

STRATEGIZE YOUR FUTURE

A commonality among the world's great leaders is their ability to express and act on their specific vision.

As a leader of your dental society, it is no less important to have a clear vision of your association's future. This year's regional leadership training program will help you, other leaders and staff at your dental society create a unified vision and develop measurable and attainable goals that will put you on the course for success. Whether your dental society has no plan, has a fully developed strategic plan, or has something in between, this year's course will equip you with the skills to advance your plan. You will move forward, confident that your dental society has a sound strategic plan in place, designed to guide you in implementing your shared vision. And remember, these skills can transfer to your practice and personal life as well.

Workshop Descriptions

The CDA Regional Leadership Trainings will offer three concurrent sessions that will provide members with the tools to design, develop, and evaluate goals to achieve success. Closer to the event date, an assessment tool will be provided to component leaders to allow you to determine which workshop is appropriate for your dental society's leadership team.

Putting the Pieces Together: Basics and Beyond

— Alicia Stammer

As a dental society team new to establishing a vision and goals, your leaders will have the opportunity to define the long term vision and goals of your component. You will leave the training with a draft plan of action for your component to consider including truly workable mission and vision statements as well as goals that 1) are attainable, 2) are measurable, and 3) set the stage to guide component decisions and work in the months and years to come. Dental societies that do not have an existing strategic plan should start here. **This session provides all the "need-to-know" information and FAQs about getting started on a three-year strategic plan.**

Staying on Course While Dealing with Detours

— Jane Cavanaugh

As a dental society team with an established vision in need of polishing or renewal, you will review your existing strategic plan to ensure that it truly reflects your current goals, values and action plans of today. You will revise your vision and plan to meet the needs of your group over the next three to five years. You will learn to define and refine goals to ensure that they are achievable, measurable, and shape the everyday work of the component (from program decisions to budgeting). You will leave with the tools to put your long-term goals into practice and hold one another accountable to work towards your shared vision. **This session is designed for dental societies that have an existing strategic plan, but need to reassess their goals and gain a greater understanding of how to put that plan into action.**

Course Correction and Adjusting for Roadblocks

— Stewart Gill

As a dental society team with a rock-solid vision and strategies you're already putting into action, you will re-evaluate your fully developed strategic plan. You will learn how changes in leadership, economy, and the legal environment affect your goals and vision and how your goals can support you in planning for these changes. You will leave with tools to engage in periodic and as-needed goal assessment, clearly established objectives to support your goals, and a structure to measure progress by

leadership and staff. You will learn the basics of succession planning, management by objectives, and how to evaluate staff and leadership in keeping your component on track with your goals and long-range plan. **This session is ideal for the dental society that has an established and working vision and strategic plan, but needs assistance overcoming roadblocks, is ready to more closely align their plan with day-to-day dental society operations, or foresees changes that their plan does not address.**

Workshop Facilitators



Jane Cavanaugh is an accomplished trainer, coach, and consultant with more than 25 years of experience working with individuals, teams, and leaders in a wide variety of collaborative settings. Her core strengths are in leadership development, team effectiveness, and collaborative

problem-solving. Jane is certified to teach multiple courses in facilitative leadership, facilitative training, team effectiveness, meeting management, and coaching skills for leaders.

She is a master facilitator, designing complex, strategic, multi-stakeholder meetings on a regular basis. Her coaching work is frequently linked to her facilitation and training work, with leaders and teams engaging her to provide follow-up coaching around particular team dynamics, communication issues, and leadership development needs. Jane has a B.A. degree in Psychology from University of California, Santa Cruz and multiple certifications, including certified 360 Evaluation coach through Personnel Decisions International.



Stewart Gill, a principal with Jackson Hole Group, consistently exhibits exceptional creativity and decision-making skills, helping dynamic profit and nonprofit organizations through strategic organization transitions. He brings a wealth of knowledge from his cross-

industry career, spanning almost three decades in global human resource leadership.

Stewart works with boards, CEOs, CFOs, executive directors and strategic HR executives, assisting them with assessing and implementing systems and programs that reinforce behaviors to drive value creation. His focus on results within a business context allows him to advise organizations on operation effectiveness in their programs and operational activities. Stewart develops competitive compensation programs and performance management systems, aligned with business metrics that drive optimum performance, and attract, motivate, and retain the best talent. Stewart completed his undergraduate education at Kent State University.



Alicia Stammer has nearly 10 years of experience guiding people and organizations through change. Mikaena Consulting, Alicia's independent consultancy, focuses on strategic planning, group process facilitation, and personal effectiveness coaching. She has designed

and facilitated strategic planning meetings, retreats, and group process interventions for gatherings of five to 300 people.

Alicia previously held the roles of vice president and internal consultant for a large international non-profit organization during a multi-phase, organization-wide transformation process. She played a leadership role on the design team for organization-wide change initiatives and co-designed strategic planning processes reaching more than 1,500 people. She holds a Master of Science degree in Organization Development from Pepperdine University.

9:00 a.m. – 9:30 a.m.

Registration/Networking Breakfast

9:30 a.m. – 12:00 p.m.

Vision Setting, Clarification and Confirmation Workshops

Work with leaders in your component on your vision and goals for the future. The workshops are broken out for facilitated work by your component and other components at similar stages of planning.

12:00 p.m. – 1:00 p.m.

Lunch

1:00 p.m. – 3:15 p.m.

Action Workshops

Work with leaders in your component on putting your vision into action. The workshops will be broken out into components at similar stages of planning.

3:15 p.m. – 3:30 p.m.

Break

3:30 p.m. – 5:00 p.m.

Leading as a Volunteer & the Role of the Board

- Role of board
- Using a plan to set goals and delegate work

3:30 p.m. – 5:00 p.m.

Special Workshops

- Treasurer's Workshop
- Editor's Workshop
- Executive Director's Workshop

5:00 p.m. – 6:00 p.m.

Networking Hour (No host reception)

DATES AND LOCATIONS

The Regional Leadership Trainings will be held in three locations for optimum convenience for our component leaders. All three levels will be offered at each of the locations on the given dates.

Friday, February 26, 2010 (North)

Avia Napa Hotel
1450 First Street
Napa, California 94559-2843
707.224.3900

Friday, March 12, 2010 (Central)

Embassy Suites, San Luis Obispo
333 Madonna Road
San Luis Obispo, CA 93405
805.549.0800

Friday, March 26, 2010 (South)

Four Seasons Resort Aviara
7100 Four Seasons Point
Carlsbad, CA 92011
760.603.6800

