AGENDA

This workshop is designed to help federal managers (GS 14-15) develop a range of skills and behaviors necessary to lead people and lead change in government. By learning to connect with those to whom you report; those who report to you; and those you seek to influence, you will become more effective in all your professional exchanges. You will learn to develop your storytelling skills, using your vision, values and experience to inspire others to do their best at work.

Recent Federal Employee Viewpoint Survey (FEVS) results suggest that many federal employees don’t rate their leadership highly. Use what you learn in this program to turn things around with members of your circle who may be disengaged. Your enhanced ability to influence others will make a difference in government.

Monday, September 21, 2015

1:00 PM – 1:45 PM WELCOME AND INTRODUCTIONS

Robert H. Smith School of Business Executive Suite, Concourse Level, Ronald Reagan International Trade Center, 1300 Pennsylvania Ave NW, Washington DC

• Liz Barron, Senior Director, Executive Education, Office of Executive Programs, Robert H. Smith School of Business University of Maryland
THE INFLUENTIAL LEADER

Dr. Liz Berney will help you develop a practice of determining what you really want, and why. Then she will help you think yourself into other people’s positions—what do they care about and why? Once you have the ability to read the interests of others, you will practice ways to influence actions and outcomes and will explore ways to build consensus and negotiate wins that work for everyone.

Learning Objectives

- Practice clarity around personal and organizational objectives and goals
- Compare your interests with those of other stakeholders
- Tailor your communications to needs and personalities of others
- Consider how to advance your own agenda, while addressing the drivers, needs and wants of others
- Practice consensus-building rather than compromise
- Identify win-win negotiating techniques

Tuesday, September 22, 2015

8:00 AM – 12:00 PM  BUILDING TRUST

Leading Change | Creativity and Innovation, Flexibility, Resilience, Strategic Thinking, Vision
Building Coalitions | Partnering, Political Savvy, Influencing/Negotiating

Federal Employee Viewpoint Survey data indicates that trust in leadership is low. How can agency morale and performance improve? We will use the LIFO self-assessment to gauge what each of thinks is important in our work culture, and will consider what it takes to become credible, trusted, inspiring and capable of leading a productive team.

- Dr. CC Clark, Lecturer, Robert H. Smith School of Business, University of Maryland

12:00 PM—1:00 PM  LUNCH

1:00 PM—2:00 PM  BUILDING TRUST

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Building Coalitions | Partnering, Political Savvy, Influencing/Negotiating

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self-assessment to gauge what each of thinks is important in our work culture, and will consider what it takes to become credible, trusted, inspiring and capable of leading a productive team.

- **Dr. CC Clark**, Lecturer, Robert H. Smith School of Business, University of Maryland

2:00 PM—4:00 PM  LEADING HIGH PERFORMING ORGANIZATIONS
Leading Change | Leading People | Results Driven | Business Acumen | Building Coalitions

Your outlook, decisions, and actions influence the organization’s work climate and effectiveness. This workshop will help you define your role and your points of influence and control. We will practice team goal setting, holding people accountable and getting the best out of people whether you share a work space with them, or lead a virtual and distributed team.

- **Dr. CC Clark**, Lecturer, Robert H. Smith School of Business, University of Maryland

Wednesday, September 23, 2015

8:00 AM – 12:00 PM  MULTI STAKEHOLDER NEGOTIATIONS
Building Coalitions | Partnering, Political Savvy, Influencing/Negotiating

There are a number of topics and areas where the interests of business, government, and the non-profit sectors overlap. Often, these areas of overlap highlight challenges and opportunities that cannot be fully addressed by one sector alone. Yet, the performance of each sector depends to some degree on the successful resolution of these issues. It is a situation that requires leaders who are able to engage and mobilize people and organizations across sectors, as well as within sectors.

- **Dr. AJ Robinson**, Lecturer, Robert H. Smith School of Business, University of Maryland

12:00 PM—1:00 PM  LUNCH
1:00 PM — 4:00 PM  MULTI STAKEHOLDER NEGOTIATIONS
Building Coalitions | Partnering, Political Savvy, Influencing/Negotiating

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- Dr. AJ Robinson, Lecturer, Robert H. Smith School of Business, University of Maryland

Thursday, September 24, 2015

8:00 AM—12:00 PM  ORGANIZATIONAL SAVVY – MANAGING UP
Fundamental competency | Integrity
Leading Change | External Awareness, Flexibility, Resilience
Results Driven | Problem-Solving
Building Coalitions | Partnering, Influence/Negotiations, Political Savvy

Do you possess the skills for ethically navigating organizational politics? Each day in every enterprise, an organizational version of "survival of the fittest" is played out. Power plays, turf battles, deception, and sabotage block individuals' career progress and threaten an organization's resources and results. As a federal leader, you work in a political world where words, perceptions, actions and preferences shape decisions, careers and outcomes. Organizational Savvy is a mission-critical competency for leaders at every level.

Based on the Wall Street Journal bestselling book, Survival of the Savvy: High-Integrity Political Tactics for Career and Company Success this session presents ethical but street-smart strategies for navigating corporate politics to gain "impact with integrity." Utilizing the skills covered in the session you will learn how to use the power of "high-integrity" politics to achieve career success, maximize team impact, and protect your company's reputation and bottom line. This session will help you handle conversations and actions with integrity and in a way that builds influence, advances interests and promotes desirable outcomes.

Dr. Debra Shapiro, Clarice Smith Professor of Management and Organization, Robert H. Smith School of Business University of Maryland

12:00 PM — 1:00 PM  LUNCH
LEADERSHIP STORY TELLING

Fundamental Competency | Oral communications | Leading Change | Vision Building Coalitions | Influence/Negotiations

Data is important—but it doesn’t have the power of a story when it comes to winning hearts and minds. Practice using powerful stories from your own experience to involve, inspire and influence others. Take this opportunity to polish a story or two you plan to share with others when you are back in the office.

• Kathleen Cole, Executive Coach; former Program Director for the Eastern Management Development Center, Office of Personnel Management (OPM).

Friday September 25, 2015

STORY TELLING APPLICATION ACTIVITY

Fundamental Competency | Oral communications | Leading Change | Vision Building Coalitions | Influence/Negotiations

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