

EMBAC Institute **Agenda & Session Descriptions**



DAY 1: Monday, July 19

Welcome and Program Overview

Instructors: Elmer Almachar and Louise Kapustka

- Program overview and learning objectives
- Format and ‘rules for the road’ (homework and prep)
- Participant introductions (breakout session)



DAY 2: Tuesday, July 20

How to Contribute to an Inclusive Environment

Instructor: Kevin T. Davis

Achieving diversity remains a challenge for EMBA Programs throughout the world. You may have been assigned responsibility for executing initiatives to improve diversity in your programs. You may have a passion for diversity, equity, and inclusion (DEI) and want to make a difference. Yet you may ask yourself, “How can I have an impact on DEI without being the leader or decision-maker?” Using a case scenario in small groups and within the larger cohort, we will explore and discuss strategies for staff members and new employees to help create an inclusive environment.



DAY 3: Wednesday, July 21

How to Influence and Win Key Stakeholders

Instructor: Elmer Almachar

The success of initiatives can be won or lost based on how well you align the people and stakeholders involved. In this session, you will learn how to influence and align key stakeholders to get them to work on behalf of your initiatives, programs, and/or collective efforts. We will teach you how to identify blockers, advocates, and new voices and to understand the underlying dynamics for each persona. We also will explore strategies to manage each stakeholder type and win them to your side.



DAY 4: Thursday, July 22

Presenting You!

Instructor: Louise Kapustka

As you navigate the expectations of students, faculty, and program leadership, along with the daily and ad hoc challenges you and your team face, what unique qualities and contributions do *you* bring to your program, school, or university? How do those qualities and contributions help students? How do they help deliver on your program’s *raison d'être*? In this session, participants will identify and reflect on



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their personal and professional values, experiences, and contributions to understand and construct their Personal Brand Statement.



DAY 5: Monday, July 26

Managing Up and Across

Instructor: Barbara A. Millar

As a team member responsible for delivering results, navigating your relationships with your leaders, as well as your peers, can be challenging – and rewarding. This session explores the keys to successfully manage relationships across and up the organizational chart. You will gain a better understanding of what gets in the way and how to change things up. Using a case scenario, participants will explore issues in small groups and within the larger cohort.



DAY 6: Tuesday, July 27

What if You Were Asked to Step-In and Lead?

Instructors: Elmer Almachar and Louise Kapustka

Whether driven by your school's evolving needs during these extraordinary times, or the personal health issues of your team's current leader, you have been asked to temporarily – for six months – assume leadership of your team. What is the leader's "job to be done?" What skills do you have? Which skills will you need to supplement, and what resources are available? How will the team be impacted? Using a case scenario, these questions will be explored in small groups and discussed within the larger cohort.



Every Day: Resilience Leadership

Wherever we are in the organizational structure, or whatever our role, we all have the need to recover and restore energy on an ongoing basis. When we feel overwhelmed or depleted, it can be hard to communicate and lead at our best. Our own well-being – for better or worse – also affects our relationships with others (peers, managers, teams, etc.). During the EMBAC Institute, we will explore recovering or bouncing back from challenging and difficult times, along with practices that grow your resilience. You will be encouraged to build on your strengths as you sample new methods designed to support your physical, emotional, mental, and spiritual energy. This content is delivered during the last 15-20 minutes of every class session.