Leadership

CEELO LEADERSHIP ACADEMY
May 1-3, 2018 Internal Agenda

TUESDAY – May 1

Legacy Meeting and Coaches Lunch

Time	Lead	Topic	Desired Result	Follow up – Action item
8:30	Lori and Tracy	Legacy NAG meeting	Fellows and others are welcome to join as listeners during this meeting	
11:45	ALL	Lunch is served		
12:00	LA staff	Proceed to medium conference room for the Coaching and Systems Thinking Session	Coaches and staff will build a foundational understanding and practical ways to incorporate systems thinking habits and tools into coaching and mentoring	
1:45	ALL	Greet arriving fellows		
2:00	ALL	Return to main room		

Academy Start

Time	Lead	Topic	Desired Result	Follow up – Action items
2:00	Jana	Welcome, introductions, and roles	Academy participants begin a community building process.	
2:15	Tracy J.	Logistics details for our entire meeting	Participants will nail down academy management practices so all goes smoothly	
2:30	Jana, Tracy and Coaches	A Tour of your binders, materials and practices	Fellows gain knowledge of and commitment to Academy norms and processes	
3:15	Coaches	Introduction to the coaching relationship	Coaches explain and discuss with fellows the parameters and expectations for in-	

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			person and monthly coaching sessions	
3:30	Break			
3:40	Coaches	Coaches meet with joint fellows (2-3)	Coaches and fellows will establish the norms for their working relationships.	
4:15	Coaches	Coaches meet with individual fellows	Individual fellows will discuss aspirations and expectations for the year.	
5:00	Lori, Jana, Tracy	The partnership between CEELO and the ACADEMY	Fellows and CEELO staff will discuss the learning opportunities and relationship of the LA to all of CEELO Projects.	
5:30	ALL	Check-out – Fellows have dinner together	Fun and fellowship!!	

WEDNESDAY – May 2

Time	Lead	Topic	Desired Result	Follow up – Action item
8:30	Jana Tracy J Tracy B	Opening Check-in, Framing	Prepare the learning environment to maximize the outcomes for the 2-day session	
Early Morning	All	Exploring the characteristics of complex systems	Fellows will be able to identify the key characteristics of complex systems and apply those to their own leadership role and EC state system.	
	All	Habits of a Systems Thinker	Fellows will survey the Habits of a Systems Thinker (HoST) and identify strengths and areas needing growth.	Use the matrix to track progress and intentional practice of HoST
10:30		Break		
Late Morning	All	Habits of a Systems Thinker cont.	Fellows will identify HoST of Leaders they admire and reflect on their own leadership presence.	
Lunch				
Early Afternoon		Iceberg	Fellows will use the iceberg as the organizing framework to deepen their understanding of the	

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			systems they lead and influence.	
Early Afternoon		Mental Models and the Ladder of Inference	Fellows will recognize the importance of the mental models they hold and the process of how they are formed.	
Break				
Early Afternoon		Practice Scenarios	Fellows will be able to work through a practice scenario and use the ladder of inference and related practices to increase understanding of the challenge presented.	
Break				
		Revisit HoST that relate to mental models	Fellows will select HoST that are helpful to addressing the challenges in the practice scenarios and increase understanding of these Habits	
Late Afternoon		Revisit mental model level of Iceberg	Fellows will record mental models held by various stakeholders from their practice scenario.	
Checkout			Fellows will reflect on key take-aways from the day	

THURSDAY – May 3

Time	Lead	Topic	Desired Result	Follow up – Action item
8:30		Opening and check-in	Fellows will prepare for day 2	
Early Morning		Energizer team challenge	Fellows will work together to apply learning from yesterday to a team challenge	
Early Morning		Pattern and Trend Level of the Iceberg: Behavior-over-time Graphs	Fellows will recognize and be able to draw key patterns and trends in their practice scenario and in their own work setting.	
Break				
Late Morning		Systems Structure: Mapping causal connections to deepen understanding of system structure	Fellows will be able to use and apply causal loops to practice and relevant work setting scenarios to deepen	

			understanding of systems structure.	
Lunch				
Early afternoon		Systems Structure and Causal Loops Archetypes	Fellows will experience 3 causal loop archetypes and apply them to practice and relevant work settings.	
Break				
Late afternoon		Applying systems thinking habits and tools to leading within job-embedded projects	Fellows will develop a plan to apply systems thinking habits/tools to their own leadership development and/or job-embedded projects.	Coaches follow-up with the plan
3:45ish		Check-out	Fellows will share key take-aways and steps to apply learning.	