



CREDO

CWLI [CREDO WOMEN IN LEADERSHIP INSTITUTE

2018

Leading with the Long View

Overview

IN 2013, FORBES DUBBED a college presidency “the toughest leadership job of all.” How do you establish presidential habits for resilience, embedded within an institutional culture of sustainability? As the shape of higher education in our society continues to shift, the average tenure of presidents is decreasing. But the strength of an institution and its leadership are so closely tethered, there is no better time than this to examine strategies for creating sustainability and resilience in both. The fourth annual Credo Women in Leadership Institute will examine leadership with the long-term future in mind, with sessions led by peer presidents and rich with conversation and discussion.

TUESDAY, NOVEMBER 6

5:00 Welcome Reception

6:00 Dinner & Keynote Address: Portia Mount

WEDNESDAY, NOVEMBER 7

Full breakfast at the O’Henry included in room rate

8:30 **Session 1** » Leveraging Strategic Finance for Institutional Sustainability

10:15 Break

10:30 **Session 2** » Calling, Confidence, Competence, & Connection: Optimizing Wellbeing for Female University Presidents

12:00 Lunch

1:15 **Session 3** » Building the Cabinet to Create Presidential Capacity

3:00 Break

3:15 **Session 4** » Open Forum on Presidential Resilience

4:30 Evening Free to enjoy High Tea in the O’Henry lobby. Ask us about dining, shopping, spa, and local history/experience options.

THURSDAY, NOVEMBER 8

Full breakfast at the O’Henry included in room rate

8:30 **Session 5** » Ideation, Intelligence, Integration, & Implementation: The Innovation Continuum

10:15 Break

10:30 **Session 6** » Managing the Demand for Presidential Visibility and Accessibility

12:15 Institute Download and 2019 Theme Exploration. Box lunch available to stay and eat or take with you to the airport.

12:45 Institute Concludes

Tuesday, November 6

[5:00–6:00 PM]

Welcome Reception

Hawkins-Brown Room

[6:00–8:30 PM]

Dinner & Keynote Address:

Hawkins-Brown Room

Portia Mount's recently released book "Kick Some Glass: Ten Ways Women Succeed at Work on Their Own Terms" examines themes for women in leadership roles across sectors, at its heart recognizing the critical importance of resilience and self-care. Within the context of the leadership landscape for women and individual stories of challenge and success, her keynote will explore the themes most connected to our purpose here together. Portia will focus her time on three of the common themes she and her co-author discovered in their research:

- **Intention + Values = Purpose** – Pairing one's desires and goals with one's core values creates a sense of purpose. Are you still fulfilling the purpose you established for yourself? Is the work you are doing a reflection of your values? Portia will explore examples of how women have created or rediscovered this alignment.
- **Resilience: Get Fit to Lead** – A crucial issue for senior women leaders, Portia will focus on energy management and what she and her co-author learned about optimizing performance.
- **Pay It Forward** – We need more women leaders in all areas of public and private life so more young girls can see themselves as leaders, yet research shows that young girls are opting out of leadership roles as early as elementary school. The role this group of women can play in both modeling and promoting women in leadership is vital.

This exploration is meant to energize, spur reflection, and encourage consideration of your legacy and impact. All participants will receive a copy of "Kick Some Glass."

» **Portia Mount** – Vice President and Global Leader, Strategic Marketing;
Ingersoll Rand

Wednesday November 7

Full breakfast at the O'Henry included in room rate

Pavilion Room

SESSION 1 [8:30–10:15 AM]

Leveraging Strategic Finance for Institutional Sustainability

Hawkins-Brown Room

Financial literacy and budget transparency will be essential for institutions into the future. Growing affordability issues and significant net revenue challenges are pushing leaders of independent colleges and universities toward creating pivotal change in their financial strategies. This session will explore some of the most important areas in which leaders can impact strategic finance and net revenue, including academic efficiency, endowment draws, aligning funding with strategic initiatives, the role and limitations of faculty in the budgeting process, growth investments, and board involvement.

- » **Dr. Barbara Farley** – President, Illinois College
- » **Joanne Soliday** – CoFounder, Credo

[10:15–10:30 AM]

Break

SESSION 2 [10:30 AM–12:15 PM]

Calling, Confidence, Competence, & Connection: Optimizing Wellbeing for Female University Presidents

Hawkins-Brown Room

In a grounded research study of 15 small college university presidents, linkages existed between wellbeing and leadership longevity. This presentation examines the various definitions of wellbeing and the factors that contributed to this wellbeing and leadership longevity among female university presidents. From spiritual practices, to disciplined exercise routines, to a network of female mentors, women thrive under different conditions than some of our male colleagues. Using humor, personal stories, and shared stories from other college presidents, this session will explore strategies

that enable us to strengthen our wellbeing and resiliency and thereby ensure our longevity.

» **Dr. Amy Novak** – President, Dakota Wesleyan University

[12:15–1:15 PM]

Lunch

Pavilion Room

SESSION 3 [1:15–3:00 PM]

Building the Cabinet to Create Presidential Capacity

Hawkins-Brown Room

The focus of this session is how to create a Cabinet that will support you in your presidency and ultimately, best serve the institution and its students. The most successful colleges and universities have strong leadership at the senior administrative level. Tenets of effective teams from scholarly work seen in Harvard Business Review, SAGE journals, and highlighted in numerous Patrick Lencioni books on functional teams and strong organizations will be reviewed. President Cooper will share practical approaches employed as she built her leadership team at Springfield College

» **Mary-Beth Cooper** – President, Springfield College

[3:00–3:15 PM]

Break

SESSION 4 [3:15–4:30 PM]

Open Forum on Presidential Resilience

Hawkins-Brown Room

This open session will encourage the sharing of challenges, ideas, and solutions among the group, providing an opportunity to connect with other presidents on areas in which each leader is looking for assistance, input, or collaboration.

» **Joanne Soliday** – CoFounder, Credo

» **Dr. Joretta Nelson** – Senior Vice President, Credo

[4:30 PM]

High Tea & A Free Evening

High Tea in the O'Henry Lobby until 5 pm

Ask us about dining, shopping, spa, and local history/experience options.

Thursday November 8

Full breakfast at the O'Henry included in room rate

SESSION 5 [8:30–10:15 AM]

Ideation, Intelligence, Integration, & Implementation: The Innovation Continuum

Hawkins-Brown Room

Fostering a culture of innovation in a university environment presents a unique set of challenges for presidents. This session introduces presidents to the innovation continuum – ideation, intelligence, integration, and implementation as phases in creating an innovative culture that encourages change. An initial assessment of where an institution is at on this continuum assists presidents and boards in developing coherent processes and realistic timelines for adoption of new initiatives. With examples of critical initiatives underway at both Dakota Wesleyan University and Muskingum University, President Novak and President Hasseler provide highlights of how the university navigated this continuum by engaging staff, faculty, students and the larger university community. You will find practical take-aways for implementing change initiatives on your campus and creating a culture that continually gets excited about what is coming next!

- » **Dr. Amy Novak** – President, Dakota Wesleyan University
- » **Dr. Sue Hasseler** – President, Muskingum University

[10:15–10:30 AM]

Break

SESSION 6 [10:30 AM–12:15 PM]

Managing the Demand for Presidential Visibility & Accessibility

Hawkins Brown Room

Every day of our presidency demands decisions about how best to spend our time. What will we do, with whom, for whom, and why? Faculty, staff, students, donors, and community leaders demand and deserve our attention. We are spokesperson, fundraiser, visionary, advocate, accountant, team-builder, boss. We are expected to be strategic yet spontaneous, inspiring yet practical, scholarly yet entertaining. We will discuss how best to manage these conflicting demands, while building and sustaining trust among those we lead and serve.

» **Dr. Kathy Fell** – President, University of Findlay

» **Dr. Joretta Nelson** – Senior Vice President, Credo

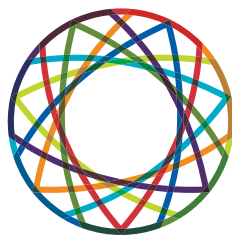
[12:15–12:45 PM]

Institute Download & 2019 Theme Exploration

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[12:45 PM]

Institute Concludes



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