

# LEADERSHIP CONFERENCE

June 11-12, 2025

\*Breakouts are subject to change

## BREAKOUT SESSIONS

### ONEIDA CASINO HOTEL AND CONFERENCE CENTER Green Bay, WI

#### WEDNESDAY, JUNE 11, 2025

9:40 a.m. - 10:40 a.m. ....Breakout Session 1

1. Cultivating Emotional Resilience in Your Organization - Sheriff Matt Joski
2. Failing Forward (Psychological Safety) - Chris Johnson
3. Leadership Succession: Embracing Legacy, Transformation, and Cultural Change With a Foundation of Trust - Dr. Steve Olson & Dr. Neil Lesinski

12:45 p.m. - 1:45 p.m.....Breakout Session 2

1. From Fabric to Leadership: Building a Thriving Business with Small-Town Values - Bob Jacquart
2. Make Conflict Your BFF - Regina Woods
3. Leading and Sustaining Positive Change...a Middle School's Transformational Journey - Michael Perry & LaPorchia Greer

2:00 p.m. - 3:00 p.m. ....Breakout Session 3

1. Positioning Your Organization for Change (Multi-Generational) Toolkit for Success - Greg Salmen
2. Leading Under Pressure: Mastering Decision-Making in High-Stakes Situations - Tracy Johnson
3. Leadership Lessons from a Portfolio Manager - Jared Bowers, CFP

9:30 a.m. – 10:30 a.m. ....Breakout Session 4

1. The Power of Trust Accelerators & Positive Accountability in Your Organization – Dr. Phil Ertl
2. How to Become the Best Version of Yourself – Mike Snowberry
3. Make Conflict Your BFF – Regina Woods

12:45 p.m. – 1:45 p.m. ....Breakout Session 5

1. Driven vs Deliberate – Understanding What Feeds Your Personal Leadership Approach – Dr. Andy Chisel
2. Engagement in InitiativeOne Leadership Transformation Process and Its Impact on Fond du Lac School District – Melanie Steinbarth, Betty Vazquez, Gina Marchionda, Matt Steinbarth
3. Failing Forward (Psychological Safety) – Chris Johnson

## BREAKOUT SESSIONS DESCRIPTION

CULTIVATING EMOTIONAL RESILIENCE IN YOUR ORGANIZATION – Sheriff Matt Joski

**FAILING FORWARD (PSYCHOLOGICAL SAFETY) – Chris Johnson**

“I’ve failed over and over and over again in my life. And that is why I succeed.” – Michael Jordan.

How do we establish psychologically safe cultures in which the pursuit of big goals always produces a win? No, we’re not talking about undefeated teams. We’ll be discussing teams that aim to win, but always learn from their losses. What conditions must exist on teams that can fail forward? What can happen when they don’t?

**LEADERSHIP SUCCESSION: EMBRACING LEGACY, TRANSFORMATION, AND CULTURAL CHANGE WITH A FOUNDATION OF TRUST – Dr. Steve Olson & Dr. Neil Lesinski**

The transition of executive leadership can profoundly influence an organization’s culture—both in ways that are visible and those that often go unnoticed. In this session, we’ll share our journey of leadership transformation within Community High School District 155 in Crystal Lake, IL, as Neil Lesinski transitioned into the role of superintendent under the mentorship of his predecessor, Steve Olson. This transformation was no accident; it was a deliberate, collaborative effort grounded in trust.

Together, we’ll explore the powerful impact of our shared experience in the Initiative One Leadership Transformation Cohort, which strengthened the bond between Steve and Neil and shaped each of their approaches to leadership. We’ll highlight how our intentional and thoughtful approach to

succession led to a deeper understanding of living proactively with a healthy, empowering belief system—centered around the mantra: “I am enough.”

Additionally, we'll discuss how to invest time effectively in people and build the right teams to create the strategic momentum needed to drive an organization forward. We'll delve into the importance of maintaining a safe, supportive environment during times of change and stress, focusing on the three mental qualities that sustain effective leadership: Mindfulness, Selflessness, and Compassion.

Join us as we explore how the Leadership Transformation Process can elevate both conscious and subconscious levels of self-awareness and self-belief, fostering lasting growth and positive cultural change.

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## **FROM FABRIC TO LEADERSHIP: BUILDING A THRIVING BUSINESS WITH SMALL-TOWN VALUES** – Bob Jacquart

### **MAKE CONFLICT YOUR BFF** – Regina Woods

In this session, we will explore a common way of thinking that limits our effectiveness in conflict. Impactful leaders know how to lead conflict - not manage it. As a leader, you either deal with issues (lead), or they will deal with you (manage). As uncomfortable as it may feel, conflict handled well develops higher trust in relationships. Damaged trust makes the next conflict even harder!

Join us as we explore how to grow your mindset, get comfortable with being uncomfortable, and accelerate the crucial trust needed for increasing organizational results. We are all in this together. Come make conflict your BFF!

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## **LEADING AND SUSTAINING POSITIVE CHANGE....A MIDDLE SCHOOL'S TRANSFORMATIONAL JOURNEY** – Michael Perry & LaPorchia Greer

This session chronicles the inspiring journey of a school that rose from the bottom 5% of Title I schools in Georgia to exiting the federal improvement list in just one year and achieving recognition as a high-performing institution. Attendees will learn how a deliberate shift in the school's culture became the cornerstone of this transformation, fostering a climate where all students, particularly those from underrepresented groups, felt valued, supported, and empowered. Central to this success was the school's participation in the Leadership Transformation Process with InitiativeOne, a program that reshaped the mindset and collaborative practices of the leadership team. This process empowered the team to embrace vulnerability, build trust, and model the behaviors necessary for sustainable change. Lessons learned from this journey will include insights on fostering accountability, cultivating resilience, and aligning a shared vision for equity and excellence.

The session also highlights data-driven practices that addressed both academic and behavioral needs of students, emphasizing a whole-child approach. By setting high expectations and prioritizing collaboration and belonging, the school created an equitable environment that propelled student outcomes forward.

Attendees will leave with actionable strategies and a roadmap for creating a positive, inclusive school culture that drives measurable improvements in student success at every level, supported by real-world examples and lessons learned from a leadership transformation process.

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## **POSITIONING YOUR ORGANIZATION FOR CHANGE (MULTI-GENERATIONAL) (TOOLKIT FOR SUCCESS) – Greg Salmen**

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## **LEADING UNDER PRESSURE: MASTERING DECISION-MAKING IN HIGH-STAKES SITUATIONS – Tracy Johnson**

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## **LEADERSHIP LESSONS FROM A PORTFOLIO MANAGER – Jared Bowers, CFA**

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### **THE POWER OF TRUST ACCELERATORS & POSITIVE ACCOUNTABILITY IN YOUR ORGANIZATION – Dr. Phil Ertl**

It is one thing to have an agreed upon set of operating principles, it is another to have sideways accountability to ensure that your culture reflects those commitments. Trust and side-ways accountability are the cornerstones of high-performing organizations. In this dynamic session, we will explore the critical connection between trust accelerators and accountability, uncovering how they impact engagement, improve outcomes, and foster a culture of excellence.

Participants will gain actionable strategies to build trust authentically within their teams by leveraging tools like side-ways accountability, putting issues on the table, transparency, consistency, and delivering the mail to the right address. The session will also delve into the principles of positive accountability, where responsibility is framed as a collaborative opportunity to grow, rather than as a means of blame or punishment.

Through interactive discussions and real-world case studies, attendees will learn how to create environments where team members feel empowered to take ownership of their roles, contribute to organizational success, and strengthen mutual trust. Walk away equipped to inspire a thriving workplace culture and have accountability be understood as a positive attribute while helping everyone on your team find success.

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### **HOW TO BECOME THE BEST VERSION OF YOURSELF – Mike Snowberry**

When was the last time you paused to reflect on your thoughts? This session will help you examine your negative thinking patterns, assess your team's well-being, and understand how both influence your critical goals. The impact of positive and negative thinking is undeniable, and as a leader, your ability to self-regulate and remain present is essential. Every day, leaders face complex challenges that shape their mindset. Constant exposure to drama, naysayers, and chaos can undermine your self-belief.

At Initiative One, we emphasize that to be an effective leader, your self-belief needs to be at an 8.0. Participants will leave with practical strategies and tools to counteract negative thinking and behaviors. By prioritizing your own well-being and cultivating a healthy team culture, you'll be better positioned to achieve your organization's key objectives.

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### **DRIVEN VS. DELIBERATE - UNDERSTANDING WHAT FEEDS YOUR PERSONAL LEADERSHIP APPROACH – Dr. Andy Chisel**

In this session, we will explore the subtle yet often devastating impact of unconscious thought patterns. We will examine not just what these patterns are, but more importantly, why they exist and how they shape our lives. Research has shown that world-class leadership requires transparency, authenticity, and vulnerability. Yet for many of us, we have not taken a deep dive into understanding what makes us tick, what triggers us, and how those elements influence our personal lives and leadership abilities.

Using accurate empirical data, we will uncover pathways to a more purposeful and deliberate life. We will explore how negative thought patterns and behaviors are often sustained by feeding our fears, keeping us locked in cycles of self-doubt and counterproductive habits. By recognizing these patterns, we can break free and move toward greater clarity, effectiveness, and fulfillment. So, please join me in going beneath the surface to discover how to nurture the purpose of your whole, authentic self. As Dr. Carl Jung, the father of analytical psychology, famously said, "The privilege of a lifetime is to become who you truly are." This journey begins with self-discovery and bold, intentional action.

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### **ENGAGEMENT IN INITIATIVEONE LEADERSHIP TRANSFORMATION PROCESS AND ITS IMPACT ON FOND DU LAC SCHOOL DISTRICT – Melanie Steinbarth, Betty Vazquez, Gina Marchionda, Matt Steinbarth**

Join us for an engaging and interactive breakout session that delves into the foundational models of Initiative One's Leadership Transformation (LT) process: Model 1 (Positive Behavior Change), Model 7 (The People Pyramid), and Model 10 (The Reality of Change). These models form the cornerstone of effective leadership transformation in the Fond du Lac School District and offer practical tools the district uses to drive meaningful growth and sustained impact. Participants will explore:

- Positive Behavior Change (Model 1): Learn actionable strategies for fostering personal and professional growth through intentional habit-building and mindset shifts.
- The People Pyramid (Model 7): Discover the power of relational leadership and how prioritizing people accelerates team cohesion and effectiveness.
- The Reality of Change (Model 10): Navigate the complexities of organizational change with insights to overcome resistance, maintain focus, and achieve lasting success.

Through collaborative discussions and real-world examples, you'll gain the tools and insights to apply these principles to your unique leadership challenges. Walk away empowered to create a positive ripple effect in your teams, organizations, and communities.

Be ready to challenge your thinking, share your experiences, and leave inspired to lead with intention and purpose!