July 20-24, 2020 | Oklahoma City

15th Annual Executive Development Program for State Officials

Improve your knowledge and skills and broaden your perspective in your role as a leader.

This program is designed around the Executive Leadership Competencies:

- Business Acumen
- Leading Change
- Leading People
- Results Driven
- Building Coalitions/Communication

In cooperation with Oklahoma State University and the University of Oklahoma
THE CHALLENGE
Leaders from all public agencies are under increased pressure to produce results. With limited resources and flexibility, how can public executives achieve such improvements?

THE PROGRAM
You are invited to attend The Executive Development Program for State Officials, uniquely designed for top executives. The program is a collaboration of Oklahoma State University and the University of Oklahoma. This extensive four-and-a-half-day residence program is designed around five Executive Leadership Competencies: Business Acumen, Leading Change, Leading People, Results Driven, and Building Coalitions/Communication.

THE BENEFITS
The Executive Development Program offers the following benefits:
• An educational experience designed to improve the way you think and make decisions
• An opportunity for you to exchange ideas and learn new skills in an interactive setting
• A pooling of resources from Oklahoma State University and the University of Oklahoma to deliver a top-quality program

WHO SHOULD ATTEND?
The program is designed for cabinet secretaries, agency directors, and top-level executives within state government and other organizations.

WHAT YOU WILL LEARN
Within the five core competencies, participants will be able to develop and enhance the following:
• Understand the scope of the executive
• Be able to develop and implement decisions and understand the potential impact of decision-making
• Understand organizational change and how it affects others
• Identify a sense of strengths and development areas in specific behaviors, which can help you achieve goals
• Become aware of cultural and environmental changes that will affect the future of the agency
• Identify the keys to relationships, communication and interpersonal team building, and inter-organizational cooperation to implement programs effectively

July 20–24, 2020 | Oklahoma City | Register online: business.okstate.edu/cepd

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BUSINESS ACUMEN

Organizational Problem Solving Using Action Learning
This session provides a unique opportunity for state leaders to tackle real-time agency problems using action learning. Using reflective questioning in addressing organizational challenges, attendees develop and refine the leadership competencies necessary to lead effectively in the workplace. Individuals and/or teams then put forth carefully conceived, practical action plans for real-time agency challenges. All the while, individuals hone personal leadership skills and build an interconnected fabric of professionalism that enhances the performance and learning culture of their respective organizations.

LEADING PEOPLE

DiSCover Your Leadership Strengths
Personality aside, individuals have their own styles of responding and adapting to work settings and other people. The best leaders understand why and how people act the way they do and the DiSC model can help people gain this crucial knowledge. DiSC is a widely used self-discovery tool and model of human behavior that people use to understand why and how they and others say and do things based on their style tendencies. Once people understand these behavioral styles, they can gain new and valuable S.O.S. insights — awareness of Self, Others, and Situations they encounter.

Emotional Intelligence: Competencies of Star Performers
Emotional Intelligence (EI) is the set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain relationships, cope with challenges and use emotional information in an effective and meaningful way. This EI session will discuss how these competencies affect behavior, motivation and conflict management. Participants will be provided with precise feedback from the EQ-I 2.0, an emotional intelligence assessment that can be used to understand and design development plans for your EI.

Creating an Inspiring Employee Centric Team
This session will discuss how to methodically build a purpose driven team by taking an empathetic approach. Human-centered design (HCD) is a problem-solving process grounded in empathy and the needs of the people for whom the process is designed. By adopting this framework, managers can create a collaborative process of managing a team with practices and processes that keeps the needs of employees in its center and invigorate and empower employees to reach their full potential.

RESULTS DRIVEN

Creating a Culture of Accountability
A culture of accountability increases productivity and individual initiative. This session discusses how things such as entitlement can be a threat to accountability. It will investigate what can be done to stem the growth of entitlement and create an accountable culture in the organization.

Driving Organizational Performance through Employee Engagement
According to a recent Gallup poll, only 33% of employees are engaged at work in the United States. Their research also states that work groups who perform in the top quartile of employee engagement, outperform bottom quartile units by 22% in profitability and 21% in productivity. With this significant of an impact on bottom line results, how can we better leverage employee engagement to drive organizational performance? In this session, participants will learn more about the strategic advantages employee engagement can offer and what leaders can do to foster an engaged workforce.

Using Evaluations and Motivational Skills to Create a High Performance Work Environment
Individuals come to work motivated to perform and yet organizations demotivate employees by implementing practices that are less than optimal in capitalizing on that motivation. In order to remedy this issue, there must first be an understanding of how this happens, what can be done to avoid this problem, and strategies that enable the capitalization on individual’s motivation. Performance evaluation will be used as an illustration of how to motivate individuals to become the best contributors possible.

LEADING CHANGE

Developing Influence in Public-Sector Organizations
The process of bringing about incremental or radical change in public-sector organizations is very different from the process in the private-sector. Unlike the private sector where executives can rely on tangible incentives, public-sector executives have to rely on intangible rewards, shared values, and personal influence tactics to bring about change. This session helps participants identify their sources of power, learn how to develop influence, and use that influence to help bring about change in governmental organizations.

BUILDING

COALITIONS/COMMUNICATION

Building Powerful Communication Skills
This session explores leadership communication from the perspective of crafting effective messages, role modeling and listening with intensity. Using principles of organizational culture, trust, and justice, this session reveals how leaders can strategically craft messages that maximize employee buy-in and explores the effect of leadership communication as a reflection of organizational values.

Managing Confrontations
Confrontations comprise the very foundations of accountability, and when they are handled poorly they result in failed promises, missed expectations, lack of accountability, and bad behavior. This session will discuss how to effectively manage confrontations and make rapid and substantial improvements in individual, team and organizational results. A step-by-step process will be provided for identifying and resolving performance gaps, strengthening accountability, eliminating inconsistency, and reducing resentment.
### THE PROGRAM’S UNIQUE ASPECTS | 2020

The 15th Annual Executive Development Program is a customized executive education program developed especially for top-level state officials. The government/academic partnership allows bridges to be built. The program is presented by outstanding faculty, all of whom are widely acknowledged experts in their respective fields. Senior faculty from Oklahoma State University and the University of Oklahoma are involved in the program and accessible to the participants.

<table>
<thead>
<tr>
<th>Monday, July 20</th>
<th>Tuesday, July 21</th>
<th>Wednesday, July 22</th>
<th>Thursday, July 23</th>
<th>Friday, July 24</th>
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<tbody>
<tr>
<td><strong>Registration begins</strong></td>
<td>Organizational Problem Solving using Action Learning 8-10 a.m.</td>
<td>Emotional Intelligence: Competencies of Star Performers 8-10 a.m.</td>
<td>Building Powerful Communication Skills 8-10 a.m.</td>
<td>Developing Influence in Public Sector Organizations 8-10 a.m.</td>
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<tr>
<td>8 a.m.</td>
<td>Patrick Malone, American University</td>
<td>Lex Smith Washington, OSU</td>
<td>Ryan Bisel, OU</td>
<td>Raj Basu, OSU</td>
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<td><strong>Welcome and Introductions</strong></td>
<td>(9:45-10 a.m. Break)</td>
<td>(10-10:15 a.m. Break)</td>
<td>(10-10:15 a.m. Break)</td>
<td>(10-10:15 a.m. Break)</td>
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<tr>
<td>8:30 a.m.</td>
<td>Teambuilding 8:45-9:45 a.m.</td>
<td>(10-10:15 a.m. Break)</td>
<td>(10-10:15 a.m. Break)</td>
<td>(10-10:15 a.m. Break)</td>
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<tr>
<td><strong>Creating a Culture of Accountability</strong></td>
<td>Organizational Problem Solving using Action Learning 10:15 a.m.-12:15 p.m.</td>
<td>Emotional Intelligence: Competencies of Star Performers 10:15 a.m.-12:15 p.m.</td>
<td>Driving Organizational Performance through Employee Engagement 10:15 a.m.-12:15 p.m.</td>
<td>Developing Influence in Public Sector Organizations 10:15-11:15 p.m.</td>
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<td>10 a.m.-Noon</td>
<td>Lee Manzer, OSU</td>
<td>Lex Smith Washington, OSU</td>
<td>Abbey Davis, OSU</td>
<td>Raj Basu, OSU</td>
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<td><strong>Lunch provided</strong></td>
<td>Lunch on your own 12:15 - 1:30 p.m.</td>
<td>Lunch Provided, Emotional Intelligence Breakout Sessions 12:15 - 1:45 p.m.</td>
<td>Lunch provided 12:15 - 1 p.m.</td>
<td>Lunch and Certificate Presentations 12:15 - 1:30 p.m.</td>
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<td>Noon - 12:45 p.m.</td>
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<td><strong>Round Table Discussion: A Passion For Leadership</strong></td>
<td>Organizational Problem Solving Using Action Learning 1:30-3:30 p.m.</td>
<td>Creating an Inspiring Employee Centric Team 1:45-3:45 p.m.</td>
<td>The State Budget 1-1:45 p.m.</td>
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<td>12:45-13 p.m.</td>
<td>Matt Bowler, OSU</td>
<td>Pearl Sumathi, OSU</td>
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<td><strong>DisCover Your Leadership Strengths</strong></td>
<td>Managing Confrontations 3:45-5:45 p.m.</td>
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<td>2-4:30 p.m.</td>
<td>Matt Bowler, OSU</td>
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<tr>
<td><strong>DiSCover Your Leadership Strengths</strong></td>
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15th Annual Executive Development Program for State Officials

APPLICATION
Please complete the enclosed application form and return it to Oklahoma State University. There is an early bird discount for registrations received by June 12, 2020. All registrations must be received by July 6, 2020. Enrollment confirmations will be sent to participants.

DATE AND FEES
Date: July 20-24, 2020
Early Bird Registration received by June 12, 2020
$2,750 per person, which includes instruction, refreshments, four lunches, A Passion for Leadership book, goody bag, photo/holder and all electronic program materials.
Registrations received between June 12 and July 6, 2020
$2,950 per person, which includes instruction, refreshments, four lunches, A Passion for Leadership book, goody bag, photo/holder and all electronic program materials.

LOCATION
The program will be held at The University of Oklahoma, Gene Rainbolt Graduate School of Business located at 865 Research Parkway in Oklahoma City. The registration fee does not include hotel rooms.

PROGRAM MATERIALS
The program fee includes the materials in electronic format. If you would prefer a hard copy of conference materials in a binder, there is a $50 additional fee.

CANCELLATION POLICY
All cancellations must be received in writing from the sponsoring organization. A full refund will be made for cancellations received by June 12, 2020. Cancellations received after that date may be charged fees based on expenses already paid in the participant’s behalf. Substitutions may be made until July 6, 2020.

FACULTY/INSTRUCTORS
Dr. Raj Basu, Associate Professor, Department of Management, Spears School of Business, Oklahoma State University
Dr. Matt Bowler, Associate Professor, Department of Management and Director of the OSU MBA Program, Spears School of Business, Oklahoma State University
Dr. Michael Buckley, JC Penney Company Chair of Business Leadership, Professor of Management and Professor of Psychology, Michael F. Price College of Business, The University of Oklahoma
Abbey Davis, Director, Eastin Center for Career Readiness, Spears School of Business, Oklahoma State University
Dr. Bryan Edwards, Associate Professor, Department of Management and Joe Synar Chair, Spears School of Business, Oklahoma State University.
Dr. Patrick Malone, Director, Key Executive Leadership Programs, Department of Public Administration and Policy, American University, Washington, D.C.
Dr. Lee Manzer, Professor Emeritus, Department of Marketing, Spears School of Business, Oklahoma State University
Dr. Pearl Sumathi, Assistant Professor of Practice, Department of Management, Spears School of Business, Oklahoma State University
Dr. Lex Smith-Washington, Associate Professor, Department of Management and William S. Spears Chair in Business Administration, Spears School of Business, Oklahoma State University
Why you should attend the Executive Development Program for State Officials

“It was directly on point for teaching managers the management skills needed to motivate, lead, coach, mentor, and deal with difficult situations.”

Lisa Erickson Endres, Chief of Legal and Business Services Division, Oklahoma Department of Transportation

“This program offers something for everyone in the class. It pushes and challenges you to expand personal and professional boundaries.”

Jeremy Seiger, Director, Agricultural Environmental Management Services, Oklahoma Department of Agriculture, Food, and Forestry

“I challenge someone to walk away from the week of training without a better understanding of themselves and how to be a more effective leader.”

Shelley Zumwalt, Director of of Public Affairs, Office of Management and Enterprise Services

“This program was intimate and personal. We dealt with real issues in our organizations and met a network of people to rely on and provide support to.”

Lori Johnson, Assistant Chief, Oklahoma Water Resources Board

“This program is a great opportunity to enhance your leadership skills and network with other professionals in state government. I highly recommend this program for anyone leading or desiring to lead in state government.”

Craig Hannan, Director, Fire Protection Publications

FOR MORE INFORMATION AND TO REGISTER:
OSU Center for Executive and Professional Development
Spears School of Business  |  Oklahoma State University
Telephone: 405.744.5208  |  E-mail: cepd@okstate.edu
Register online: business.okstate.edu/cepd

Selected sessions of the Executive Development Program can be adapted to bring on-site to your organization.