Outreach at the La Follette School of Public Affairs.

Presenter Biographies

Betsy Rolland, PhD MLIS MPH, is the Director of Team Science + Research Development for the Carbone Cancer Center and the Institute for Clinical and Translational Research at the University of Wisconsin-Madison. She also serves as the Principal Investigator of the Cancer Center Cessation Initiative (C3I) Coordinating Center. In these roles, Dr. Rolland integrates team science and research development, helping researchers across the UW build dynamic collaborative, multi-disciplinary teams that conduct high-impact science. She holds a PhD in Human Centered Design & Engineering, a Master of Library & Information Science, and a Master of Public Health, and is a frequent speaker on team science and collaboration.

Cindy Sarkady works for the University of Wisconsin Division of Extension as the Area 15 Extension director for Sheboygan, Washington, Ozaukee and Fond du Lac counties. Cindy has also worked as a Youth Development educator for Extension in Waukesha County, at the University of Illinois-Extension in Lake/McHenry Counties, and for Michigan State University-Extension in Shiawassee County. Additionally, she has experience working as an administrator in student affairs at a community college in Illinois. Cindy's research and outreach has focused on expanding access, youth leadership, change management and transformation leadership. Cindy has a master's degree in adult and higher education from NIU, and advanced education in organizational leadership.

Amanda Thornton is a senior information processing consultant with the Space Science and Engineering Center within the OVCRGE where she is responsible for creating, developing, and supporting administrative applications and work processes in service of scientific research. She is currently serving on the UW-WIT planning committee, as a co-lead for UW Leadership Improv, and as president of the largest LGBTQ* ice hockey league in the world, the Madison Gay Hockey Association.

Anntoinettemarie Williams is the CEO of the International Institute for Leadership Development. Previously, she held roles at Veteran Upward Bound UW–Milwaukee and the Next Door Foundation. She holds a bachelor's degree from UW–Milwaukee, a Masters of Divinity (Counseling Leadership) from Grace Theological Seminary, and a certificate in Community Leadership from Marquette University. Anntoinettemarie has received the STAR Director award from the Next Door Foundation and the Regional Youth Director of the Year award from the Salvation Army.

Rhonda Y. Williams is a dynamic speaker, author, trainer and coach. With nearly two decades of leadership experience, Rhonda now uses emotional intelligence & emotional mastery to help leaders define an action-oriented path to well-being, happiness and success. Rhonda holds a double master's degree in nursing and business administration and her professional experience includes executive level roles as Chief Nursing Officer and hospital Chief Executive Officer. Rhonda is a 3x author and the founder of Dream Life Leadership Academy. She is also the host of Successful Women Rock Podcast Show where she shares tips, strategies and resources to help women ROCK life. She's also the host of Coffee with Rhonda, a Saturday morning livestream show tackling the issues women face every day.

Julie Ann Wood is the Chief Cultivator of E-seedling, specializing in youth entrepreneur programs and experiential learning curriculum. She is the author of More Than a Lemonade Stand and You're Never too Young to Start a Business. Julie recently retired from the UW-Madison Small Business Development Center where she was the youth entrepreneur camp director and the Education Program Manager. She recently received Emeritus status from the UW-Madison. She also teaches at Grand Parents University and presents and trains at local, regional, state and national conferences on youth entrepreneurship, productivity, process management and Franklin Covey topics. She is a Franklin Covey facilitator, a professional member of the National Speakers Association (NSA) and a board member of the NSA-Wisconsin chapter. Julie's education includes an associate degree in accounting from Madison Business College, and a B.S. in Elementary Education and M.S. in Curriculum & Instruction from UW-Madison.

Christopher Yue is the Special Projects Manager for the Dean's Office in the Graduate School. His role is designed to advance the strategic initiatives of the Dean's Office and manage cross-functional projects among five distinct business units and cross-departmental communications with campus partners. He also serves as an area specialist for non-traditional students in the Graduate School's policymaking and process improvement projects. Prior to the Graduate School, Christopher was a Graduate Program Coordinator for three years. Christopher currently serves on the Professional Development and Recognition Committee. He holds a bachelor's degree in Journalism and a master's degree in Higher Education Policy, both from UW-Madison.

Roundtable Lunch Questions

During lunch, please meet with other conference colleagues and have peer-to-peer conversations on the topics impacting your current or future position. Varsity Hall II/III will have one of the below topics at select tables. Below are some possible discussion questions. The lunch roundtable discussions will be self-regulated. There will also be open tables for other discussions.

Career Development
> What does career growth mean to you?
> What have you done in the past or in your current role to develop professionally?
> What do you hope to be doing 2-5 years from now? How will you accomplish this goal?

Communicating with Supervisors
> How do you communicate effectively with your manager?
> How have you built a relationship with your supervisor?
> How can you promote effective communication with your colleagues?

Community Building
> Do you have an inviting place to eat lunch and/or socialize in your building?
> What opportunities does your department/building have for socialization?
> What are some strategies for including meaningful short breaks into your workday?

Empowering Others
> What does empowering others look like to you and your organization?
> How do you demonstrate empowerment?
> How have you empowered others?

Engagement, Inclusion, & Diversity
> What barriers prevent your workplace from being accessible and how might the barriers be addressed?
> What specific behaviors do you think foster Engagement, Inclusion and Diversity (EID) in the workplace?
> How do engaging, inclusive and diverse workplaces serve you, your colleagues, and your organization?

Environment of Well-being
> What is employee well-being to you?
> How do you create a healthy workplace?
> What do you do in your current position to support an environment of employee well-being and what would you like to start or continue doing?

Giving Performance Reviews
> What questions do you use to improve employee feedback before, during, and after performance reviews?
> What are some of your best practices when giving performance reviews?
> How do you have an open and on-going dialogue with your employees?

Roundtable Lunch Questions

New to Leadership

What are the most important decisions you make as a leader of your organization?

What mistakes have you made that helped you become a better leader?

What are you doing to ensure you continue to grow and develop as a leader?

Networking

What are some networking opportunities that you found useful?

What are some strategies you have used in a social setting (ie: reception)?

How do (or have) you network on and off campus?

Relationship Building

How do you establish trust with your peers?

How do you handle competing priorities in your work unit?

When someone new starts in your department, how do you integrate them with your work unit? Also, in what ways do you build community in your unit?

Setting Goals

How and when do you set goals for yourself?

What are some good personal goals you set for yourself?

Have you set SMART (Specific, Measureable, Attainable, Relevant, and Time-Bound) goals and what successes have you had making them?

Supervising Students

What tools do you use for planning and setting tasks for students? How do you describe tasks to your students?

How have you used the WiGrow program?

What are you doing to support, encourage, and challenge students?

Team Building Ideas

What are the best team building activities for work?

What is a good icebreaker question or activity you have done?

How often do you do team building within your team and how do you incorporate it into your team?

Work/life Balance

What is your idea of work/life balance?

How do you manage your work/life balance?

What are some strategies that you have seen work to have a positive work/life balance?

Campus Leadership Opportunities

Leadership @ UW
UNIVERSITY OF WISCONSIN–MADISON

A Values Based and Community Shaped Framework

The **framework** is founded on three guiding principles of leadership. It focuses on three institutional values and seven essential leadership competencies, which when enacted, lead to outcomes that create positive change. The framework is flexible in nature and can be used in various settings from project teams, to classrooms, to staff development opportunities, to trainings/workshops and beyond.

The purpose of Leadership @ UW is to:

- Facilitate a shared vision and common language for leadership.
- Identify and promote practices, approaches, and behavior that cultivate positive change.
- Provide consultative services for framework integration.

SAVE THE DATE: Annual Spring Open House on **May 5, 2020** from **2-4 pm** in the Alumni Lounge, Pyle Center. All are welcome, free of charge!

Find us at: Web: https://leadership.wisc.edu/   Email: leadership@wisc.edu

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Campus Supervisors Network

campussupervisorsnetwork.wisc.edu
www.linkedin.com/groups/12034490

OUR MISSION: *Support supervisors and managers in a welcome and safe environment to promote leadership and effective personnel management.*

Resources for Managers and Supervisors at UW-Madison

Campus Supervisors Network (CSN) is a Community of Practice, formed out of the desire to encourage communication and discussion between managers in the various divisions and units of our vast organization.

Network with your peers

CSN facilitates **free networking and professional development events** that allow you to engage with other supervisors who are dealing with similar challenges as you. From guest speakers and leadership forums, to book clubs that focus on leadership and management, our sessions are designed to help you succeed. Visit our website for information on upcoming events that may interest you!

Links to resources

Our website connects you with resources on campus that will help you do your job more effectively.

Join our mailing list!

Receive regular updates on events that may interest you and help you to excel in your role as a manager on the UW campus. Send an email to **join-campus_supervisors_network@lists.wisc.edu** to start getting these messages.

Professional Development Opportunities

Building Inclusion@UW-Madison

What: Courses designed to empower you with knowledge and skills to support and integrate (fully and actively) healthy, inclusive and engaging practices, thereby fostering inclusive workplaces. Are you interested in building capacity for inclusion across campus? Here, you can explore learning opportunities that engage you in:

- Active self-discovery
- Understanding others to leverage the diversity around you
- Integrating inclusive practices within your work unit

Why: We all have the right to - and responsibility for creating - an inclusive community that reflects the university's commitment to "creating a welcoming and inclusive community for people from every background". Learn and practice strategies to embrace fresh ideas, hidden talents, and collective contributions in a way that makes all people feel like they matter and belong.
Contact: Tamie Klumpyan, tklumpyan@wisc.edu, 608-263-4972

Conferences

What: High-quality professional development tailored for a specific subject matter and audience. Most programs are full day and feature plenary sessions, workshops, and networking opportunities. Symposiums (indicated with *) are open to members of the Madison community.

- Office Professionals Conference*
- HR@UW Conference
- Teaching and Learning Symposium
- Women and Leadership Series*
- Leadership and Management Development Conference*
- Employee Career Conference
- Wellness Symposium
- Research Professionals Conference

Why: Each conference is designed to increase knowledge and help achieve excellence in job responsibilities, while supporting career development.
Contact: Nancy Kujak-Ford, conferences@ohr.wisc.edu, 602-265-8982

Learning and
Talent Development
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON

The Learning and Talent Development department is the campus leader for professional development for UW-Madison and UW Extension faculty and staff. Our programs help promote and support healthy, inclusive, and engaging work environments.

To register for free and low cost courses, visit **hr.wisc.edu/professional-development/**. Like us on Facebook **@LearningAndTalentDevelopment**

Professional Development Opportunities

Thrive@UW-Madison

What: The program is a set of courses are the beginning of a journey where individuals seek answers to: "What does it look like to be a thriving employee at UW-Madison?" Courses provide space for participants to see their role in creating a healthy, inclusive and engaging work environment.
Why: The program is a place to develop skills to understand multiple perspectives, form trusting relationships, communicate effectively and navigate challenging work situations. Success in your career is dependent on understanding who you are and how you come across to supervisors, customers and peers in a variety of contexts.
Contact: Lindsay Falkowski, lindsay.falkowski@wisc.edu, 608-262-4564

Fully Prepared to Lead

What: A competency-based professional development program **for any employee regardless of formal leadership role**. It is integrated with the Leadership @ UW Framework to maintain a consistent, common leadership language across campus. This program defines leadership as personal thoughts, actions, and behaviors to help influence positive change. Leadership can be practiced by anyone at any level.
Why: Formal position or authority does not define leadership, therefore all employees have the ability to make a difference in their current and future roles. **Contact:** Theresa Kim, theresa.kim@wisc.edu, 608-262-9934

Fully Prepared to Manage

What: A professional development program **for managers and supervisors**. The program will identify resources available to managers and supervisors, and help them practice skills to thoughtfully and effectively manage their teams.
Why: According to Gallup, 50% of US adults have left their job to get away from their manager. By learning practical skills to support your team, you can be a manager employees want to work for!
Contact: Julie Kovalaske, julie.kovalaske@wisc.edu, 608-890-0806

Well-Being

What: A program that coordinates well-being opportunities to improve UW-Madison's employees' health, engagement, productivity, and satisfaction. By working with well-being champions within individual campus units first, we aim to expand the culture of well-being campus-wide in partnership with the UWell Partnership Council.
Why: Employees who work for organizations that support well-being at work say that they feel like their employer cares about them. As a result, they are more engaged, productive, happier and healthier.
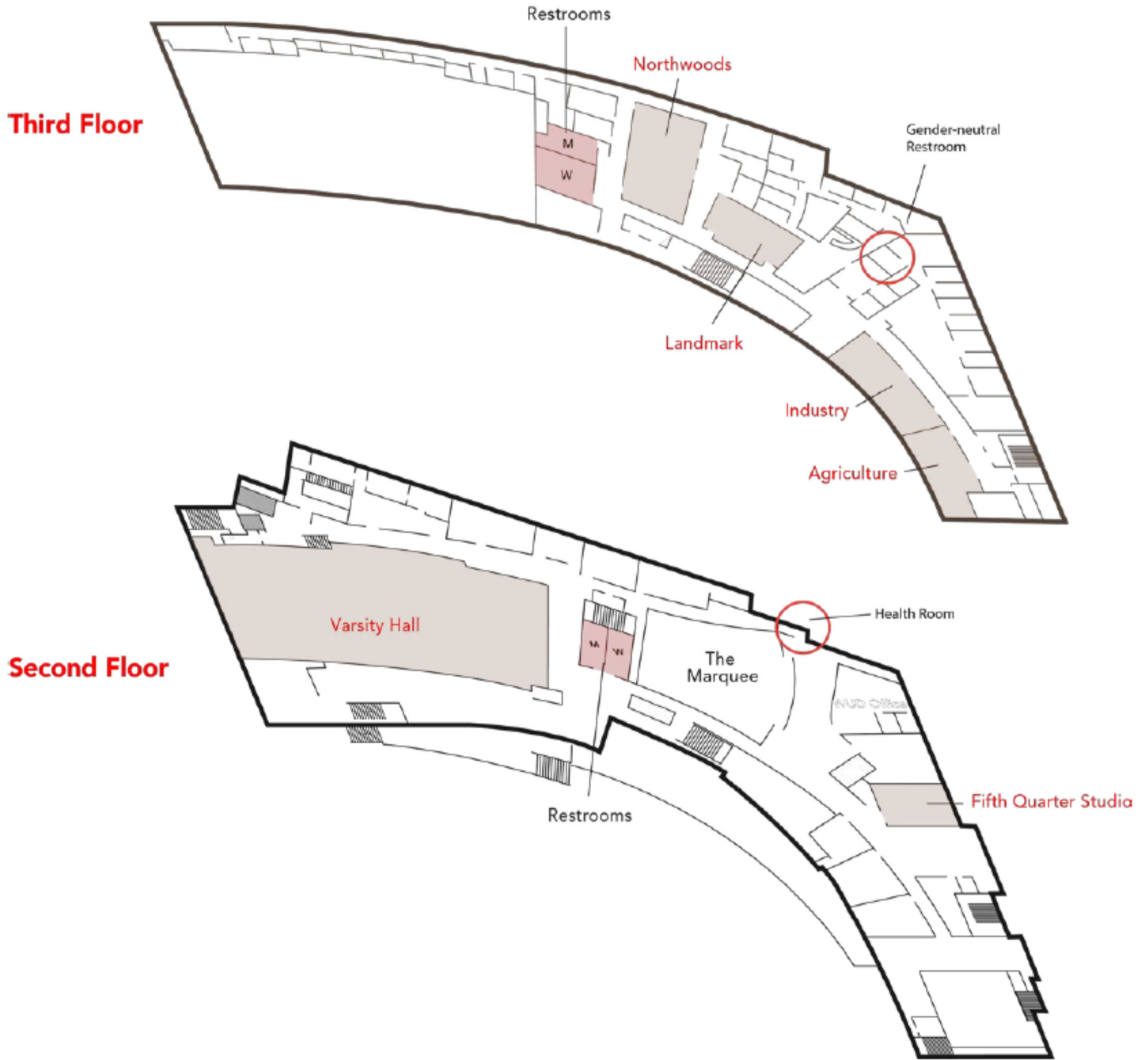**Contact:** Nicole Vegel, nicole.youngberg@wisc.edu, 608-260-1769

hr.wisc.edu/professional-development/   Like us on Facebook @LearningAndTalentDevelopment

Notes

Notes

Map of Union South

Third Floor

Restrooms

Northwoods

M

W

Gender-neutral
Restroom

Landmark

Industry

Agriculture

Second Floor

Varsity Hall

M W

The
Marquee

Health Room

Fifth Quarter Studio

Restrooms

Conference Schedule

7:30 a.m.	**Registration and Breakfast** *Varsity Hall II & III*					
8:30 a.m.–9:30 a.m.	**Keynote Address:** Leading Deliberate Creative Teams – Dr. Amy Climer *Varsity Hall II & III*					
	Varsity Hall I *Second Floor*	**Fifth Quarter** *Second Floor*	**Northwoods** *Third Floor*	**Landmark** *Third Floor*	**Industry** *Third Floor*	**Agriculture** *Third Floor*
9:45 a.m.–11:00 a.m. **Breakout Session 1**	○ △ The Brain Science of Change Tolerance *Niraj Nijhawan*	○ Improving Workplace Performance *Julie Kovalaske*	○ Millennials' Motivation and Management Mindsets *Cindy Sarkady*	○ Hear ME ROAR! Your Voice is Your Power *Brandi Austin & Anita Clinton*	○ △ Reflection in Action: Understanding your Role in Group Dynamics *Rosette Cirillo & Jais Brohinsky*	△ Leading Breakthrough Science Teams *Betsy Rolland & Allan Brasier*
11:15 a.m.–12:30 p.m. **Breakout Session 2**	○ △ Two Ears, One Mouth: Build Buy-In and Make Better Decisions By Asking Good Questions *Heather Ferguson*	○ △ Surviving to Thriving Using Emotional Mastery *Rhonda Y. Williams*	○ Influence Without Authority *Christopher Yue*	△ What Do We Really Know About Effective Teams? *Amy Climer*	○ Sprinting the Unsprintable; or, How to Not Wait for Epiphanies to Manage Your Project *Kyrie Caldwell, Cullen Morris, and Natalie Aeschliman*	○ △ Psychological Safety: What is it? Why do I want it? How do I create it for my team? *Amanda Thornton*
12:30 p.m.–1:30 p.m.	**Lunch & Roundtable Discussions** - *Varsity Hall II & III*					
1:30 p.m.–2:45 p.m. **Breakout Session 3**	○ What Really Drives Employees? *Rich Gassen & Shelly Vils Havel*		△ Removing your Superwoman/man Cape *Anntoinettemarie Williams*	△ What Do We Really Know About Effective Teams? *Amy Climer*	○ △ The Power of POISE *Theresa Kim*	○ Building Confidence Through Daily Routines *Pete Buscaino*
3:00 p.m.–4:15 p.m. **Breakout Session 4**	○ △ Leadership Begins on the Inside *Heidi Normandin*		△ Improving Team Communication and Efficiency *Julie Wood*	○ △ Leading at the Speed of Innovation *Allen Benson*	○ △ From Adversity to Agility: Change is not a Trend *Liz Bush & Dorothy Johnson*	○ △ Teamwork: The Key to Empowered Employees *Jared Markiewicz*

Engagement, Inclusion, and Diversity
Professional Development and Workplace Skills
Relationship Building and Communication
Leadership
Wellbeing

○ **Emerging Leader**
△ **Advanced Leader**