



Leading from the Front Through Instability, Change, and Adversity

with Major General (Ret.) Christopher Hughes



Session Description:

In this engaging presentation, Retired Major General Chris Hughes shares about the lessons learned when leading in a period of crisis with lives on the line. Based on the true story of a 2003 event in Najaf, Iraq, which has been chronicled in over 300 books, shared by the media, and mentioned within a presidential address, Chris shares how he used his mindset and skills to avert conflict and win a battle without a fight. In this session, leaders will learn strategies to optimize teamwork at the organizational level, understand the role of mentorship, use dynamic thinking, and exemplify leadership in a time of crisis.

Presenter Bio:

Major General (Ret.) Chris Hughes brings 35 years of leadership experience in the U.S Army, from platoon leader to Commanding General. His military service includes an appointment as the Commanding General of the United States Army Cadet Command and Fort Knox, Kentucky, as well as Chief of Staff of the United States Army Pacific Command. Chris is also the Co-Founder and first Provost of the Army University.

Over the course of his career, Chris served as the Executive Officer for the Secretary of the Army, the Army Senior Liaison to the U.S. House of Representatives, and he commanded an Infantry Battalion from the 101st Airborne Division during the invasion of Iraq in 2003. Moreover, he assisted in the creation of five major organizations within the Department of Defense and served as an investigator on the USS Cole Commission in 2000.

Chris holds master's degrees in both Business Management and National Security Strategies. He is also a Distinguished Graduate of the National War College. Chris Hughes is the author of *War on Two Fronts: an Infantry Commander's War in Iraq and the Pentagon*. For this effort, he was awarded the Army Historical Foundation's Distinguished Writing Award for Excellence in U.S. Army History Writing in 2008.



Leading with Purpose, Hope, and Grit

with Dr. Brian Davidson



Session Description:

Great leaders are hopeful and gritty leaders who lead with purpose. In this session, participants will learn how to cultivate motivation, hope, and grit in themselves, and importantly - those they lead.

Presenter Bio:

Dr. Brian Davidson is the founder and president of MindVue. As chief architect of the MindVue Profile assessment and MindVue's learning solutions, Brian applies his work in measuring and developing mindsets to support educational institutions, healthcare organizations, sports teams, businesses, and the military in maximizing human performance. Driven to build hope, grit, and resilience across the globe, he has had the privilege to work with leading organizations such as Johnson & Johnson, the San Antonio Spurs, Workday, and the United States Military Academy (West Point). As a passionate educator, he has helped teach people the importance of mindset skills and has guest lectured at educational institutions throughout the world such as the University of Pennsylvania, University of Florida, University of Kansas, in addition to helping tens of thousands of students across India.

Brian is a frequent writer on the topics of mindsets, mental wellness, and performance optimization and is a contributing author for *The Routledge International Handbook of Multidisciplinary Perspectives on Character Development*. Brian graduated Phi Beta Kappa from the University of Iowa with High Distinction and Honors, earning a degree in psychology and a teaching endorsement in secondary education. He holds a master's degree in counseling psychology and a doctorate (with Honors) in educational leadership and policy studies, both from the University of Kansas, where he has also served as a senior research consultant and adjunct professor.

Adaptive Leadership

with Dr. Mary Ritz



Session Description:

In today's ever-changing and developing business landscape, effective leadership requires a high level of adaptability. This session is designed to equip leaders with the skills and mindset necessary to navigate uncertainty, embrace change, and lead their team through a wide array of challenges. Session content will explore various aspects of adaptive leadership, including supporting creativity and innovation, proactively demonstrating flexibility and agility, and establishing a culture that takes advantage of the collective knowledge of multiple viewpoints.

Presenter Bio:

Dr. Mary Ritz has been empowering, educating, and encouraging people in the areas of customer management, leadership, and team development for nearly two decades. Her work as a dynamic coach, corporate trainer and consultant, and speaker has produced repeated success in guiding leading organizations in manufacturing, healthcare, government, transportation, telecommunications, financial services, and retail.

Dr. Ritz has helped domestic and international clients build resiliency and mental agility by incorporating mindset and mental wellness coaching and strategies. Driven by her passion to inspire optimum performance and positive change for both individual and organizational success, Dr. Ritz helps people improve their mindsets and manage their emotions to be more innovative, collaborative, and committed to growth and development.

Dr. Ritz holds a PhD in Business Administration with a focus on Customer Centricity, an MBA with a concentration in International Business, and an undergraduate degree in Marketing. She is a certified John Maxwell trainer, speaker, and coach. Dr. Ritz is also the author of *Customer Centricity: Creating a Sense Making Framework for Developing Economies*.



Practical Resilience

with Dr. Andrew Hagemaster



Session Description:

Great leaders need resilience. In this engaging webinar, leaders will learn practical ways to build strength and resilience in everyday living through four lines of effort including our thoughts, emotions, behaviors, and physical health. The interactive session includes open discussion with the speaker and a powerful gratitude exercise.

Presenter Bio:

Dr. Hagemaster is a retired United States Army Colonel, who served within the Behavioral Science and Leadership Department at the United States Military Academy (West Point) and led the premier leadership development institution's General Psychology of Leaders course as Program Director and Assistant Professor. Andrew also served as West Point's Director of the Center for Personal Development. In addition to developing leaders of character at West Point, he has contributed as an operational psychologist to the Army Talent Management Task Force supporting the Command Assessment Programs. Throughout his decorated military career, he served in numerous roles as a leader and Army clinical psychologist in a variety of positions in tactical, operational, and strategic settings.

Dr. Hagemaster has an impressive academic background holding a bachelor's degree, three master's degrees in different disciplines, as well as a PhD in clinical psychology. He graduated from Reformed Theological Seminary and has served in leadership roles in a variety of faith-based organizations. He currently serves as a leadership specialist with the Navigators U.S. Collegiate Ministry providing executive coaching and organizational leadership consultation. Dr. Hagemaster currently serves as Vice-President of Coaching and Leadership at MindVue.



Adapt and Overcome: The Social Neuroscience of High Performance on Teams

with Dr. Meg Smith



Session Description:

Chronic stress impacts team performance. In this presentation, we will dig into the science of our nervous systems—which are mammalian, and therefore social—and use that science to explore strategies for tuning our minds and bodies toward optimal performance on teams and in daily life. Leaders will learn body-based practices for adapting to and thriving in high stress environments, as well as the underlying scientific "whys."

Presenter Bio:

Margaret (Meg) Smith, PhD, RYT-500, TCTSY-F provides yoga, relaxation and meditation, and intergroup dialogue with elite athletes, military service members, and other high performers to deepen the mind-body connections that enable sustained high performance, team cohesion, and healing from trauma and chronic stress.

Meg is the sport psychology provider for Team USA Wheelchair Rugby (www.usawr.org) among other teams and athletes in Olympic, Paralympic, and collegiate sport. She's supported USAWR through two Paralympic silver medals and multiple international titles and from 2016-2020, supported the University of Alabama Adapted Athletics toward seven national championships in three sports. She has provided services for Team Navy Wounded Warrior and the Warrior Games since 2016. Meg ran track and cross country at the University of North Carolina at Chapel Hill where she was part of 5 ACC Championships. She has a PhD in social psychology and teaches as an adjunct professor for Auburn University's Alabama Prison Arts and Education Program (APAEP) and the US Army's Master Educator Course.



Know Thyself: Growing your (Internal and External) Self-Awareness

with Wayne Hauenstein



Session Description:

In this session, participants will learn about what self-awareness is, as well as how they can strengthen it. They will understand the difference between internal and external self-awareness, as well as methods and approaches that can be used to address areas of opportunity, or what can be referred to as “blind spots”.

Presenter Bio:

Wayne Hauenstein is Principal of Learning Curve Consultants, a firm that for the past 10 years has focused its efforts on helping organizations across a myriad of industries with end-to-end learning solutions designed to grow and prepare its next leaders for what is ahead. The company designs and implements learning curriculum globally in the banking, healthcare, IT, logistics and retail industries as it works to maximize the potential of employees through collaborative and interactive experiences.

Wayne is passionate about developing others and believes that the key to one's growth is self-awareness. Wayne partners with MindVue to implement its profile and learning solutions across several client organizations. He believes that mindset is a key component to self-awareness and personal well-being and looks forward to supporting the development of others in this area by further implementing these tools in learning programs and through one-on-one coaching.

Mr. Hauenstein obtained his undergraduate degree in Psychology and Business Administration from the University of Richmond. He then went on to complete a master's degree in industrial and organizational psychology, where he was selected as the Outstanding I/O Student in his graduating class. Prior to his work at Learning Curve Consultants, he served as a curriculum and implementation manager as well as a manager of talent development and training in Atlanta, Georgia, where he currently resides with his family.



Multicultural Aspects of Resilience & Motivation

with Neena Jain



Session Description:

What does resilience and motivation look like across cultures? Why is this important and how can this knowledge help us as individuals and leaders? This session takes a fresh perspective on resilience and motivation by embracing diversity to offer culturally-sensitive and practical strategies for action.

Presenter Bio:

Neena is an international development practitioner with nearly a decade of experience in research, impact measurement and the monitoring and evaluation (M&E) of social programs. Most recently, she led an innovative project exploring mindsets and actions to develop an experimental life skills assessment tool for people in India.

Prior to her work in the education sector, Neena was Impact Lead for One Acre Fund's pilot program in the North Indian state of Bihar working with rural, smallholder farmers. Before making India home, Neena worked at the Commonwealth Secretariat in London, where she also earned a master's in political economy of development at SOAS University of London. A Toronto-native, Neena spent several years in strategic communications within the financial services sector following her BComm at the University of Toronto, and a short stint in Western Kenya.

Neena is an avid traveler with a passion for learning, development and helping others grow. She currently resides in Bangalore, India.

Performance Coaching

with Coach Brendan Suhr



Session Description:

To succeed, people must perform. In this engaging presentation, Coach Brendan Suhr will share insights learned from being a two-time NBA championship coach and coaching history's best NBA players as part of the Olympic Dream Team. He will share the key building blocks leaders need to build the best in others, ignite high-performance, and maximize success.

Presenter Bio:

Brendan Suhr is regarded as one of the most respected figures in basketball with nearly 30 years as a coach and executive in the NBA and 15 seasons as a coach at the collegiate level. He has been a part of some of the most historic basketball teams of all time while winning back-to-back NBA championships with the Detroit Pistons "Bad Boys" as well as being part of the 1992 "Dream Team" that won the gold medal for the United States at the Barcelona Olympic Games. He developed his "servant leadership" mentality while working as an assistant coach under Hall of Fame coaches Chuck Daly, Hubie Brown, and Lenny Wilkins.

During his coaching career, he coached some of the world's best players such as Hall of Famers Isiah Thomas, Joe Dumars, Michael Jordan, Dominique Wilkins, Magic Johnson, Larry Bird, Charles Barkley, Karl Malone, Dennis Rodman, and David Robinson.

Suhr has a passion for developing effective leaders. His extensive background in the corporate world spans over 30 years as a leadership consultant who specializes in coaching, leadership, team building and culture. His expertise in the corporate world stems from his ability to teach those in leadership positions to coach and develop the people they lead. His often-used phrase of "I don't coach players, I coach people" is a testament to his authenticity and personable approach in teaching and leadership. His unique ability to relate and reach people of different age groups, backgrounds, ethnicities, and beliefs truly separates him from the competition.



Leading with a Growth Mindset

with Dr. Casey Geist



Session Description:

This presentation helps leaders understand how having a growth mindset does not always mean the leader fosters a climate of growth mindset behaviors in an organization. The goal of this presentation is to help attendees become more aware of how their team interprets their behaviors, understand how their praise is interpreted, recognize the importance of timely and constructive feedback, and learn why they should promote help-seeking behaviors.

Presenter Bio:

Dr. Geist is a transitioning career Army officer who proudly served over 25 years in the U.S. Army. Throughout his decorated career, Dr. Geist served multiple tours in Afghanistan and Iraq and coordinated and developed training and curriculum for over 350,000 soldiers and students. His most recent military experience involved directing the leader development and education for the Army Senior and Junior ROTC curriculums and instructor certification. Today, he applies his skills and expertise in workforce development, educational strategies, and growth mindset teaching strategies to help organizations and institutions optimize performance.

Dr. Geist graduated from The University of Colorado, Colorado Springs with a bachelor's degree in mathematics with an emphasis in statistics and industrial modeling. He holds a master's degree in business and organizational security from Webster University, a master's in higher education administration from The University of Louisville, as well as a doctorate in higher education management from The University of Georgia.



Leading with Your Strengths

with Traci McCausland



Session Description: During this presentation, participants will review a strengths-based leadership framework called the Four Needs of Followers. When Gallup asked 10,000 people to describe the leader who has had the most positive impact on their daily lives, they found those needs to be: Trust, Compassion, Stability, and Hope. The most effective leaders are aware of what they bring to the table, proactively manage their weaknesses, and continuously invest in their strengths.

Presenter Bio:

Traci is the founder of Follow Your Strengths and one of the first Gallup-Certified Strengths Coaches in the Midwest Region. She is passionate about improving employee engagement levels within organizations and helping individuals live their legacy.

Follow Your Strengths provides organizations tools and training so they can leverage the strengths of their people to develop leaders, build better teams, and become a great place to work. She has delivered teambuilding sessions to corporate clients and executive leadership teams with organizations such as Raytheon, Collins Aerospace, Kum & Go, ACT, Ruan, Marvin Windows, Aegon, Target, and John Deere. She has partnered with over 4,000 people and 60 organizations in discovering their strengths through the CliftonStrengths® (aka StrengthsFinder) assessment.

In addition to her work as a strengths and engagement consultant, Traci is a cancer survivor. Diagnosed with breast cancer in 2017, she walked the walk and put her strengths to use as she battled and beat cancer. She is working on a book project to help others play to their strengths while battling cancer as well as training sessions to help healthcare practitioners perform their very best for patients each day.

Traci is a SHRM Senior Certified Professional (SHRM-SCP) and earned her B.B.A. in Management and Organizations from The University of Iowa and her M.S. in Counseling Psychology from The University of Kansas.



The Myth of Work-life Balance and a New Approach to Being a “Centered” Leader

with Christian Spears



Session Description:

This session delves into the meaning of "work-life balance" and offers an alternative perspective around centeredness. Participants can expect to learn about the pitfalls of striving for balance and explore a different approach to optimizing performance, both personally and professionally. Themes of this presentation include values-based thinking, time management, and acceptance.

Presenter Bio:

Christian Spears is a United States Air Force veteran who today serves as a learning and development strategist and coach. Holding certifications from the International Coaching Federation, HR Certification Institute, and Hogan Assessments, he is a passionate coach with a focus on leadership, human capital development, and mindset. While on active duty, he also served at Aviano Air Base, Italy and earned multiple awards for his outstanding leadership and service.

Christian is a proud graduate of the United States Air Force Academy, where he served as a team captain for the Air Force football team while earning his bachelor's degree in behavioral sciences. He also holds a Master of Science in Organizational Leadership from the University of Colorado. In addition to the work he does in learning and development, Christian also teaches at Colorado Christian University in the School of Business and Leadership. His experience as a commissioned officer in the US Air Force, paired with his experience as an affiliate professor and love for coaching, provide him with a unique approach to supporting others. Christian is a native of Dallas, TX who currently resides in Colorado Springs, CO with his wife and two children.



Navigating Difficult Conversations for Success in the Workplace

with Dr. Russell Clayton



Session Description:

In today's dynamic workplace, the ability to engage in difficult conversations to motivate employees is an essential communication skill for leaders. When handled constructively, difficult conversations can lead to positive outcomes in the workplace. This interactive presentation will empower leaders with the tools and strategies needed to enhance motivation, grit, and resilience in others as well as maximize individual and team success.

Presenter Bio:

Russell Clayton is a performance and wellbeing coach as well as a professor at the University of South Florida's Muma College of Business. He earned a Ph.D. in business administration with a doctoral minor in psychology from the University of Mississippi.

Russell has had the privilege of coaching and leading workshops for several organizations, ranging from Fortune 500 companies to non-profits and professional organizations. In addition, he has been recognized for his contributions in the college classroom by being awarded the 2020 "Mid-Career Distinguished Educator Award" by the Management and Organizational Behavior Teaching Society and voted "Professor of the Year" (2021 - 2022) for the USF Executive MBA program.

Russell's insights have been published in the Harvard Business Review and have been shared in popular press outlets such as NBC News, Psychology Today, Fox News, and Fast Company.