



## Leadership Workshop: Building an Education Culture to Promote Organizational Change

### Session Description

*Navigating an uncertain and open future is the true test of leadership. To provoke a cultural shift in education, we must be bold in the face of constant change.*

Even with an awareness of accelerating change around us, as human beings we find it difficult to embody embracing an uncertain future. Seeing ourselves as navigators of change and not just problem solvers is one step to orient you and your people to productive conversations and actions.

As procurement practitioners and professionals, we often find ourselves in that space of responding to changes versus driving change at our institutions. In this session we will explore how to create a culture to move beyond “this is the way we’ve always done things” to cultivating teams that bring passion and enthusiasm to their shared work and network of commitments. Using principles from previous successful change management programs, you will learn the tools to bring leaders together (colleagues, presidents, boards and project teams) to a place of resolution and ambition.

In this program you will learn how to:

- Identify change agents to help drive your projects and how to not get stuck catering to the vocal negative minority
- Learn a language action theory that orients us to building a commitment culture
- Raise your awareness of the moods of your peers, direct reports and managers to shift from negativity to opening possibilities
- Build trust with others when introducing new technologies, processes or changes in organizational structures

### Agenda

Time	Topic	Description of Section
11:30 – 12noon	<b>LUNCH</b>	
12:00 – 12:10pm	<b>Context Setting</b>	Attendees will discuss areas they want to explore in the program.
12:10 – 12:40pm	<b>Power of Declarations and Orchestrating Mood</b>	How can declarations and awareness of our moods accelerate our aspirations? In this section we will learn the nature of these two phenomena.
12:40 – 1:00pm	<b>Building your First Team</b>	Your first team are your peers, not those that report to you. How can you get on the same page with them?
1:00 – 1:20pm	<b>Cultivating Trust through 4 dimensions</b>	In this section we deconstruct 4 dimensions of trust to better identify how to engage others when we need to repair trust.
1:20 – 2:00pm	<b>Tools for Navigating An Ambiguous Future</b>	What does transformational versus incremental change look like and how can we shift from just being problem solvers?
2:00 – 2:10pm	<b>BREAK</b>	



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2:10 – 3:00pm	<b>Speech Act Theory and practice</b>	We use language to invent our future. In this section we will explore and practice powerful yet simple language tools to give and receive feedback.
3:00 – 3:30pm	<b>Personal and Organizational Change Competencies</b>	Organizations don't change. People do. What are useful frameworks to manage a change initiative for individuals and groups?
3:30 – 3:45pm	<b>Being a beginning and developing your action plan</b>	In this section we will explore a powerful creed/meditation to speak to ourselves and our teams where we need to develop competencies.
3:45 – 4:15pm	<b>Value and Action Plan</b>	In this important final section, we will review and commit to actions that will benefit us to embody the skills learned in this program.

**Who Should Attend:** Chief Procurement Officers, Vice Presidents, Directors and Assistant Directors of Procurement and all leaders within higher education procurement

**Date:** Sunday, April 5<sup>th</sup> from 11:30am to 4:15pm, includes lunch

**Location:** Gaylord Opryland, Nashville, TN

### Facilitator:



Howard Teibel is the founder and President of Teibel Education Consulting. For three decades, Howard and his team have worked with higher education leaders to develop new habits and practices that shift how teams embody collaboration over cooperation. With the confluence of accelerating technology, external economic forces, demographic shifts and the questioning of the value of higher education, Teibel believes that the answer lives in learning to navigate building a culture of shared commitment, where administrators, academics, boards and students drive positive change.

**Cost:** \$160 per person