Executive Education Partnership Program

A Premier Program for Business and Government

July 22-26, 2019 | Gene Rainbolt Graduate School of Business

FROM Oklahoma State University, the University of Oklahoma and the Executive Education Partnership Program partner organizations to help develop top management in your organization.

PROGRAM OBJECTIVES:

» Improve your analytical and decision-making skills at a strategic level
» Broaden your perspective of your role as a leader
» Increase your ability to work together effectively through team building
» Learn new skills and exchange ideas in an interactive setting

Spears School of Business | Center for Executive and Professional Development | 294 Business Building
Stillwater, OK 74078 | Phone: 405.744.5208 | Web: cepd.okstate.edu

Michael F. Price College of Business | 307 W. Brooks Adams Hall 7B | Norman, OK 73019
Phone: 405.325.2500 | Web: price.ou.edu

Special Invitation...

...from Oklahoma State University, the University of Oklahoma and the Executive Education Partnership Program partner organizations to help develop top management in your organization.
THE CHALLENGE

Organizations are facing a transformation of their competitive, economic, and cultural environments. Executives like you must demonstrate the strategic capability and creative leadership necessary to gain the confidence of a changing workforce.

THE PROGRAM

You are invited to join in this state-of-the-industry program designed to prepare you for the challenges you face in today's business environment. The program is a collaboration of Oklahoma State University, the University of Oklahoma and 14 major state corporations and organizations. It represents a high level of commitment not only from the comprehensive state universities but also from the organizations willing to pursue the development, delivery, and administration of a top-quality educational experience.

A representative from each organization serves on the Executive Education Partnership Advisory Board to ensure that the curriculum and instruction are the most relevant possible. The program draws on faculty from a variety of fields to enhance the business performance and organizational effectiveness of successful business men and women. You are actively involved in your self development throughout this program. Simulations and peer feedback link the learning sessions with decision making and strategic planning in your own organization.

THE BENEFITS

The Executive Education Partnership Program offers the following benefits:
1. An educational experience designed to improve the way you think and make decisions
2. An opportunity for you to exchange ideas and learn new skills in an interactive setting
3. A pooling of resources from OSU and OU to deliver a top-quality program and an advisory board to ensure relevance and quality

PARTICIPANTS—WHO SHOULD ATTEND

The program will be most beneficial for executive and upper-level managers like you who have at least 5 years of management and supervisory experience and who are assuming greater responsibilities. It will be particularly helpful as you confront the challenges of managing multifunctional resources in project implementations and work toward improving your overall leadership effectiveness in strategy execution.

WHAT YOU WILL LEARN

The curriculum of the Executive Education Partnership Program is designed to equip you with the appropriate knowledge and skills to lead in today's rapidly changing business environment. This program will help you with the following:
1. Broaden your perspective of your role as a manager
2. Build an understanding of the changing structure of your organization to make it more competitive
3. Increase your understanding of the special functions and responsibilities of business in society
4. Improve your analytical and decision-making skills at a strategic level
5. Increase your ability to work effectively through team building
**The Program’s Unique Aspect**

As a participant, you are actively involved in self development throughout this program. Business simulations and peer feedback link the learning sessions with decision making and strategic planning in your organization.

The Executive Education Partnership Program is a customized, executive education program developed with input from the organizations participating as partners. This business/academic partnership allows bridges to be built between the educational and business communities. The program is presented by outstanding faculty, all of whom are widely acknowledged as experts in their respective fields. Senior faculty from the University of Oklahoma and Oklahoma State University—serving as on-site “hosts”—assure continuity and provide extra opportunities for one-on-one consultation with participants.

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**Agenda**

<table>
<thead>
<tr>
<th>Monday (July 22)</th>
<th>Tuesday (July 23)</th>
<th>Wednesday (July 24)</th>
<th>Thursday (July 25)</th>
<th>Friday (July 26)</th>
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<tbody>
<tr>
<td>8:00 a.m. to 10:00 a.m.</td>
<td><strong>Monday Only</strong> Registration Begins at 9:45 a.m.</td>
<td>Being a Self-Aware Leader EI 360</td>
<td>Using Evaluations and Motivational Skills to Create a High Performance Work Environment</td>
<td>From Traditional to Gen Z: Leading Generations at Work</td>
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<td>10:00 a.m. to 10:15 a.m.</td>
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<td>Dr. Michael Buckley, OU</td>
<td>Dean Ken Eastman, OSU</td>
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<td>10:15 a.m. to 12:15 p.m.</td>
<td>Networking Icebreaker</td>
<td><strong>Building a Coaching Culture</strong></td>
<td>Building Powerful Communication Skills</td>
<td>The Essence of Leadership: Strategies for Influencing Others</td>
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<td>12:15 p.m.</td>
<td>Facilitated by OSU Wellness Center</td>
<td>Dr. Lee Manzer, OSU</td>
<td>Dr. Lupe Davidson, OU</td>
<td>Dr. Andrew Urich, OSU</td>
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<td>Lunch and Introductions</td>
<td>Lunch</td>
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<td>1:15 p.m. to 3:15 p.m.</td>
<td>Building a Coaching Culture</td>
<td>Business Ethics</td>
<td>Your Personal Leadership Assessment Report</td>
<td>Strategic Thinking: Value Focused and Evidence Based Decision Making</td>
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<td></td>
<td>Dr. Lee Manzer, OSU</td>
<td>Dr. Dan Ostas, OU</td>
<td>Dr. Bret Bradley, OU</td>
<td>Dr. Andrew Urich, OSU</td>
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<td>3:15 p.m. to 3:45 p.m.</td>
<td>Break</td>
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<td>3:45 p.m. to 5:45 p.m.</td>
<td>Negotiations</td>
<td>Business Simulation</td>
<td><strong>Free Time</strong></td>
<td>Executive Panel Briefing and Q&amp;A Session</td>
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<td>Dr. Bret Bradley, OU</td>
<td>Dr. Goutam Chakraborty, OSU</td>
<td>Wednesday Only Meet for dinner at 5:15 p.m.</td>
<td>Brad Krieger, Arvest Bank William Sch littler, Dolese Melinda Stinnett, Stinnett &amp; Associates</td>
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<td>5:45 p.m.</td>
<td>Dinner</td>
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<td>Reception</td>
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<td>6:45 p.m.</td>
<td>Business Simulation Introduction</td>
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<td>Dr. Goutam Chakraborty, OSU</td>
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BEING A SELF-AWARE LEADER
Emotional Intelligence (the ability to effectively identify and engage emotion) and Self-Awareness (the ability to accurately perceive ourselves and our impact on others) have become two of the hottest topics in executive development. Emotional intelligence (EI) and self-awareness (SA) are indicators of highly effective leaders. This presentation is devoted to enhancing participants’ self-awareness through the lenses of Emotional Intelligence (EQ360). Participants are guided through reflective and competency-building discussion and exercises.

BUILDING A COACHING CULTURE
Many organizations recognize the value of mentoring and coaching. These tasks are given to specific individuals within the organization. Some organizations, however, are considering the creation of an organizational environment where all employees willingly accept personal responsibility for maintaining the organization’s vision—in other words, they wish to create a “coaching culture.” This session addresses a culture where executive, manager, and peer coaching is commonly accepted.

BUILDING POWERFUL COMMUNICATION SKILLS
Communication comes to the forefront of organizations when it breaks down, usually with a pledge for more effective communication as the solution to an organizational failure. However, a reactive approach to communication practices ignores the potential for superior organizational communication to be a source for added value in high performing companies. This session will share research on the communication practices of high performing organizations with attention to the ways small changes in internal and external communication can save time, build relationships, cement loyalties, and add organizational value.

BUSINESS ETHICS
This session provides an opportunity to discuss ethical issues that arise in organizational settings by employing a series of interactive case studies. Best practices for corporate compliance programs are examined. The session also surveys the regulatory environment and proposes techniques for managing ethical and legal issues to better meet organizational goals.

BUSINESS SIMULATION: INTEGRATION OF LEARNED CONCEPTS
Decision making and teamwork are essential leadership skills. The simulation will broaden your understanding of target market selection and positioning of brands in that market, value creation in product design, cash flow planning, profitability analysis, and strategic planning and management. The overall experience will stimulate you to consider the effects of your decisions on the organization. A spirit of team dynamics, competition and integration of concepts learned are skills you can take back with you and apply immediately to your organizational setting.

THE ESSENCE OF LEADERSHIP: STRATEGIES FOR INFLUENCING OTHERS
Profitable relationships are the key to any successful enterprise. This session will help you develop the skills necessary to establish and maintain a productive working relationship with both outside clients and individuals within your organization.

EXECUTIVE’S GUIDE TO MENTORING
Your employee’s productivity is most directly impacted by your ability to mentor him or her. This session will focus on your ability to influence others during discussions, informal negotiations and personal interactions. Learn to break through the barriers that often block your message. You will develop the power necessary to be an effective and well-received messenger, learn to avoid conflicts and confrontations and use bargaining power to your advantage. These goals are achieved by identifying important factors that impact your ability to persuade and connect with others around you.

FROM TRADITIONALS TO GENERATION Z: LEADING GENERATIONS AT WORK
Five generations are converging in the workplace. Examine how the different life experiences of Traditionals, Baby Boomers, Generation X, Millennials, and Generation Z create challenges in communicating and collaborating. You will also consider ways to bridge the generational divide.

NEGOTIATIONS
The evidence is clear – top performers have strong negotiation skills. However, the evidence is also clear that great negotiators are made, not born. In this session we will discuss the fundamentals of negotiating such as preferred negotiating styles, our goals, the other party’s underlying needs and interests, and the use of leverage. A simulation will allow attendees to put into practice the skills discussed.

STRATEGIC THINKING: VALUE FOCUSED AND EVIDENCE BASED DECISION MAKING
Both organizations and individuals profit from the ability to create value. Leaders have the ability to make smart decisions, solve problems and maintain profitable relationships. This program focuses on the vital role that mindset and thinking play in the development of these skills. Participants will be encouraged to challenge the status quo and question conventional wisdom. In short, the goal of this session is to help you become conscious of your thought processes and to give you tools and ideas to improve the way you think—to empower you to create more value.

USING EVALUATIONS AND MOTIVATIONAL SKILLS TO CREATE A HIGH PERFORMANCE WORK ENVIRONMENT
It is really quite amazing. Individuals come to work motivated to perform and we always seem to do whatever we can to wring that motivation out of them. We do this by implementing practices which are less than optimal in capitalizing on that motivation. In order to remedy this issue, we must first understand how this happens, what we might do to avoid this problem, and those strategies which will enable us to capitalize on that motivation individuals bring to work. Performance evaluation will be used as an illustration of how we can motivate individuals to become the best contributors possible.

YOUR PERSONAL LEADERSHIP ASSESSMENT REPORT
Aristotle said that “knowing yourself is the beginning of all wisdom,” and indeed the best leaders have a deep and accurate understanding of their own personal strengths and weaknesses. This session builds on the self-assessment you will do before class. During the session you will receive the results, hear the instructor describe what they mean, have time to think about them, and finally share and hear from others about what they mean and how to capitalize on the feedback going forward.
Date and Fees
Date: July 22 – 26, 2019
Fee: $4,850 per person
Includes instruction, food, program supplies, shirt, group photo, and electronic program materials

Application
Please complete the application form in this brochure and return it to Oklahoma State University by June 14, 2019. Early enrollment is encouraged. A waiting list will be started when the program reaches capacity. For the benefit of participants, sponsoring organizations and the program, the committee seeks to admit people with comparable management responsibilities but who have diverse skills and experiences.

Facilities
The program will be held at the Gene Rainbolt Graduate School of Business, 865 Research Parkway, 3rd floor, OKC, OK 73104.

Hotel Information
There is a group block at the Sheraton Downtown OKC. For reservations you may call 1-800-325-3535 and ask for the Executive Education Partnership Program. Cutoff for accepting reservations is June 28, 2019. Rooms are $95 per night plus tax.

Program Faculty Coordinators
• L. Lee Manzer, Emeritus Professor of Marketing, Spears School of Business, OSU
• Dan Ostas, Professor of Legal Studies and James G. Harlow, Jr. Chair in Business Ethics, Michael F. Price College of Business, OU

Faculty/Instructors
• Raj Basu, Ph.D, Department of Management, Spears School of Business, OSU
• Bret Bradley, Associate Professor of Management and Entrepreneurship, Michael F. Price College of Business, OU
• Michael R. Buckley, JC Penney Company Chair of Business Leadership, Professor of Management and Professor of Psychology, Michael F. Price College of Business, OU
• Goutam Chakraborty, Ralph A. and Peggy A. Brenneman Professorship and Professor of Marketing, Spears School of Business, OSU
• Lupe Davidson, Assistant Professor of Business Communication, Co-Director for Center for Social Justice, Affiliate Faculty for Women's and Gender Studies, Michael F. Price College of Business, OU
• Ken Eastman, Ph.D., Dean, Norman and Suzanne Myers Endowed Chair for Excellence in Business Administration and Richard W. Poole Professorship for Excellence, Department of Management
• Alexis Smith Washington, Assistant Professor of Management, Spears School of Business, OSU
• Andrew Urich, Associate Professor of Management and Eastin Center Chair and Director for Student Development, in the Eastin Center for Career Readiness, Spears School of Business, OSU
Register now to attend the July 22-26, 2019 Executive Education Partnership Program

Quotes from 2018 participants of the Executive Education Partnership Program

“I have appreciated the opportunity to sit under such knowledgeable professors. The information they have shared will be valuable to me in my future career and personal life. This week has been an incredible use of their talents to impart their experiences and information to us.”

“I enjoyed working as a team on many activities and had fun while learning. I learned soft skills to help me in my leadership role. The schedule was jam packed with relevant and beneficial information.”

“This program was amazing. It was an encouragement to see other corporations have challenges too, and how we all overcome them. The main take-away I am leaving with is “influence”. I need to be an influence to create a positive culture in everything I do, And I have a bag full of tools now to make that change inside myself!”

“I have attended countless leadership development programs, but none compared to this program. The caliber of speaker's information, and amazing organization of this program cannot be beat. I am energized to return to work after this program.”

FOR MORE INFORMATION AND TO REGISTER:
Center for Executive and Professional Development  |  Spears School of Business  |  Oklahoma State University
Telephone: 405.744.5208  |  E-mail: kelle.scott@okstate.edu  |  Web: cepd.okstate.edu