



(Lutheran Network)



(Tools and Skills)



(Arizona Retreat)



(Call to Serve)



**Leadership
Academy...
“a great mix of people
in different
leadership levels”**

Leadership Academy

2012 Leadership Academy



**Spirit in the Desert Retreat Center
Carefree, Arizona**

Feb 26 - Mar 1, 2012

Authentic Leader



There are many leadership programs out there, but none that combine exemplary leadership development training, with Lutheran identity and heritage, plus the spiritual aspects that fuel and sustain us in living out our call. The Leadership Academy is just that, providing an intense leadership program designed for mid to senior level managers or others identified as “developing leaders” who work for Lutheran organizations.

This year’s Leadership Academy in Carefree, Arizona features talented guest faculty, work groups, topical discussions, and a detailed exploration of the book, *True North: Discover your Authentic Leadership* by Bill George. The Leadership Academy also provides time for each participant to reflect on their leadership skills and interact with colleagues from across the nation learning from each other about best practices and innovation.

Take advantage of special group rates for four or more people from your organization. CEOs have commented about the collaboration and relationships built between their staff that attended the Leadership Academy together. Consider sending a team of four and benefit from our deeply discounted team rate.

For more information on the 2012 Leadership Academy, please contact Bob York at byork@lutheranservices.org or 410-905-2632.



Rev. William Snyder



Vice President of Marketing and Philanthropy at Luthercare.

Bob York



Director of Leadership Development and Member Engagement at Lutheran Services in America.

Debbie Palat



Debbie is from the Latitude Group, a business strategy and business coaching firm specializing in strategic planning, leadership/board development, succession planning and retreat facilitation for nonprofit organizations.

2012 Leadership Academy Curriculum and Presenters

Sunday, February 26

4:00 p.m.

REGISTRATION

5:00 p.m.

OPENING DEVOTION

Led by William Snyder

5:30 p.m.

WELCOME, INTRODUCTIONS, AND REVIEW OF THE LEADERSHIP ACADEMY SCHEDULE

Led by Bob York

WORK GROUPS ASSIGNMENTS

The Leadership Academy uses small work groups to help participants to get to know new colleagues and allow the academy to cover a broader range of issues. During the first evening of the Leadership Academy, work groups will be established and topics assigned.

This year's topics will include: Ethics, Social networking and viral communication, Organizational culture, Customer service, Managing risk, Employee wellness; and Technology.

Led by Katherine Saidis and Mary Beth Linde

JOURNALING AS A TOOL

Prior to the start of the Leadership Academy, participants will be mailed the book, True North and a journal with a short pre-academy assignment. Please bring your journal with you to the Leadership Academy so you can use it as your private tool to record information and thoughts throughout the academy.

Led by Debbie Palat and William Snyder

6:30 p.m. – 8:30 p.m.

DINNER AND SOCIAL GATHERING

Monday, February 27

8:00 a.m.

BREAKFAST

8:45 a.m.

DEVOTION

Led by William Snyder

9:00 a.m.

IN THE BEGINNING, A STORY OF LEADERSHIP

When the earth was an empty place, all darkness and void, God saw the need for light, form, structure and purpose. He delivered these gifts, making it look pretty easy (He was God, after all). He then assigned responsibility for these gifts to the crown of His creation, man and woman. From that point forward, their stewardship over these gifts would make all the difference between a world of light and one of darkness.

Katherine Saidis



A Leadership Academy Alum, Kate is the Executive Director of The Village at Sprenkle Drive. She designed the work group assignments along with Mary Beth.

Mary Beth Linde



A Leadership Academy Alum, Mary Beth, MSN,RN, NHA, is the Director of Health Services with Paul's Run Retirement Community and designed the work group assignments along with Kate.

Rev. Donald Wukotich



Is the Executive Director of Luther Home of Mercy in Williston, Ohio. He previously served as pastor at Grace Lutheran Church in Hartville, Ohio and in Chaplaincy and Administrative positions with Lutheran Social Service organizations in Ohio and Michigan.

2012 Leadership Academy Curriculum and Presenters (Continued)



Let's explore together leadership as summarized in our scriptures, considering the call to leadership, five essential attributes of leadership, performance assessment and consequence of good and not-so-good leadership.

Speaker: Donald Wukotich

10:15 a.m.

Break

10:30 a.m.

DON WUKOTICH INTERVIEW AND GROUP DISCUSSION

Led by William Snyder

Charlie Harris



Charlie, CPA, NHA is the President and CEO for Lutheran Retirement Ministries of Alamance County, North Carolina.

11:45 a.m.

TIME FOR REFLECTION AND JOURNALING

During the course of the Academy, participants will have time for reflection, this pause is to examine current leadership styles and directions.

Led by Debbie Palat

12:00 p.m.

Lunch

1:00 p.m.

WORK GROUP MEETING TIME

On Sunday everyone will be assigned to a work group to explore topics leaders face in their careers. Each work group's objective is to create a presentation which will engage, educate, and broaden the view point of the academy attendees on that topic. Presentation styles and formats are flexible and will vary by group. This allotted time is a chance for groups to discuss and plan their presentations.

2:00 p.m.

DEFINITION OF SUCCESS:

"CELEBRATE WHAT'S RIGHT"

Led by Debbie Palat

4:00 p.m.

PRESENTATIONS FROM WORK GROUPS 1 AND 2

5:00 p.m.

BRIEF REFLECTION ON DAY 1 BY PARTICIPANTS

6:00 p.m.

CAMPFIRE DINNER AT CAREFREE RESORT AND CONFERENCE CENTER

Join us for western camp fire dinner, with possible entertainment from Carefree Resort's resident musician and javelinas.

Dr. David Tiede



David is an ordained ELCA Pastor who served an inner-city congregation in Minneapolis and a Biblical scholar with many years as Professor of New Testament and President of Luther Seminary. David loves Lutheran institutions, often consulting with them about governance and leadership. He is thankful for their remarkable impact in human care and education.

Tuesday, February 28

8:00 a.m.

BREAKFAST

8:45 a.m.

DEVOTION

9:00 a.m.

IDEAL LEADER: "KNOW THYSELF"

Examine how attitudes and emotional intelligence distinguish you as a leader and how those traits impact the morale and productivity of your team or department.

Led by Debbie Palat

10:45 a.m.

BREAK

11:00 a.m.

PRESENTATIONS FROM WORK GROUPS 3 AND 4

12:00 p.m.

BRIEF JOURNALING OPPORTUNITY

12:15 p.m.

LUNCH

1:00 p.m.

FINANCIAL AND RESOURCE STEWARDSHIP

Overview of what all leaders need to understand about financial information and the stewardship of resources to advance the mission of your organization.

Presenter: Charlie Harris

2:00 p.m.

FINANCIAL AND RESOURCE STEWARDSHIP CASE STUDIES

Time to roll up your sleeves and have some fun putting into practice the nuggets of wisdom from the previous workshop to real life situations – Case Studies.

Led by Charlie Harris

3:00 p.m.

BREAK

3:15 p.m.

PRESENTATIONS FROM WORK GROUPS 5, 6 AND 7

4:45 p.m.

REFLECTION ON THE DAY AND JOURNALING OPPORTUNITY

5:00 p.m.

OPEN NIGHT

Enjoy the town of Carefree with colleagues. We'll have a dinner venue in mind and company for those who are interested, but feel free to strike off with new friends to a restaurant of your own choice.

Wednesday, February 29

8:00 a.m.

BREAKFAST

8:45 a.m.

DEVOTION

9:00 a.m.

LEADERSHIP STORIES OF KATE AND MARY BETH

Hear personal stories on how leadership is reached from many different paths.

Led by David Tiede

10:30 a.m.

BREAK

10:45 a.m.

STEPPING STONES

Explore your stepping stones. What are those key moments in your life when, as you look back, you can see a change in your journey. It may be that you "stepped" sideways or even backward as you leaped forward into your calling. We will explore the journey of call and vocation together and think about our journeys in work as journeys of faith.

Led by William Snyder

11:45 a.m.

TIME FOR REFLECTION AND JOURNALING

12:00 p.m.

LUNCH

1:00 p.m.

PERSONAL LEADERSHIP: "CREATE YOUR FUTURE"

In the last of the three part series, attendees will finish the Academy drafting their leadership goals and defining their path.

Led by Debbie Palat

3:00 p.m.

BREAK

3:15 p.m.

COMMON ELEMENTS IN LEADERSHIP THEORY

This session will provide an overview of the leadership elements judged to be central by researchers and authors in the area of leadership theory. But don't worry – after a brief comparison – participants will move to small groups and discuss "what elements make sense to them."

Led by Bob York

5:00 p.m.

DINNER

6:00 p.m.

LEADERSHIP ACADEMY WRAP-UP AND CLOSING DEVOTION

Led by William Snyder and Charlie Harris

8:00 p.m.

SOCIAL TIME

Thursday, March 1

8:00 a.m. - 9:00 a.m.

BREAKFAST

2012 Leadership Academy Next Steps

- 1. REGISTER** yourself and/or a team of four or more from your organization to attend the 2012 Leadership Academy before spaces run out. Registration is available online or via mail or fax.
- 2. A CONFIRMATION EMAIL** will be sent from LSA confirming your registration and accommodations.
- 3. TRUE NORTH**, the book reading for the Leadership Academy will be mailed to you along with your own personal journal. Please bring both with you to the Academy.
- 4. TRAVEL ARRANGEMENTS.** Carefree is approximately an hour from the Phoenix International Airport. The best mode of transportation is to rent a car. Car sharing is recommended, economical, and environmentally friendly. An alternative is booking a Super Shuttle van. More travel information is available on the LSA website under the Leadership Academy tab.
- 5. PACKING.** Business casual attire is appropriate for the event. Average February temperatures in Carefree are highs in the mid 60s with lows in the upper 40s. Meeting room temperatures may vary; layering is recommended.
- 6. CONNECT** with LSA and other participants before, during, and after the Academy on Facebook or through your other social network sites. It may be a great way to coordinate transportation and travel plans and ideas.

IMPORTANT CONTACTS

BOB YORK...program and travel ideas in Arizona
byork@lutheranservices.org or 410-905-2632

ADENIKE AKINTILO...general and logistical questions
aakintilo@lutheranservices.org or 410-230-3551

EVIA COZART...registration, CEU, and certificate of attendance queries
ecoart@lutheranservices.org or 410-230-2703

The Leadership Academy is made possible through a generous gift from the Norman C. Berg Fund, administered by the Lutheran Retirement Ministries of Alamance County.

The brochure for the Leadership Academy was generously donated by Bethesda Lutheran Communities.

Lutheran Services in America and its members offer their sincere thanks for this support.



April 16-19, 2012
Sheraton Square Hotel
Pittsburgh, PA

SAVE THE DATE FOR:

· Keynote Speaker: [Patricia Q. Stonesifer](#), Chair of the Board of Regents, The Smithsonian Institution, Former President and Co-chair of the Bill and Melinda Gates Foundation

· [Board Academy](#) · [Volunteerism Academy](#)

· [Practical applications and hands on learning](#) in: Governance, Fund Development, Innovation and Technology, plus content and opportunities for CEOs and their Senior Teams to begin shaping their discussion on reinvention for the future, and much more!

Make plans to attend your annual gathering that reaffirms “together we can.”

Registration Form



2012 LEADERSHIP ACADEMY

February 26-March 1, 2012
Spirit in the Desert Retreat Center
7415 East Elbow Bend Road
Carefree, AZ 85331

Easier, faster registration online, and it's preferred – www.lutheranservices.org or complete and mail or fax this form with payment.

Registration Deadline: February 2, 2012 or until filled

Mr. Ms. Mrs. Rev. Dr. (please circle)

First Name Last Name

Title Organization

Address

City State Zip Code

Telephone E-mail

Emergency Contact Name/Phone (required)

Special Needs (dietary, accessibility, other)

REGISTRATION FEES

Fee includes meals, program, speaker fees, and Academy materials

- \$549 by January 2
 - \$649 after January 2
 - \$489 per person for groups of 4 or more.
- Please indicate number in group _____.

Please note, for online registration, all participants in group must register at the same time for the group rate.

ACCOMMODATIONS

- \$260 single occupancy (total sleeping room cost for one person).
- \$340 double occupancy room (total sleeping room cost for two people).

Arrival Date: _____ Departure Date: _____
Please note, that the rates quoted are for arrival on Sunday, February 26. Arrival before this date would incur additional costs.

Reservations at **Spirit in the Desert Retreat Center** are made through LSA for each attendee. The retreat center does not provide confirmation numbers.

There are a limited number of rooms at the Retreat Center. Reservations will be taken on a first come, first served basis until full. Once the retreat center is sold out, LSA will alert attendees for them to book their accommodations at Carefree Resort.

Overflow accommodations are available at **Carefree Resort and Conference Center** located at 37220 Mule Train Road, Carefree, AZ 85377. Approximately eight minutes by car or shuttle from Spirit in the Desert Retreat Center. A complimentary shuttle is available to and from the resort to the retreat center.

To make your reservation at Carefree Resort, please call 480-488-5300 and identify yourself as part of the Lutheran Leadership Meeting to receive the group rate of \$129 per night. This rate expires on January 27, 2012.

CONTINUING EDUCATION CREDIT

Please check all that apply:
 Nursing Home Administrators: \$35
 Social Work: \$35

PAYMENT METHOD

Total (Registration, Accommodations, and Continuing Education Credit): \$ _____

Check: Make payable to "Lutheran Services in America" and mail to:

2012 Leadership Academy
Lutheran Services in America
700 Light Street
Baltimore, MD 21230

Credit Card: ___ Visa ___ Mastercard ___ Discover

Credit Card Number

Expiration Date 3-digit Security Code

Cardholder's Name (as it appears on card)

Cardholder's Signature

Billing Address (if different from registration address)

City State Zip Code

You can also fax your completed form with payment to 410-230-2710.

Thank you for your participation!



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**Leadership
Academy...**

**“a great mix of people
in different
leadership levels”**