



# CACUBO

Central Association of College  
& University Business Officers



## 2022 Leadership Institute

Kansas City, MO | Crossroads Hotel | August 8-9, 2022

### Who Should Attend

This two-day institute is designed specifically for those who wish to sharpen their leadership skills, discover new solutions to age-old problems, or who want a jolt of fresh enthusiasm at this point in their career. The institute will also prepare high-potential employees, regardless of current position, with leadership aspirations or in newly appointed leadership roles within the higher education industry. The event will feature leadership experts, high-level executive coaching, and interaction with peers in both formal group discussions on current issues and in informal networking settings. Ready for resources to take you career to the next level? Join us!

### Monday, August 8

#### **Strengths Based Leadership for In-Person & Remote Team Members** (Dr. Gerald Graham)

- Gain confidence in recognizing strengths of yourself and others
- Improve engagement of in-person and remote team members
- Learn to manage around weaknesses

#### **Leadership That Inspires** (Mark Saine & Stephanie Hale)

*\*session sponsored by TIAA*

- Inspiration is necessary for leadership success
- What is inspiration and why is it an important skill?
- Practical ways to become more inspiring

#### **Mastering Organizational Politics in Higher Education**

(Dr. Allison Vaillancourt & Catherine Lilly)

*\*session sponsored by Segal*

- Assess the sources of power and identify political behaviors inside of organizations
- Differentiate between influence and authority
- Analyze the factors that influence the ability to get things done

**Thank you to our program sponsor:**

### Tuesday, August 9

#### **Team Building & its Practical Application** (Mark Saine & Stephanie Hale)

*\*session sponsored by TIAA*

- What is a team and why are they needed?
- Phases of team development and the leader's role
- What do teams need to be successful?

#### **Organizational Wellbeing Today** (Kathleen Schulz & David Rowlee)

*\*session sponsored by Gallagher*

- Changing workplace objectives and how emotional wellbeing contributes to this
- Measurement components of employee engagement
- Understand how and plan to improve organizational wellbeing

#### **Bridging the Gap: Managing Generations & Genetics**

(Candy Whirley)

- Communication, Creativity, Change

#### **It Takes 4 to Tango – These People are not Difficult, They are Just Different!**

(Candy Whirley)





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## Institute Presenters

The Institute presenters come from diverse backgrounds. To learn more, refer to the presenter bio's below:



**Dr. Gerald Graham** is currently the R. P. Clinton Distinguished Professor of Management and former Dean of the Barton School. He has made management presentations to more than 750,000 participants in 46 states, Canada, Mexico and Slovakia. Dr. Graham has written four management textbooks, which have been adopted nationally, and numerous research articles. Dr. Graham has written more than 500 columns on leadership that have appeared in newspapers and journals in the United States. For twenty years, he wrote a semimonthly column for the Wichita Business Journal and for more than twelve years, he published The Applied Management Newsletter, a monthly management training publication.



**Mark Saine** is the senior director of executive and leadership development at TIAA-CREF. In his role, Mark oversees corporate-wide leadership and executive development initiatives such as leadership transitions training, top talent programs, mentoring programs, and coaching engagements. He has worked for TIAA-CREF for over 15 years, joining the organization as an internal training consultant. In addition to his many academic accomplishments, Mark holds certifications to train numerous courses including: Situational Leadership, The 7 Habits of Highly Effective People, The Leadership Challenge, Social Style, Crucial Conversations and Crucial Confrontations.



**Stephanie Hale** is currently responsible for building the leadership capability and effectiveness of leaders within TIAA's client institutions. Stephanie directly supports the Emerging Leaders Network, a program designed to connect HR Officers in higher education to the colleagues, peers and information they need to be effective, forward-looking leaders. Stephanie is particularly passionate about storytelling, emotional intelligence, strategic communication, women's leadership and innovation. She is also the founder and host of TIAA Talks, TIAA's internal speaker's series and the Storytelling Project, designed to shape culture by sharing employee life and work stories.



**Candy Whirley** is an international speaker, author, and former NFL cheerleader who is well known for leading and cheering audiences around the world to live and work better together and stop driving each other CRAZY! Candy brings 'real world' experience from many industries. She has been speaking for over 30 years and has traveled the globe delivering her message. She takes a genuine interest in people from every level in the organization and understands the generational and personality differences that workforces in most organizations must navigate. Buckle up for a good time and know that you will laugh, learn, and leave with an enlightened understanding of the challenges and a new set of tools to conquer those challenges.



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**Dr. David Rowlee** is the Managing Director & Practice Leader of the Engagement Surveys division, a part of Gallagher's Human Resources & Compensation Consulting practice. He has over 20 years of human capital research consulting experience with special emphasis in the field of survey research – including survey design, survey methodology, statistical analyses, and advanced behavior modeling. David is uniquely skilled at distilling complex empirical results into highly actionable insights coupled with meaningful action plans to promote improvements in workplace culture while accelerating business performance and revenue growth.



**Kathleen Schulz** is a Global Innovation Leader for Organizational Wellbeing within Gallagher's Benefits and HR Consulting division. She works with Gallagher teams and clients to design holistic strategies to address the total employee value proposition – including all the dimensions of wellbeing, employee engagement, productivity and resiliency. Kathleen has more than 20 years of experience in designing and implementing wellness, fitness, occupational, health EAP, benefits and work/life programs. Her experience lies in designing integrated approaches to organizational wellbeing by building relationships and collaborating with key internal stakeholders.



**Dr. Allison M. Vaillancourt** is a Vice President & Senior Consultant within the organizational effectiveness practice at Segal, an organizational strategy and human resources consulting firm. She brings to her consulting work more than 30 years of faculty and leadership experience in universities across the United States. Prior to joining Segal in 2020, Allison was the Vice President for Business Affairs & Human Resources and an award-winning faculty member at the University of Arizona. She is a long-time *Chronicle of Higher Education* columnist and author of *The Organizational Politics Playbook: 50 Strategies to Navigate Power Dynamics at Work*.



**Catherine Lilly** is a Senior Consultant in the National Higher Education Practice at Segal. She is an accomplished facilitator, speaker, organization development consultant and human resource leader, with over 25 years of experience in successfully solving people and organizational issues, primarily in higher education. Catherine has consulted to leaders at every level and in many types of institutions, having designed and facilitated hundreds of projects focused on assessment, strategy, leadership development, positive organization culture, talent management and team effectiveness.

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### Accommodations:

**[Crossroads Hotel](#)**  
**2101 Central Street**  
**Kansas City, MO 64108**  
**(866) 531-2400**

Welcome to the intersection of times past and those yet to come. This KC boutique hotel is at the center of an artistic community, in a historic downtown site.



### **How to Register**

To register, visit [www.cacubo.org](http://www.cacubo.org) and click on "Leadership Institute." Early registration is encouraged as enrollment will be limited. Monday breakfast, several snacks, and all lunches are included in the registration fee. The Institute will end on Tuesday at 5:00 PM.

### **Refunds and Cancellations**

Refund requests emailed to the committee at [leadershipinstitute@cacubo.org](mailto:leadershipinstitute@cacubo.org) before July 15, 2022 will be honored, less a \$100 processing fee. No refunds made after that date.

### **Fees**

Registration fee is \$395  
CACUBO members only

### **CPE**

CPE will be available.

### **For More Information**

Contact the Leadership Institute Committee Chair:  
Jeremy Aylward  
[leadershipinstitute@cacubo.org](mailto:leadershipinstitute@cacubo.org)

### **CACUBO Continuing Professional Development**

The Central Association of College and University Business Officers (CACUBO) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.learningmarket.org](http://www.learningmarket.org). The CACUBO sponsor identification number is 116326. In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.

