**SASFAA Leadership Symposium**

**October 26 – 28, 2016**

**Wednesday, October 26th**

**2:00pm – 2:45pm** Participant check-in

**3:00pm – 3:15pm Welcome**

 SASFAA Leadership Symposium Committee

**3:15pm – 3:45pm The Five Dysfunctions (and Functions) of a Team Overview**

 Description:

A high level overview of the book and materials we’ll be reviewing in the sessions throughout this event.

**3:45pm – 5:00pm Leadership Challenges**

 Description:

Our goal with this event is to help you find some ways to turn leadership challenges into a positive, build strong teams, gain confidence as you move forward in your leadership development, and give you the tools to develop the competencies to be an effective leader. This session is your time to share on what you hope to get from this experience.

**5:00pm – 5:30pm Meet & Greet**

**Complimentary Hotel Manager’s Reception**

**5:30pm - ? Dinner on your own**

**Thursday, October 27th**

**8:00am – 9:00am Complimentary breakfast in the hotel**

**9:00am – 9:15am Dysfunction 1, and its Counterpart - Trust**

 Description:

The fear of being vulnerable with team members prevents the building of trust within the team. Addressing absence of trust can be one of a leader’s largest challenges. Building trust is the foundation to success in all other areas. How do you identify if there are trust issues, and better yet, how can you be a leadership that people will trust?

**9:15am – 10:15am Dysfunction 1, and its Counterpart Discussion**

 Description:

This is an opportunity for follow up discussion, brainstorming, and an opportunity to learn from your peers in follow up to the prior session.

**10:15am - 10:30am Break**

**10:30am – 10:45am Dysfunction 2, and its Counterpart - Conflict**

 Description:

The desire to preserve artificial harmony stifles the occurrence of productive ideological conflict. Conflict by its very nature is uncomfortable for many people, but healthy conflict can actually help make a team stronger. Balancing when conflict is beneficial and when it’s not is key to the success of a team, and part of leadership having some discernment over this issue.

**10:45am – 11:45pm Dysfunction 2, and its Counterpart Discussion**

 Description:

This is an opportunity for follow up discussion, brainstorming, and an opportunity to learn from your peers in follow up to the prior session.

**11:45am – 1:00pm Lunch provided in Hotel**

**1:00pm – 1:15pm Dysfunction 3, and its Counterpart - Commitment**

 Description:

The lack of clarity or buy-in prevents team members from making decisions they will stick to. You may be committed to your team and cause as the leader, but are those you are leading just as committed? How do you get everyone on the same page as you? Or, is it you who might need to change pages to be more in-line with your team?

**1:15pm – 2:15pm Dysfunction 3, and its Counterpart Discussion**

 Description:

This is an opportunity for follow up discussion, brainstorming, and an opportunity to learn from your peers in follow up to the prior session.

**2:15pm – 2:45pm Break**

**2:45pm – 3:00pm Dysfunction 4, and its Counterpart - Accountability**

 Description:

The need to avoid interpersonal discomfort prevents team members from holding one another accountable. Instead of avoiding it, how can you create a team that embraces accountability?

**3:00pm – 4:00pm Dysfunction 4, and its Counterpart Discussion**

 Description:

This is an opportunity for follow up discussion, brainstorming, and an opportunity to learn from your peers in follow up to the prior session.

**4:00pm – 4:15pm Dysfunction 5, and its Counterpart - Results**

 Description:

The pursuit of individual goals and personal status erodes the focus on collective success. Is your team looking more at personal results, or the results of your organization?

**4:15pm – 5:15pm Dysfunction 5, and its Counterpart Discussion**

 Description:

This is an opportunity for follow up discussion, brainstorming, and an opportunity to learn from your peers in follow up to the prior session.

**5:15pm - ? Dinner on your own**

**Friday, October 28th**

**8:00am – 9:00am Complimentary breakfast in the hotel**

**9:00am – 10:00am “Politics,” Ethics, and Leadership – A Presentation and Discussion**

Description:

There’s more to “politics” than just going to the polls and voting for your candidate. In the relational world you’ll often hear people talk about “politics” in learning how to relate to people from various levels within, and without, of your organization. That can often be tricky to navigate. Along with that is ensure ethics are at the top of your list of traits you want to have when relating to others. This session is designed to discuss these very two important aspects of leadership.

**10:00am – 10:15am Break**

**10:15am – 11:30am Leadership Panel**

SASFAA Leadership Symposium Committee

 Description:

The SASFAA Leadership Symposium Committee members will serve as a panel to take questions from the participants as we wrap up the event.

**11:30am – 12:00pm Closing Remarks**

 SASFAA Management Institute Committee