

## Tuesday, February 20

**8:30 – 8:45**

### **WABA Leadership Development Academy Kickoff and Introduction of Attendees**

**8:45 – 12:15**

### **Leadership Essentials & Personal Assessment**

- Potential pitfalls transitioning from individual to leader
- Examine differences between being an individual contributor & manager
- Understanding the key roles, functions, and responsibilities of management
- Understand the qualities, characteristics, & competencies of effective leaders
- Assess individual personalities and discuss how this can be applied to be a more effective leader (DiSC), examining individual strengths, needs, and characteristics as they relate to problem-solving, decision making, leadership, communication, collaboration, delegation, and others.

**12:15 – 1:15 Lunch**

**1:15 – 4:45**

### **Effective Communication**

- Communication a two-way street
- Problems caused by ineffective communication
- Verbal & non-verbal communication
- Active listening
- Determining the message, organizing thoughts, visual aids
- Different communication styles & mediums and matching the message, medium, and method to the audience and situation, understanding effective communication strategies and techniques
- Developing relationships through effective communications
- Being in-tune with the organization and customers

**4:45 – 5:00 Recap Of The First Two Sessions**

**5:00 - 6:00 Check into Hotel**

**6:00 Group Dinner**

## Wednesday, February 21

**8:00 – 12:00**

### **Critical Thinking, Emotional Intelligence & Decision Making**

- Types of decisions made in organizations
- Identify various decision-making styles
- Role and impact of past experiences in decision making
- Basic steps of the decision making process
- Understand cause/effect and root cause analysis
- Barriers to implementing decisions & solutions
- What is reflective, conceptual, analytical, and deductive, reasoning
- Understanding how decisions may effect an overall department and organization, both decisions made and not made
- How to move from perception and assumption to reality and fact
- Applying critical thinking and innovation in decision making and managing people
- Difference between Emotional Intelligence and Critical Thinking
- Awareness of one's own emotions and reactions and others emotions and reactions as they pertain to decision making

**12:00 – 12:45 Lunch**

**12:45 – 5:30**

### **Making Connections with Key Agriculture Leadership**

Participants will go on the road for the afternoon. We will first go to the Wisconsin Capitol Building where we will meet with key legislative leaders important to agriculture. We will also get a private guided tour of the Capitol Building. Next we will travel to the Wisconsin Department of Agriculture, Trade and Consumer Protection where we will meet with the Secretary of Agriculture (invited) and departmental leadership to talk about current ag issues.

**5:30 – 8:00**

### **Team building, Networking, & learning from each other**

Participants will be broken into teams to prepare the evening meal, during the meal teams will have topics and questions to discuss as they prepare a meal for all to share and enjoy. After the meal key learnings are shared.

## Thursday, February 22

**8:00 – 12:00**

### **Managing Conflict & Difficult Situations**

- Identify potential conflict situations and causes
- Identify difficult people & difficult situations
- Discuss barriers to resolving conflict
- Learn a conflict resolution model (Thomas – Kilmann)
- Discover ways to deal with difficult people
- What constitutes a difficult conversation
- How and what do you prepare beforehand
- Anticipating responses and outcomes
- Potential follow-up actions

### **Interest Based Problem Solving**

- What is IBPS & how does it work
- Difference between traditional negotiations and IBPS
- Learn and apply the IBPS process
- Properly define, positions, interests, generating solutions
- Learn win-win techniques & practices
- Understanding & communicating what is negotiable and what is not
- Conducting IBPS sessions
- Discuss areas of opportunity where IBPS may be effective

**12:00 – 12:45 Lunch**

**12:45 – 4:15**

### **Leading Organizational Change & Transitions**

- Leadership role in the change process
- Developing environments and people that are resilient
- Why change initiatives, projects, and plans fail
- Understanding the change process & impact on people and organizations
- Forces of change, reactions, barriers, why people resist
- Elements of successful change initiatives, strategies & practices to implement change initiatives
- How an organization can better navigate through change and increase likelihood of success
- Identifying resources, challenges, risk & opportunities
- Developing communications and measures to drive change
- Developing transition plans

**4:15 – 4:30 WABA Leadership Development Academy Wrap-Up and Presentation of Certificates**

## Registration

### WABA Leadership Development Academy

Name as desired on badge (Print clearly or type)

Organization/Business

Mailing Address

City State Zip

Daytime Telephone number

Email

WABA Member Rate..... \$750.00  
Non-Member Rate..... \$950.00

You may register on-line at  
[wiagribusiness.org/store](http://wiagribusiness.org/store)

**Make checks payable to:  
Wisconsin Agri-Business Assn. (WABA) or  
charge as indicated below.**

Visa, MasterCard or Discover

Card # \_\_\_\_\_

Exp. Date \_\_\_\_\_

Name on Card: \_\_\_\_\_

Address: \_\_\_\_\_

Email \_\_\_\_\_ Zip \_\_\_\_\_

Mail to: Wisconsin Agri-Business Assn.  
2801 International Lane, Suite 105  
Madison, WI 53704  
or Fax: (608) 223-1147

## Hotel Accomodations

A block of rooms is on hold under the name  
"WABA" for a discounted rate at of \$129/night  
plus tax:

**Comfort Suites  
1253 John Q Hammons Dr.  
Madison, WI 53717**

**(608) 836-3033**

**Reservations need to be made by  
Thursday, February 1st, 2018**

*This hotel has a complimentary  
hot breakfast bar for your convenience*

*This Class is limited to 20 people!*

*Registration deadline is January 31st*



## WABA Leadership Development Academy

**February 20-22, 2018**

**Madison College, West Campus  
8017 Excelsior Dr.  
Madison, WI**

As our current business leaders retire from the work force, many companies are finding that they need to "push" our emerging leaders up the corporate ladder much quicker than planned. While there is a lot of potential talent in these emerging leaders, there are certain skills that need to be developed. The WABA Leadership Development Academy has been designed specifically to help emerging leaders in developing these skills needed to make them better leaders.