

WEDNESDAY

CULTIVATING EMOTIONAL RESILIENCE IN YOUR ORGANIZATION

**MATT JOSKI**

Sheriff of Kewaunee County

Day: Wednesday**Time:** 9:45-10:35**Location:** Turtle Room

Resilience is the ability to withstand, recover, and grow through stress and change. It's not just a personal skill—it's essential to organizational success. As leaders, how we respond to adversity defines the future of our teams: either toward growth or stagnation. In this session, we'll explore practical ways to embed emotional resilience into both personal and professional environments. We'll uncover why it matters, how to develop it within our teams, and strategies to sustain it long-term—turning challenges into opportunities for transformation and strength.

FAILING FORWARD (PSYCHOLOGICAL SAFETY)

**CHRIS JOHNSON**

Transformation Leader at InitiativeOne

Day: Wednesday**Time:** 9:45-10:35**Location:** Bear Room

"I've failed over and over and over in my life. And that is why I succeed." - Michael Jordan

How do we build psychologically safe cultures where pursuing big goals always leads to growth—even in failure? In this session, we'll explore how teams that feel safe to take risks, learn from mistakes, and reflect honestly are the ones that ultimately succeed. We'll discuss the essential conditions for teams to fail forward, what's at stake when those conditions aren't present, and how to foster a mindset where failure becomes fuel for resilience, innovation, and lasting impact.

LEADERSHIP SUCCESSION: EMBRACING LEGACY, TRANSFORMATION, AND CULTURAL CHANGE WITH A FOUNDATION OF TRUST



STEVE OLSON

Transformation Leader
at InitiativeOne



DR. NEIL LESINSKI

Superintendent of District 155
in Crystal Lake, Illinois

Day: Wednesday | **Time:** 9:45-10:35 | **Location:** Grand Council South

Leadership transitions can shape an organization in both visible and subtle ways. In this session, Dr. Neil Lesinski and Dr. Steve Olson share their intentional leadership succession journey within District 155. Rooted in trust and strengthened by the InitiativeOne Leadership Transformation process, their story highlights the power of mentorship, mindset, and cultural continuity. Learn how living by “I am enough” helped foster emotional resilience and positive change. Discover how mindfulness, selflessness, and compassion build strong leadership, and how investing in people and teams creates the momentum to move organizations forward with confidence and clarity.

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I'm taking away how to build a foundation of trust within the culture of an organization

— 2024 Leadership Conference Participant

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FROM FABRIC TO LEADERSHIP: BUILDING A THRIVING BUSINESS WITH SMALL-TOWN VALUES



ROBERT (BOB) JAQUART

Executive Cohort leader at InitiativeOne

Day: Wednesday

Time: 12:45-1:35

Location: Turtle Room

What does it take to turn a passion for fabric into a thriving rural business? Bob Jaquart shares how small-town values fueled a people-first company culture—where success means more than production. Learn how his leadership ensured employees never missed family moments and how that same vision led to acquiring a 1903 heritage brand. Through InitiativeOne’s process, the business transitioned to the next generation, with his daughter becoming CEO. This inspiring story will challenge you to lead with heart, resilience, and “Plucky”—a mindset that can reshape your leadership and redefine what’s possible.

MAKE CONFLICT YOUR BFF



REGINA WOODS

Transformation Leader at InitiativeOne

Day: Wednesday

Time: 12:45-1:35

Location: Grand Council South

Most people avoid conflict—but great leaders know how to lead through it. In this session, we’ll challenge the common mindset that sees conflict as a problem to manage rather than an opportunity to lead. When leaders avoid addressing issues, those issues eventually deal with them. But when conflict is handled well, trust grows—and so does team performance. Damaged trust, however, makes future conflict even tougher. Learn how to shift your mindset, embrace discomfort, and build the trust essential for organizational growth. Let’s transform conflict into your leadership superpower. Come make conflict your BFF!

LEADING AND SUSTAINING POSITIVE CHANGE.... A MIDDLE SCHOOL'S TRANSFORMATIONAL JOURNEY



MICHAEL PERRY

Principal, Greenville Middle School
in Meriwether County, GA

Day: Wednesday

Time: 12:45-1:35

Location: Bear Room

Discover the powerful story of a middle school that rose from the bottom 5% of Georgia Title I schools to high-performing status in just one year. This transformation was driven by a cultural shift focused on equity, inclusion, and student empowerment. Through the Leadership Transformation Process with InitiativeOne, the school fostered accountability, resilience, and a shared vision. Learn how data-driven strategies and a whole-child approach addressed academic and behavioral needs. Attendees will gain actionable insights to build an inclusive, collaborative culture that drives measurable, lasting improvement in student outcomes. Change is possible—this session shows you how.

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*The conference provoked thought and
ignited leadership from within*

— 2024 Leadership Conference Participant

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POSITIONING YOUR ORGANIZATION FOR CHANGE



GREG SALMEN

President & CEO of Stephenson National Bank & Trust

Day: Wednesday

Time: 1:50-2:40

Location: Turtle Room

Taking the helm of a nearly \$2 billion company as only the 11th CEO in 149 years is no small feat. In this session, Greg Salmen shares his experience navigating a high-stakes leadership transition. Learn a proven succession model rooted in transparency, trust, and intentional planning—relevant for CEOs and team leaders alike. Explore how ego, fear, and unclear definitions of success can hinder progress, and how to address them early. Gain practical insight into when and how to start succession conversations and position your organization to thrive through leadership transitions.

LEADERSHIP LESSONS FROM A PORTFOLIO MANAGER



JARED BOWERS, CFA

Portfolio Manager of Vestura, LLC

Day: Wednesday

Time: 1:50-2:40

Location: Bear Room

Everything is investing—your time, energy, money, and attention shape the outcomes in your health, work, and relationships. In this session, Jared Bowers shares how leaders can apply portfolio management principles beyond finance to maximize personal and professional returns. Learn to evaluate your “life portfolio,” make smarter investment decisions, and shift from reactive to intentional leadership. Discover how your results are driven by what you do (or don’t) invest in—and how to change that. Plus, yes—we’ll talk about money, too. Practical, measurable, and a little fun—this session is for more than just financial pros.

LEADING UNDER PRESSURE: MASTERING DECISION-MAKING IN HIGH-STAKES SITUATIONS



TRACY JOHNSON

CEO of InitiativeOne

Day: Wednesday

Time: 1:50-2:40

Location: Grand Council South

Leaders make up to 17,000 decisions each day—some small, others high-stakes. But how many are intentional? In this engaging session, Tracy Johnson explores how to shift from reactive firefighting to proactive, aligned decision-making. You'll learn how to apply principles of math, science, economics, and leadership to simplify and clarify choices. Discover how to allocate resources wisely, overcome resistance from naysayers, and create a culture of intentional, results-driven decisions. Walk away with practical tools to make confident choices under pressure and lead your organization toward greater clarity, focus, and impact—even in the most challenging moments.

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So many pearls! I'm taking home pouring in more to my team, leaning into the work from the inside out, be bold...and don't worry about outside influence.

— 2024 Leadership Conference Participant

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Questions? Email us at info@initiativeone.com

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THURSDAY

THE POWER OF TRUST ACCELERATORS & POSITIVE ACCOUNTABILITY IN YOUR ORGANIZATION



DR. PHIL ERTL

VP of Educational Leadership at InitiativeOne

Day: Thursday

Time: 9:40-10:30

Location: Bear Room

Having clear operating principles is important—but building trust and side-ways accountability is what brings them to life. In this session, we'll explore how trust accelerators and positive accountability fuel high-performing cultures. Learn how tools like transparency, consistency, and “delivering the mail to the right address” empower teams to address issues directly and respectfully. Discover how framing accountability as a shared growth opportunity—not blame—drives engagement and performance. Walk away with real strategies to strengthen trust, empower ownership, and foster a culture where people feel safe, supported, and driven to contribute their best.

Join us for our complimentary

July 11th
THINK TANK



DRIVEN VS. DELIBERATE - UNDERSTANDING WHAT FEEDS YOUR PERSONAL LEADERSHIP APPROACH



DR. ANDREW CHISEL

Transformation Leader at InitiativeOne

Day: Thursday

Time: 12:45-1:35

Location: Turtle Room

In this session, we will explore the impact of unconscious thought patterns and how they shape our leadership. Research shows that world-class leadership requires transparency, authenticity, and vulnerability. Yet many of us haven't fully explored what drives us, what triggers us, and how these elements influence our leadership. Using empirical data, we will uncover paths to a more purposeful life. By recognizing negative thought patterns and their roots in fear and self-doubt, we can break free and move toward greater clarity, effectiveness, and fulfillment.

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THURSDAY

ENGAGEMENT IN INITIATIVEONE LEADERSHIP TRANSFORMATION PROCESS AND ITS IMPACT ON FOND DU LAC SCHOOL DISTRICT



**ALEXANDRIA
GARCIA**

Bankowski, Sabish
Middle School
Principal



**PAUL
HERMES**

Director of
Technology
Services and
Assessment



**GINA
MARCHIONDA**

Technology
Integration
Specialist



**BETTY
VAZQUEZ**

Supervisor of
English Language
& Bilingual
Education

Day: Thursday | **Time:** 12:45-1:35 | **Location:** Grand Council South

Join us for an interactive session exploring the foundational models of InitiativeOne's Leadership Transformation (LT) process: Model 1 (Positive Behavior Change), Model 7 (The People Pyramid), and Model 10 (The Reality of Change). Learn actionable strategies for fostering growth, creating team cohesion, and navigating organizational change. Through real-world examples and discussions, you'll gain practical tools to apply these principles to your leadership challenges. Leave inspired to lead with intention, challenge your thinking, and create positive impact in your teams, organizations, and communities.

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It was a great way to continue the work and thinking that began for me [during] the Leadership Transformation [process.]

— 2024 Leadership Conference Participant

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