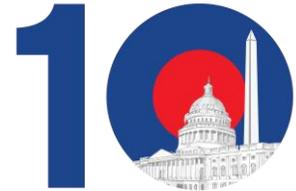


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|CONCURRENT SESSIONS|

TRACK: Vision

Revitalizing the Human Spirit at Work

Andrew Bennett, President, Bennett Performance Group

On average, 75% of people are not living up to their potential at work, and 70% of employees are disengaged. People aren't conscious of the ways their thoughts and feelings prevent their best thinking, negatively impacting relationships, and blocking creative problem-solving. Disengagement and unused potential stifles creativity, teamwork, and resilience, and limits growth and change.

In this presentation, Andrew Bennett uses his Transformation Framework© to teach participants how to create a vibrant workplace where people feel vitally alive, their talents flourish, and they work together to bring out the best in each other. Andrew shares practical steps to create an environment where people are self-aware and able to manage their inner mind game. Participants will learn how to make their organization an incubator of capability, a safe place for overcoming limitations and a place of realized potential.

Are You Ready for the Future?

Dr. Karlease Kelly, Chief Learning Officer, USDA; Dr. Zina Sutch, Deputy Associate Director of Outreach, Diversity and Inclusion, Office of Personnel Management (OPM); Kevin L. Barnes Associate Administrator, U.S. Department of Agriculture, National Agricultural Statistics Service (NASS); Traci DiMartini Chief Human Capital Officer, Peace Corps; Lorena McElwain Chief of Staff, U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights

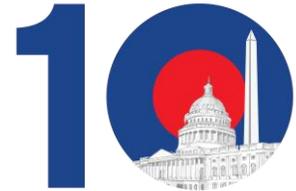
The objective of this panel discussion session is to share information on recent studies highlighting anticipated changes in the workplace and skills and strategies that leaders and employees will need to be prepared to succeed in the future. The panel will also address how these skills can contribute to accomplishing the President's Management Agency Cross Agency Priority Goal to develop a workforce for the 21st Century. Panelists will share their perspectives and experiences as well as plans and recommendations for strategies that leaders and employees will need to be prepared to succeed in the future. Participants will have time to ask questions of the panelists and share their views. The discussion will be fast paced, interactive, and informative, providing participants with ideas for personal and organizational action.

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The Future of Work in Government

William Eggers, Executive Director, Center for Government Insights, Deloitte

The [Future of Work](#) is one of the hottest business topics of our day. Companies are automating tedious tasks, augmenting workers with artificial-intelligence technologies, reskilling and upskilling their workforces, focusing on employee wellness, and hungrily recruiting talent.

Government will have to catch up. The reality is that government agencies are increasingly called upon to address society's most complex challenges using workforce approaches rooted in the distant past.

The good news: Change is possible -- and beginning to happen. In this provocative talk, [William D. Eggers](#), the Executive Director of [Deloitte's Center for Government Insights](#), and the author of nine books on government reform, explores some of the ways the nature of government work, the public workforce itself and the workplace it occupies will all need to evolve and provide a roadmap for how to get there.

You can read more about what Deloitte is saying about the future of work in government [here](#).

Vision Drives Momentum

Maury Audet, Innovation Driver, Federal Government

"Have you any dreams you'd like to sell?" Stevie Nicks had a vision in early 1976 and instantly acted on it. When that vision hit, she didn't wait - she raced into a vacant studio room and within 10 minutes penned "Dreams", Fleetwood Mac's only #1 Hit on the Billboard Hot 100 chart. That single vision and those precious 10 minutes would go on to produce the greatest period of momentum the band had ever experienced.

When Sidney Frank, the creator of Grey Goose vodka, awoke early one summer morning in 1996 at the age 76 with a vision that this name alone was the next luxury vodka, he didn't even have a recipe, producer, or product yet - only a name. But he immediately took that vision and called his No. 2 executive at 5:20 AM that Sunday morning and just 8 years later sold Grey Goose for US\$2.2 billion.

Leaders in every sector can learn from just these two stories on visions out of rock n' roll and business. Within each lies the same recipe for success built on action.

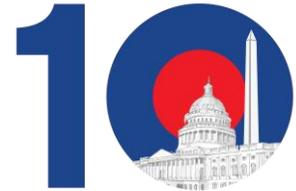
We all have visions. What separates the success of their visions from ours (beyond gut instinct)? How did they take their flash of genius and make that vision drive momentum? I believe it is a simple ingredient referenced as "V2" inside the formula Vision + V2 = Momentum ($V1 + V2 = M$). So what is V2? Hint: V2 is a fuel that has to do with action, but a very specific way of thinking about action as an "Action

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'Timeline Mindset'. Within that action mindset two critical additives can be framed as: "The Power of 1" and "The Power of Now".

Join this interactive session to find out what V2 is and how to actively engage your own vision(s) + V2 to drive greater momentum as leaders in your career, business and virtually any aspect of your life.

TRACK: Communication

Pop Your Bubble and Save the World

Hile Rutledge, President, Otto Kroeger Associates (OKA)

The technological, intellectual and socio-economic bubbles we allow ourselves to get lost in—while superficially soothing—are actually isolating and corrosive. Learning and growth come only when we step away from what we understand, lean into disagreement, and wrestle with those people and ideas that confuse, confound, or even offend us. We need to connect, listen, learn, reconsider, change, and grow—without these actions, our relationships, our communities, our nation—and perhaps even our world—are in peril. Today's field of Organizational Development includes a number of models and assessments that facilitate and provoke this kind of growth. In fact, you likely already have a great bubble-popping tool in your toolkit. Three popular models with particular power are Emotional Intelligence, Psychological Type, and Narrative Intelligence. These models and the tools that have grown from them can help us pop our bubbles, learn, and grow. So, pop your bubble, and save the world.

The Psychological Impacts of Whistleblower Retaliation in the Workplace

Jacqueline Garrick, Founder, Whistleblowers of America

Focus will be on the definition of a whistleblower and protected disclosures under the law. Discussion will include how whistleblowers find themselves in an ethical dilemma between their organizations and protecting individuals or the public. It will enumerate the toxic tactics of retaliation and the psychosocial impacts for the whistleblower.

Three behavioral, learning objectives:

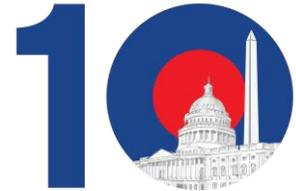
1. Establish a perspective on what it means to be a whistleblower and legal protections related to disclosures
2. Gain skills in being able to identify and treat the toxic tactics of retaliation that cause emotional distress
3. Build a resilient work environment for employees by instituting a Workplace Promise campaign

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Presenting While Gendered: How Men & Women Can Make the Most Of Speaking Opportunities & Meetings

Meghan Dotter, CEO, Portico

When women don't have a seat at the table, or they're interrupted when they speak up, organizations quickly lose the benefit of having a diversity of voices. A mini backlash of terminology describes the frustrations - "manterruptions" and "manels" - felt by many women speakers.

What are the real steps that women and men can take to improve communication in high stakes meetings, panels and keynotes? Beyond trying to mimic what the men do - which doesn't work - how can women play to their strengths and develop an awareness of the habits and behaviors that undermine our credibility? What can men do to be inclusive and supportive while encouraging candid and spirited discussion over important issues?

How can both women and men prepare differently to ensure better outcomes? What signals does everyone send based on pitch, body language and approach to interrupting (or reacting to interruptions)? We take our expertise in presentation skills a step further by exploring the differences between women and men. Our interactive workshop examines at how we can deliver compelling presentations that persuade and inspire audiences.

FOH's Purpose-Driven People Strategy: Inspiring the Federal Workforce to Discover Purpose to Impact Mission

Michael Anderson, Human Resources Advisor, Federal Occupational Health; CDR Tomas Bonome, Director, Federal Occupational Health; Bradley Christ, Behavioral Health Services Director, Federal Occupational Health; Dr. Yasmine Bradshaw, Associate Director, Organizational Development and Leadership, Federal Occupational Health; Kristin Jones, Account Executive, Wellness and Health Promotion Services & FedStrive Health Promotion, Federal Occupational Health

Federal Occupational Health (FOH) is a healthcare agency located within the Program Support Center (PSC), a component of the Department of Health and Human Services (HHS).

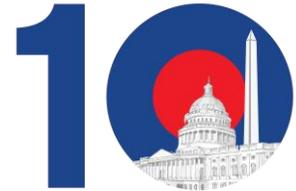
When CDR Tomas Bonome assumed the role as FOH Director on March 1, 2016, the agency's workforce suffered from extremely low morale which was reflected in historic low human capital metrics. The Employee Engagement Index (EEI) was 52.7, a 20% decline from 2013. FOH was at the bottom of its peer group in PSC and its external peer group of comparably sized independent federal agencies.

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To improve the FOH workforce experience, CDR Bonome decided to develop and implement a purpose-driven people strategy. After three years of effort, FOH rose from the bottom position among its peer group to the top position, achieving an EEI of 75, a 42% increase.

During this 60-minute Facilitated Discussion, CDR Bonome and members of his Leadership Team will engage the audience in an interactive discussion about FOH's comprehensive human capital change management approach: Individual Experience, Workforce Experience, and Customer Experience. The goal of this session is to encourage federal leaders to consider a purpose-driven people strategy to improve workforce engagement and mission accomplishment at their respective agencies.

TRACK: Diversity & Inclusion

The 3PC Road to Excellence – Diversity and Inclusion

Dr. R. Tyrone Jackson, Deputy Director of Human Resources, District of Columbia Courts

According to the Global Diversity Practice, “Diversity and inclusion is a sizeable challenge for any organization, especially those that have previously been less diverse and demonstrably exclusive.” Leaders in public and private sector organizations are fast coming to the full understanding of the positive business impact of having a diverse and inclusive workforce and culture. Leaders in an array of professional arenas are learning that diversity without inclusive workplace culture is counterproductive and problematic. However, there are challenges to establishing a culture of true inclusiveness. This presentation will look at those challenges and discuss the opportunities and action steps that leadership can take to achieve excellence through a person centered, policy compliant and positively committed culture to diversity and inclusion

Leadership and ADA - Fostering a More Holistic Conversation on Diversity and Inclusion

Gary C. Norman, Senior Staff Attorney, The Centers for Medicare and Medicaid Services (CMS); Debra Vey Voda-Hamilton, Principal Attorney & Mediator, Hamilton Law and Mediation

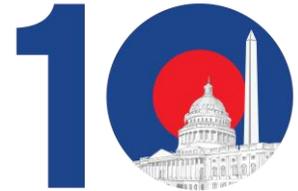
Although the inclusion of people with disabilities in the public policy arena may be fractured at best, many institutions or leaders around the country are trying to change that situation. Whether it is through forming public-private partnerships or connecting communities with resources, there is a real opportunity to foster organic conversation and provide direction on building diversity and inclusion. The Americans with Disabilities Act [ADA] was passed in 1990, which assists in opening doors for the disabled who had been disenfranchised in employment, housing and general access to public spaces. The US has come a long way in fostering legal remedies, which include disabled Americans more easily in the public square, housing and employment.

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The ADA was effective in gaining access but not understanding of the greater goal, diversity and inclusion. Most leaders, employees and clients do not know what ADA says or stands for. When confronted with an ADA challenge to access, all parties to the disagreement fall victim to legal rhetoric.

This program seeks to raise awareness about the deeply rooted value in ADA, how it benefits and stymies leaders, employees and clients as it is applied to inclusion and diversity. We will look at the use of holistic conversations, rather than positional discussions; evoking a deeper understanding and appreciation of the various sides of an inclusive public policy arena.

Gary Norman and Debra Vey Voda Hamilton have created a cutting-edge platform on which to facilitate communication among all parties to address the conscious collective on how our public affairs and public administrators and the citizens they serve can be open to the power of diversity and have the resources to build inclusive communities. Attendees will take away holistic, on the spot conflict resolution tools supporting diversity and inclusion among able and disabled Americans on the public square.

Best leadership practices often forget to discuss #disabilities in the #metoo revolution. This presentation will help guide the collective conscious, identify conscious and unconscious bias and create an employable vision that will serve every interested individual, able and disabled, when facilitating policy in the public arena.

What Does Gender Have to Do with It? Gender Inequality in the Workplace

*Warren Dukes, Academic Program Manager and Continuing Lecturer,
Purdue University*

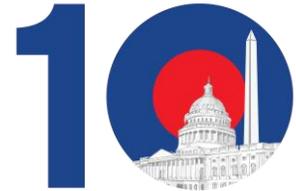
In spite of increased awareness of unfair division of labor in professional work environments, and with regard to persistent accounts of sexual harassments suggesting the pervasive powers of men over women occurring in the workplace, there is evidence to suggest that men – as well as some women believe gender equality has been “achieved”. This workshop will explore the role of gender in the workplace to present a new paradigm for understanding the institutionalized nature of gender inequality in American work structure. Participants will actively participate in activities and exercises to advance their understanding on the social construction of gender to arrive at understanding how these socially constructed ideologies exist to define gender differences in the institution of work. We will explore the historical timeline on the “prestige” of work and the evolutionary role of women’s inclusion in American occupations.

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From the “Outside-In”- How Investing in Women Worldwide Led to Investing in Ourselves

Michele Perez, Vice President, Department of Management and Administration, Overseas Private Investment Corporation (OPIC)

On virtually every global measure, women are more economically excluded than men. These financial barriers limit access to capital, high-value employment, and services that improve economic opportunities for women. In 2017, OPIC launched the 2X Women’s Initiative to mobilize \$1 billion in capital to eliminate these barriers and to support lending to women-owned businesses, female entrepreneurs, and women-owned/women-led emerging market private equity funds. Through gender lens investing, OPIC is focused on providing women in the developing world access to finance, jobs, and services that enhance economic opportunity.

While OPIC grew organizational awareness and became a global leader on gender lens investing, we discovered that another equally transformational effort had to occur. OPIC began a reflection on how we, as an organization, demonstrate equity and inclusion within our workforce and through our operations. Driven by radical transparency, we are working to concurrently support our core mission and 2X objectives, internally and externally. As we continue to empower women to spur economic growth and strengthen communities, we will share how inciting open, honest discourse on gender equity and inclusion can lead to a better understanding of our role in the world and who we are at home

TRACK: Conscious Collective

Speaking Our Truth, Powerfully - Resilience in the Moment of Choice

Virginia Diamond, President, Diamond Insight

We all face those moments when we can choose to speak up, to say what our gut is telling us, to speak truth to power. These moments can be when talking with neighbors about our country’s future; with senior leaders who may be heading down what we think is the wrong path; with clients who need to hear difficult news or tough feedback; with our peers who want to make a decision and move on, while our gut warns us that it is premature and unnecessarily risky.

In that crucial moment of choice, how do we speak skillfully so we are heard? Do we instead stay silent? Become the bull in the china shop?

In this session, we will focus on building the resilience to speak our truth skillfully in those moments, to take a stand—respectfully and appropriately—for what we believe in when it matters most.

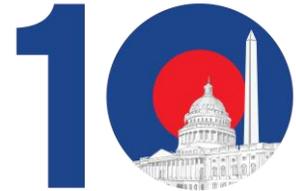
This session will be interactive, experiential, and immediately practical. Participants will leave with practices to build their resilience and have greater insight into how they “show up” in those moments of truth—because now more than ever, we need to skillfully speak truth to power.

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The Ethos Handbook: Building Group Culture to Unify Complex Teams

Tracy Koolick, Director, Change Management and Communication, Department of Commerce, Office of the Secretary, Enterprise Services; Kurt Bersani, Chief Financial Officer & Director, Administration, Department of Commerce, Office of the Secretary, Enterprise Services

The success of any large initiative hinges on a good team that will diligently execute the work. The challenge with large teams is managing people from diverse backgrounds with varying responsibilities. In this lecture, Tracy Koolick will share how to unify a multifaceted team through group culture and collective consciousness, using the example of the U.S. Department of Commerce (DOC) Enterprise Services and their Ethos Handbook.

In 2016, DOC developed a new internal organization to deliver core business services to employees. This organization, called Enterprise Services, is composed of Federal team members, advisory partners, and managed service providers. To deliver excellent service, leadership recognized the need to fuse these groups into a partnership with shared values and a shared mission. They developed an Ethos Handbook to clearly articulate the mission, vision, and core values that guide the organization's behavior.

Managing Up: How to Succeed with Any Type of Boss

Mary Abbajay, President & CEO, Careerstone Group LLC

Whether we like it or not, our bosses have enormous influence over our ability to succeed and advance in our organizations, our careers, and in our own leadership journey. Establishing strong, productive working relationships with those above us is essential for career success. Whether you are reporting to a supervisor, middle manager, VP, top executive, or a board of directors, managing up is a skill that we all need. This lively and interactive presentation provides proven strategies and techniques to increase cooperation and collaboration between those who have different power levels, perspectives, and personalities. Learning to effectively manage up is good for you, good for your boss, and good for your organization.

In this interactive presentation, Mary outlines the importance of building a positive and authentic relationship with the powers above you. Participants learn proven, pragmatic, and immediately applicable strategies to:

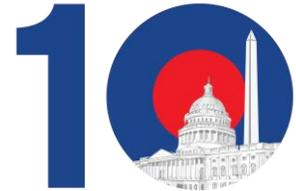
- Raise awareness on leader-follower dynamics
- Recognize when ego prevents us from thinking strategically about relationship management
- Understand and manage personality differences that impact manager/staff relationships
- Recognize different leadership styles and explore adaptive strategies for communicating and collaborating with each style
- Understand their own and their supervisors "hot buttons"
- Take ownership for one's own professional success.

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Building a Culture of Innovation

Jamie Notter, Co-Founder & Culture Consultant, Human Workplaces

Today's top talent is looking for a workplace where innovation is the rule, rather than the exception, and it will be hard to retain them if they are constantly hearing the "but we've always done it that way" excuse. But being truly innovative requires more than the right language—you have to build innovation into your culture from the ground up, and that's easier said than done. In this provocative session, culture expert Jamie Notter will share some eye-opening research on workplace cultures that highlights key pitfalls and opportunities for creating a culture of innovation—and help you develop a practical "playbook" for changing your culture starting today.

TRACK: Networking

Embodied Leadership: Increasing Influence, Power and Flexibility to Manage Change through Yoga

Dr. Nicole Cutts, CEO, Cutts Consulting, LLC; Founder, Vision Quest Retreats

"Leaders don't just need to know about leadership -- leaders need to embody the capacity to lead in the midst of ambiguity and complexity" (Hamill, 2013). The concept of embodied leadership, derived from Strozzi-Heckler's school of somatic coaching, brings together action, feeling and meaning and is based on the idea that the mind and body are inextricably linked.

Research and practice related to emotional intelligence, mindfulness, and NeuroLeadership (Rock, 2007) also point to an undeniably important connection between mind, body, motivation, influence and one's ability to be an effective leader. Somatic practices offer us a way to intervene with our integrated, mind/body system in ways that can't be addressed by cognitive processes alone. These practices yield insight and control of our embodied patterns of perception, emotion, and action that result in how we lead.

This experiential workshop draws on somatic coaching techniques derived from Ashtanga Yoga, NeuroLeadership, cognitive psychology and leadership best practices to help participants learn how to fully embody their leadership presence and catalyze their followership through experiences and dialogue that will:

- Build a more powerful and flexible leadership presence that is resilient under increased conditions of stress, complexity, and ambiguity
- Develop emotional intelligence
- Cultivate the capacity for creativity, change, and connection
- Accelerate career trajectory

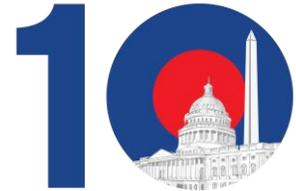


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Using the Power of WE

Peter Baverso, Chief Curator, Ventivia LLC & Zikiria Chaudhary, President, Chief Agilist, CITAZ LLC

The job of leaders and coaches at all levels is to find and liberate talent that already exists within the organization and to support connections that enable teams to innovate, execute, scale, learn, and thrive. What we need is an easy to understand system that makes patterns visible to enable effectiveness, innovation, collaboration, and agility within and across teams. Join us to explore a the WeCanvas, a whole-brain guide to lead for clarity, purpose, and performance. You'll discover ways to inspire connections, retire hierarchical systems, artificial team structures, and organizational processes that keep your teams stuck.

The WeCanvas provides a systematic approach to create clarity, purpose, and sustained performance innovation by mapping interdependencies and relationships across 10 dimensions of performance. During this session we will use the WeCanvas to explore the 10 dimensions of performance as a means to REFLECT, CONNECT, and MOVE teams to the next level!

REFLECT- Discover the thinking behind the thinking of your team to discover what makes them tick.

CONNECT - Engage you team across their network of connections.

MOVE - Discover authentic leverage to help motivate from the heart not just the head to inspire action over the long term.

Network and Engage: Make It Happen!

David Heiden, Strategic Communication Advisor, MITRE Corporation

An organization's success hinges on its leaders' ability to network and to engage effectively. Attendees will hear about specific communication and networking elements that play critical roles in realizing positive outcomes in both federal and commercial settings. Specific session topics to be covered include:

- The thoughtful, planful, “two-way” nature of effective engagement and networking
- The criticality of authenticity and trust in networking
- Messaging and channel tactics to foster effective information sharing
- The importance of tracking outcomes and measuring effectiveness
- This session will introduce applicable tools for leading effective communication and networking approaches and tactics.



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Authentic Networking: How to Network Without Being an A*****

Strother Gaines, Coach, Trainer & Speaker, But I'm a Unicorn, Dammit!

Do networking events make your palms sweat? Are you nervous about talking to people you don't know? Worried you "don't have enough experience" to network yet? Terrified of being judged by your title, your income or your background? Does self-promotion feel sleazy?

Learn how to identify and utilize your unique personality and skills to immediately engage and connect in a meaningful way at networking events. Join us for this workshop with Strother Gaines, former Event Director for Network Under 40: DC, and get some battle-tested networking insights that allow you to relax, connect, and grow your network without all the sweaty palms and awkward pauses. Stop worrying about saying the "right" thing and learn how being yourself is not only enough, but the most effective way to maximize your networking efforts.

Top 5 Reasons to Attend

- Learn to be comfortable in ANY networking situation.
- Identify and gain insight into your unique skills and personality.
- Learn to use these insights so that you can create real and authentic connection with anyone.
- Identify the connections, skills, and benefits you bring to others in service of your networking win/win.
- Learn the "secrets of networking" and learn how to leverage these secrets to stand out and create real value for you and your business.

