

Steuben Leadership Program

Program Description

The Corning Steuben Leadership Program is an innovative experiential training initiative committed to developing key leadership characteristics. The program consists of a multi-faceted curriculum which includes, but not limited to, a Community Project Requirement, Innovative modules focusing on the importance of Partnering, Effective Presentation and Communication Skills, Visioning, as well as Strategic and Tactical Planning. Attendance is limited to individuals with a strong desire and commitment to enhance skills, knowledge, and behavior.

Program Dynamics

The Leadership Steuben Program will be facilitated by Michael McDonald and will feature several key guest speakers and facilitators. Mike has conducted hundreds of training seminars around the world and brings a tremendous wealth of leadership and quality experience to this program. He has worked full time as a TQM (Total Quality Management) coach and counselor, and currently mentors many teams throughout Corning Incorporated.

The Corning Steuben Leadership Program will bring together the experiences and teachings of distinguished leaders and speakers to develop skill sets, enhance knowledge, and effect positive lifelong behavior changes in future community leaders.

Schedule**

Sept 23 Course Orientation / Reception 9:00 – 10:30 AM	December 2 Succession and Career Planning 9:00 - Noon	March 3 Successful Leadership 9:00 - Noon
October 7 Leadership Behavior 9:00 - Noon	January 6 Vision and Strategic Planning 9:00 - Noon	March 17 Time & Meeting Management 9:00 - Noon
October 21 Team Building 9:00 - Noon	January 20 Listening & Effective Communication 9:00 - Noon	March 31 Presentation Skills 9:00 - Noon
November 4 Leadership Wheel - Clint Sidle 9:00 - Noon	February 3 Facilitating Solutions Agreements and Feedback 9:00 - Noon	April 14 Dimensions of Leadership & Program Review 9:00 - Noon
November 18 Performance Planning and Evaluation 9:00 - Noon	February 17 Problem Solving 9:00 – Noon	April 28 Practice Present Projects Wrap-up 9:00 - Noon
		May 12 snow-date/makeup

* All classes will meet at Business Development Center 24 Denison Parkway West, Corning NY (9-noon)

** Commencement date to be arranged – other dates and topics subject to change

Leadership Behavior - Understanding Your Role

Leaders who put forth the effort to truly understand their natural roles and how those roles affect those around them have an advantage over those who don't. Leaders who recognize their strengths and weaknesses and align their leadership style to match their natural abilities are stronger leaders. Explore tools to self discover and evaluate for a clearer understanding of your role and the impact you have on others to gain a more positive and productive relationship with those around you.

Team Building, Feedback & Coaching to Maximize

Performance

Strong leaders are good team builders and are able to create a motivational sense of team spirit within the work force they oversee. Using coaching skills to create a feedback-rich environment and develop a strong team alliance are some of the techniques employed in building strong teams. Strong teams contribute to higher customer satisfaction, increased employee retention, and higher levels of productivity. Participants will learn practical and proven processes for coaching and providing effective feedback.

Leadership Wheel

Clint Sidle has used the Leadership Wheel and the exercises in his book in all his work as a professional and a consultant over the last 15 years. From executives to academics and middle managers to shop floor workers, he has presented the Wheel to thousands of people in well over a hundred organizations in both the private and public sectors.

"The Leadership Wheel reaffirms the critical importance of having the basis for leadership development being self awareness, self-discovery, and a deep inner journey that circles back through life to enhance one's self development, the development of others, and performance. The Leadership Wheel demonstrates through numerous exercises how leadership development can be learned each and every day." —Bruce Avolio, Professor and Director, Gallup Leadership Institute, University of Nebraska

Performance Planning and Evaluation

The Performance Planning and Evaluation is a systematic process for supervisors and employees to cohesively discuss goals, objectives, and expected performances. This process is ideally the tool utilized to develop employee potential and is an essential part of succession planning. Performance review allows the supervisor and the employee to improve their communication and plan for higher levels of performance for a department. Effective leaders recognize the value of Performance Planning and Evaluation as it relates to the organization's ability to achieve its strategic goals and objectives. They use it as tool to motivate and inspire employees towards the accomplishment of their own personal and professional goals while at the same time meeting the goals of the organization.

Succession & Career Planning

Succession planning is the process of identifying and developing competencies in people that are aligned with the organization's future strategy and culture. A succession plan will match an organization's future needs with the aspirations and the realistic developmental growth of its employees. Implementing a Succession Plan will involve developing an action plan and job descriptions for current and future positions, a succession steering team, and a realistic plan to develop employees. In the event of an untimely death, an unforeseen resignation, an unavoidable termination, or naturally occurring retirements, a properly designed Succession Plan will also ensure a smooth transition and operational efficiency for the organization.

Visioning & Strategic Planning

Strategic Planning is the methodologies associated with determining where an organization is going over the next year or more and how it's going to get there. This module provides a template for developing a strategic plan including the vision, a mission, key strategic drivers, critical success factors and an approach to setting clear objectives for the plan. This approach provides line of sight and a focus, for all the employees of an organization, and facilitates the communication and understanding of

Continued: Visioning & Strategic Planning

what is important to do, in order to assure success. Explore strategies to help your organization reach each goal and identify specific action plans to implement each strategy. This module will also provide some direction on establishing clear objectives and setting smart goals. Learn how to perform SWOT analysis to guide your strategy. A simulation is used to guide the participants through the process.

Listening & Effective Communication

This module demonstrates the communication process and highlights the potential areas for communication disconnects. It provides an approach to improve the understanding of what the other person is saying and demonstrates to the other person that they are being listened to. Successful techniques are shared, with demos and practices, to allow understanding of the methodology.

Facilitating Solutions, Agreements, & Resolving Conflict

Employees look to their leader for a solution to their problems and conflicts. Do the best leaders have bionic problem solving skills or do they simply possess the ability to help others discover their own solutions? Learn proven techniques to help others through an issue and discover proven methods to diffuse and bring a sense of resolve to conflict. Explore methods to more effectively secure agreements and achieve greater success with follow through.

Problem Solving & Decision Making

Explore proven strategies to resolve problems and formulate sound solutions. While some problems do not seem to have clear solutions, all problems can be systematically processed. Learn how to best resolve your problem based on risk and benefits and explore ways to gain support for your decisions to improve the effectiveness of your solution.

Successful Leadership

Explore leadership strategies and learn from the examples of some of this country's greatest leaders. Become a leader who inspires commitment and loyalty by exemplifying integrity, decisiveness, and caring for people. Obtain sustainable results from your work team by concentrating on vision, mission, strategy, goals, and objectives. Examine and practice the Pareto Principle, effective communication and decision-making styles. Presented by the Author of "The ABCs of Successful Leadership"

Time Management

Leaders are continually bombarded with demands for their time. Managing time effectively is directly related to your leadership effectiveness. Take control of your work day and explore strategies and best practices used by some of the most effective and influential leaders today.

Presentation Skills

Learn how to connect with your audience and get your message across clearly so you can achieve the results you want. You will learn how to distill the essential ideas of your presentation; prepare, write, and deliver a compelling presentation; and construct visual slides that enhance your message rather than detract from it.

Dimensions of Leadership

The dimensions of leadership are an interdependent set of competencies, skills, and characteristics that enable leaders to bring people together; to get them to work together effectively; to align them around a common purpose, goals, and objectives; to get them to co-operate and rely on each other; and to trust each other. Effective leaders are individuals who successfully merge the basic three dimensions of leadership: behavior, knowledge, and skills. This module glues together key ingredients explored and extrapolated upon on throughout the Steuben Leadership Program.

- Expertise, Experience, and Wisdom
- Problem Solving Ability
- Personality, Core Beliefs and Values
- Awareness of Self and Others
- Communication Skills and Tools

Steuben Leadership Presenter List



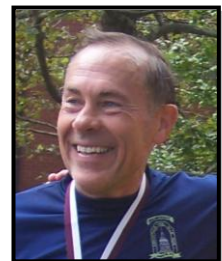
Michael McDonald is a black belt in the Performance Excellence Process, i.e., LEAN and Six Sigma methodologies. Mike has an extensive background in manufacturing and the processes associated with building efficient systems and teams. He has worked full time as a TQM (Total Quality Management) coach and counselor, and currently mentors many teams throughout Corning Incorporated. Mike is an excellent and enthusiastic trainer and has conducted hundreds of training seminars around the world in process control and leadership concepts.

Clinton Sidle, director of the prestigious Roy H. Park Leadership Fellows Program in the Johnson School of Management at Cornell and a top consultant for companies around the world, has introduced a truly revolutionary program that frames leadership as a vehicle for personal growth and for transforming teams and organizations into movements dedicated to doing well while doing good in the world. Clint shares his ideas in his new book, *The Leadership Wheel: Five Steps for Achieving Individual and Organizational Greatness*. The Leadership Wheel is an ancient framework of multiple intelligences—intellectual, emotional, intuitive, action, and spiritual for understanding self and realizing one’s full human potential.



Henry O. Dormann founder and the first executive director of the Library of Presidential Papers. He has served as president of the United States Technical Developments Company, a division of U.S. Banknote Corporation; chairman of the board of the National Enquirer, largest circulated newspaper in the United States; president and editor-in-chief of SIPA News Service; president and editor-in-chief of Holiday magazine; chairman of the Haitian Development Corporation; chairman of Sabador, Inc., Liberia; chairman of the New York Assembly Council on Economic Development; chairman of the International Board of Industrial Advisors; and chairman and editor-in-chief of LEADERS magazine. He has come to know many world leaders well, sharing confidences, ideas, and good conversation. They have told him some of their innermost feelings and concerns, and they have shared bon mots – many of which appear in his book “letters from leaders”.

Raymond Wenderlich is the founder of Success Builders consulting, a team of proven leaders committed to helping Management in the military, government and business communities to be successful through values-based leadership and successful career management. Ray is the Author of “The ABCs of Successful Leadership” a values-based leadership book.



Evhen Farmiga is an Ivy League graduate and former US Army Ranger and jumpmaster, Evhen has 17 years of leadership experience. He has led a variety of technology teams, and has also been a successful project manager and product line manager. Evhen teaches dynamic presentation strategies and leadership skills.

Steuben Leadership

Guest Speaker List



Eric Massa is currently serving as the United States representative for the 29th Congressional District of New York. Massa graduated from the U.S. Naval Academy at Annapolis in 1981 and went on to serve in the Navy for 24 years. He qualified as a Surface Warfare Officer on the USS New Jersey (BB-62), and eventually served as aide to former NATO Supreme Allied Commander, General Wesley Clark. Massa has recently worked as a business consultant for Strategic Insight, a defense consulting firm in Alexandria, Virginia. Eric will be presenting his journey and leadership thoughts.

Dr. Edward J. Lukomski is the President and CEO of Pathways, Inc., and has served as the CEO at the Albany County Association for Retarded Citizens in Albany, New York. During his tenure, Dr. Lukomski has been actively involved with Program Development, Capital Construction, Mergers and Acquisitions, Board Governance, Budgeting and Finance, Employee Administration, Strategic Planning, Pension Administration, Public Relations, Fund Raising, and Foundation Development. Dr. Lukomski earned a Bachelor's degree in Psychology from Syracuse University, a Master's degree in Special Education from The College of Saint Rose and a Doctorate in Education from Nova Southeastern University. Dr. Lukomski will be presenting a segment on "image Management" October 7, 2009.



Dale R. Wexell (Ph.D. Georgetown University) has followed a career with Corning Inc. and served as director of development for the Southeast Steuben County Library, and taught as an adjunct Professor in Chemistry at Elmira College and Mansfield University. Dale has over 30 years of service with the Corning-Painted Post School Board and held prominent roles in Board service, development and strategic planning for many local and national organizations including the Red Cross Chapter, Science and Discovery Center, Corning Area Public Library, Corning Area Chamber of Commerce, SUNY Geneseo, Save the Children Federation, Fordham University and the Southern Tier Library System. Dale will be presenting a segment on boards and boardmanship March 17, 2010.



Other Guest speakers will be incorporated into various parts of the Leadership Program.