



LEADERSHIP SUMMIT 2023 PROGRAM OVERVIEW

“Leadership and learning are indispensable to each other.” **John F. Kennedy**

Make your leadership development a top priority for 2023

This document provides an overview of the three programs that make up the NIGP Leadership Summit experience—with a special focus on the newest component, Leading for Impact. We provide highlights of what to expect, what participants will get out of attending, and why it's important.

If funds are an issue, be sure to check in with your local chapter for any available scholarships.

What is Leadership Summit?

This is the first time NIGP is bringing leaders from different stages of their careers for one larger program. In short, this means attendees from Leaders Edge (*emerging leaders*), Chapter Academy (*chapter leaders*), and Leading for Impact (*senior leaders*) will come together under one roof for a larger and more impactful experience.

Is Leadership Summit just “Forum Light”?

The primary objective of this program is to create more opportunities for our members to feel like NIGP is YOUR community for leadership learning and growth. During Leadership Summit, we will continue supporting the needs of each of the three stand-alone programs, so participants will spend half their time with their respective program cohorts, but now we also provide more opportunities for cross program collaboration, networking, and leadership focused learning—important skills that need continual enhancement.

I get Leaders Edge and Chapter Academy, but What is Leading for Impact?

As our newest program, we understand that Leading for Impact is a new experience for our members. This program was created to address a need from our more experienced leaders in the community. As you grow within the profession, more responsibilities are placed on your shoulders, and frankly, more is expected. The skills that may have gotten you to this level are not necessarily the skills that will help you succeed moving forward. At this stage, you're focused more on creating the vision for your team, department, or entity, and effectively dealing with change—changes in workforce dynamics, changes in business landscapes, and changes in technology and

the needs of the communities you serve. The skills that are critical at this stage require more strategic thinking, influencing cross-functional stakeholders, and inspiring teams and organizations to drive for results day-in and day-out, month-over-month, year-over-year.

How will the programs work overall at the Leadership Summit?

Please note, Leaders Edge and Chapter Academy will provide a mix of virtual and in-person components. Leading for Impact is an in-person only experience in St. Louis. Below is an outline of how the programs converge in St. Louis.

Thursday, February 2nd

6 – 8 pm

Welcome Reception (all programs)

Friday, February 3rd

7 – 8 am

Networking Breakfast (all programs)

8 – 11 am

Working Plenary Session (all programs)

Leadership Mindset

Focuses on:

- Identifying the 4 different mindsets that comprise the Success Mindsets Framework.
- Identifying your 4 current mindset levels and ways to enhance the positive aspects of each one to develop leadership in all areas of life.
- Practicing “mindset flexing” resulting in appreciating individual mindset differences and strengthening important relationships.



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- Recognizing the important role leaders have in creating success for the individual and team.

11:30 am – 1:30 pm

Networking Lunch (all programs)

Participants will have time to network with key suppliers and sponsors as well.

1:30 – 5:30 pm

Program cohorts diverge with each group going into separate session.

Leaders Edge and Chapter Academy

(please see NIGP Leadership Summit Schedule for details).

Leading for Impact activities listed below.

Key focus areas:

1. Leading strategically and driving for results

- Identifying key drivers for leadership regarding an organizations “Strategy Process” including the implications of culture.
- Clarifying the distinct Roles and Responsibilities within any strategy process.
- Applying the Five Phases of Decision-Making to think, act and influence strategically.
- Creating direction, alignment & commitment across organizational boundaries.

2. Leading in times of change

- Inspiring others to be adaptive to change with enthusiasm, responsibility, and ownership.
- Understanding the distinct phases of any Change Process and how to recognize where any individual or group is located.
- Mastering techniques for responding to multiple types of resistance to change in ways that empower genuine ownership and sustainability.

3. Identifying and building talent

- Accurately distinguishing coaching from other support-based leadership roles.
- Applying the Coaching Formula and the unique elements of the Coaching Process.

- Applying the art of creating and asking transformative questions that enhance awareness, ownership and measured actions that build accountability.
- Recognizing and enhancing the inherent individual strengths, challenges, and opportunities for every member of the team.

EVENING

No NIGP planned activities, we encourage everyone to continue the networking and camaraderie on your own by planning to have drinks and dinner at one of the dining options within this historic hotel.

Grand Hall – renovated and restored, the Grand Hall boasts comfortable lounge seating and a bar. This is a perfect evening to experience the 3D light show, telling the building’s history, projected on the Grand Hall’s 65-foot tall ceilings.

Station Grille – Dine in this historic restaurant, opened by Fred Harvey who revolutionized railroad dining—where travelers could order their food while still onboard the train, and orders were wired to the restaurant manager so people could go in, sit down, and enjoy a meal with as little time and hassle as possible. This restaurant is known for its great service and friendly staff. Enjoy everything from appetizers, to burgers, to a delicious ribeye steak!

The Train Shed Restaurant – This is a unique gathering place filled with contemporary cuisine and creative cocktails. They have something for everyone, especially those with a taste for adventure.

Union Station Soda Fountain – This venue is a refreshing blast from the past with sweets, treats, and eats for everyone.

Saturday, February 4th

7 – 8 am

Networking Breakfast (all programs)

8 – 11 am

Working Plenary Session (all programs)

Diversity, Equity, and Inclusion

Focuses on:

- Fostering a deeper appreciation of differences in backgrounds, cultures and levels of self and social awareness.



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- Establishing a shared common language in which to better understand and generate open and productive dialog that eliminate barriers to equity and inclusion.
- Describing 4 proven frameworks that leaders use to better engage and support diversity.
- Exploring how to create a psychological safe environment for individuals to contribute in empowering ways.
- Exploring how to create a Dignity Mindset and culture.
- Identifying ways in which to enhance diversity of teams.
- Gaining clarity on how to influence your organizations DE&I policy.

11:30 am – 1 pm

Networking Lunch (all programs)

1 – 5 pm

Program cohorts diverge and each program will participate with own select activities.

Leaders Edge and Chapter Academy

(please see NIGP Leadership Summit schedule on nigp.org for details).

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6 – 9 pm

Dinner and Show (all programs)

Sunday, February 5th

8 – 9 am

Networking Breakfast (all programs)

9 – 11:30 am

Working Plenary Session (all programs)

Influencing Strategies

Focuses on:

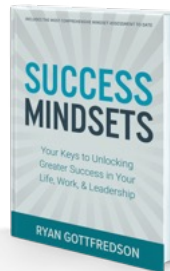
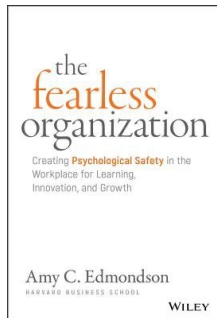
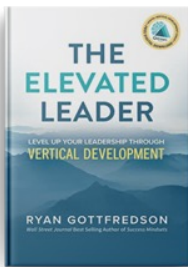
- Connecting the team to the vision and goals or the organization / department.
- Influencing team and team dynamics while preventing dysfunction.
- Creating an environment of empowerment and ownership.
- Exploring how to lead up and influence the broader organization.
- Recognizing the need for different levels of influence with different people at different times.

11:30 am – 12 pm

Closing Session (all programs)



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All program participants will receive these books for continued learning after the program.

Leading for Impact Facilitators

Francis Jay Caputo, CMC

Co-Founder and Lead Trainer for 4D Associates International



Francis Jay Caputo is the Co-Founder and Lead Trainer for 4D Associates International. Jay is a CCA 4D Certified Master Coach, a Certified Radical Honesty Trainer, and the creator of the Transformative Coaching Certification Program (TCCP™), internationally accredited by the Certified Coaches Alliance (CCA).

As an educator, trainer, coach, speaker, and writer for almost 3 decades, Jay has worked with thousands of students and clients throughout North and South America, Europe, and Asia designing and delivering professional development programs and curricula. His clientele encompasses a wide range of Fortune 1000 companies, government agencies, and NGO's including Xerox, BCG, Prudential, Lockheed Martin, Reyes Holdings, American Express, USDA, Enhesa, Kimberly Clark, CDK Global, Teledyne FLIR, U.S. Army, U.S. Marine Corp, Hewlett Packard Enterprises, USAID, and the International Rescue Committee as well as many chambers of commerce, small businesses, and licensed professionals from multiple disciplines.

Jay has an extensive background in human and group development including two bachelor's degrees and

a Master of Science degree in Conflict Analysis and Resolution from George Mason University. He is a former Certified District Court Mediator in the Washington D.C. region and has spent several years training in the Japanese martial art of Aikido.

Jay follows an interdisciplinary approach in working with people by utilizing key distinctions, methodologies, and frameworks from the fields of psychology, philosophy, sociology, anthropology, history, communication, and neuroscience. His work holistically integrates the emotional, intellectual, physical, creative, and spiritual aspects of development regardless of the personal, professional, or social context. His relationships with his clients are grounded in honesty and integrity with a clear purpose and plan to create specific goals by accessing and demonstrating skills and competencies consistent with ethically sustained leadership.

Jay has served on the boards of multiple philanthropic and non-profit organizations and is currently the Co-President on the Board of Advisors for Education Rocks, an international non-profit committed to ending global poverty through youth leadership education. In November 2019 Jay delivered a TEDx Talk entitled Partnership and the Value of Interpersonal Conflict in which he introduced a personal and professional relationship building model that is the topic of his upcoming book.

Jay resides in Lake Worth, Florida with his wife and daughter and their pets.



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Ralph Campbell, CMC

President, Learning Optimized



Ralph Campbell is a passionate leader, teacher, and coach. He has decades of experience in ontological leadership and performance-based consulting, as well as dignity awareness training, and youth mentoring. He believes anyone can develop effective leadership skills in all the areas of their lives that matter most.

He has dedicated extensive research and training to the areas of performance enhancement and high- impact team building.

Prior to creating Learning Optimized and his dream career, Ralph built a successful 25-year business career that included serving as CEO of one of South Florida's largest insurance agencies and co-founding two leadership training and development companies, Summit Education and Universal Dynamics.

Ralph's genuine dedication to helping others is rooted in his lifelong commitment to giving back to his community. He has supported and served on the boards of numerous charities, including Camelot Community Care, United Way of Broward County, Nova Southeastern University, Broward Partnership for the Homeless, Boys & Girls Clubs of Broward County, Leadership Broward Foundation, Women in Distress, the National Conference for Community and Justice, and ChildNet. He has been recognized as one of the "Most Powerful African Americans" in South Florida. He also was honored by the Sun Sentinel as a Community Hero and by the Broward County Public School System.

A graduate of the Dartmouth Tuck School of Business Leadership Program, "Building a High-Performance Business," Leadership Broward XXII and Leadership Florida XXVII, Ralph earned a bachelor's degree in marketing from Morehouse College. He begins his journey toward a master's degree and Ph.D. in the Fall of 2022.

Ralph's exceptional ability to help others grow is rooted in his upbringing in Key West, Florida, where he learned from and was supported by his three older sisters, all of whom have excelled academically and professionally. All three hold either a Ph.D. or Juris Doctorate and are professors at prestigious universities.

He is the proud father of twin sons and lives in Coral Springs, Florida.