July 15-19, 2019 | Oklahoma City

14th 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
This session will discuss the four types of fairness that are important to employees. Organizational problems arise when leaders are perceived to treat employees unfairly. Leaders who treat employees fairly are more capable of motivating and maintaining a positive work environment, which in turn contributes to the overall performance and organizational success.

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.

Leading with Fairness
When employees perceive that they are being treated unfairly by leaders, they are likely to respond in ways that are unfavorable for the leader and organization. This session will discuss the four types of fairness that are important to employees and how leaders can use this information to ensure employees feel they are being treated fairly.

Succession Planning: Developing the Next Generation of Leaders
Organizational success is highly dependent on the quality of talent employed by the organization but many organizations don’t have plans for nurturing the talent they possess. This session will discuss the fundamentals of succession planning and management and provide participants with a framework the organization can use to enhance leadership development. Effective succession planning and management is a comprehensive approach to talent identification and enrichment and this program will help participants be better equipped to develop the organization’s next generation of leaders.

RESULTS DRIVEN

Workforce Planning Development
This session presented by the Oklahoma Office of Management and Enterprise Services will explore the workforce planning process as it pertains to the public sector.

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.

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 Strength of Difference: Toward a Positive, Diverse and Inclusive Workplace
This interactive workshop invites participants to discuss, analyze and synthesize ideas related to diversity and inclusion on the job. After this workshop, participants will be able to articulate how diversity is a source of strength in our work environment.

Unconscious Bias
In this session, participants will discuss what implicit bias is and how it impacts our everyday decisions. Participants will be given concrete information on how to foster a more inclusive and effective workplace.
THE PROGRAM’S UNIQUE ASPECTS | 2019

The 14th 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 15</th>
<th>Tuesday, July 16</th>
<th>Wednesday, July 17</th>
<th>Thursday, July 18</th>
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<tbody>
<tr>
<td>Registration begins 8 a.m.</td>
<td>Using Evaluations and Motivational Skills to Create a High Performance Work Environment 8-10 a.m.</td>
<td>Unconscious Bias 8-10 a.m. Erin Simpson, OU</td>
<td>Succession Planning: Developing the Next Generation of Leaders 8-10 a.m. Bryan Edwards, OSU</td>
<td>Developing Influence in Public Sector Organizations 8-10 a.m. Raj Basu, OSU</td>
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<td>Welcome and Introductions 8:30 a.m.</td>
<td>Michael Buckley, OU</td>
<td>(10-10:15 a.m. Break)</td>
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<td>Teambuilding 8:45-9:45 a.m. (9:45-10 a.m. Break)</td>
<td>Creating a Culture of Accountability 10 a.m.-Noon Lee Manzer, OSU</td>
<td>Organizational Problem Solving Using Action Learning 10:15 a.m.-12:15 p.m. Patrick Malone, American University</td>
<td>The Strength of Difference: Toward a Positive, Diverse and Inclusive Workplace 10:15 a.m.-12:15 p.m. Erin Simpson, OU</td>
<td>Managing Confrontations 10:15 a.m.-12:15 p.m. Bryan Edwards, OSU</td>
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<td>Lunch provided Noon - 12:45 pm</td>
<td>Lunch on your own 12:15 - 1:30 pm</td>
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<td>Lunch provided 12:15 - 12:45 pm</td>
<td>Lunch and Certificate Presentations 12:15 - 1:30 pm</td>
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<td>DiSCover Your Leadership Strengths 12:45-2:45 p.m. Matt Bowler, OSU</td>
<td>Organizational Problem Solving Using Action Learning 1:30-3:30 p.m. Patrick Malone, American University</td>
<td>Emotional Intelligence: Competencies of Star Performers 1:30-3:30 p.m. Lex Smith-Washington, OSU</td>
<td>Workforce Planning Development 12:45 - 1:15 pm OMES</td>
<td>Leading with Fairness 1:30-3:30 pm Lindsey Greco, OSU</td>
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<td>(2:45-3 p.m. Break)</td>
<td>(3:30-3:45 p.m. Break)</td>
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<td>Building Powerful Communication Skills 3-5 p.m. Ellen Buettner, OU</td>
<td>Organizational Problem Solving Using Action Learning 3:45-5:45 p.m. Patrick Malone, American University</td>
<td>Emotional Intelligence: Competencies of Star Performers 3:45-5:45 p.m. Lex Smith-Washington, OSU</td>
<td>Leading with Fairness 3:45-4:45 pm Lindsey Greco, OSU</td>
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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 14, 2019. All registrations must be received by July 5, 2019. Enrollment confirmations will be sent to participants.

DATE AND FEES
Date: July 15-19, 2019

Early Bird Registration received by June 14, 2019
$2,700 per person, which includes instruction, refreshments, three lunches, goody bag, photo/holder and all electronic program materials.

Registrations received between June 15 and July 5, 2019
$2,900 per person, which includes instruction, refreshments, three lunches, 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 14, 2019. 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 5, 2019.

FACULTY/INSTRUCTORS
Dr. Raj Basu, Associate Professor, Department of Management, 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

Ellen Buettner, University of Oklahoma Doctoral Candidate, Senior Director, Governmental Relations and Public Accountability, Oklahoma Department of Mental Health and Substance Abuse Services

Dr. Matt Bowler, Associate Professor, Department of Management, Spears School of Business, Oklahoma State University

Erin Simpson, University of Oklahoma Doctoral Candidate, Director and OU Advocates Coordinator, Gender + Equality Center, The University of Oklahoma

Dr. Bryan Edwards, Associate Professor, Department of Management and Joe Synar Chair, Spears School of Business, Oklahoma State University.

Dr. Lindsey Greco, Assistant Professor, Department of Management, 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. Lex Smith-Washington, Assistant Professor, Department of Management, Spears School of Business, Oklahoma State University
Why you should attend the Executive Development Program for State Officials

“The State’s Executive Development Program is a truly extraordinary journey filled with inspiring presentations by incredible presenters, which expands one’s self awareness and builds one’s leadership skills.”

Janelle Bretten, Chief of Programs,
State of Oklahoma, Office of Juvenile Affairs

“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

“I’ve been to many, many leadership conferences starting in middle school. Never have they been more motivating or inspiring. The group of instructors were the cream of the crop and have given me a whole new perspective on my role.”

Tanna Kilpatrick, Director of Laboratory Services,
Oklahoma Department Agriculture, Food, and Forestry

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