

LEADERSHIP CONFERENCE

June 11-12, 2025

*Breakouts are subject to change

BREAKOUT SESSIONS

ONEIDA CASINO HOTEL 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
Resiliency is defined as the ability to withstand, recover, and grow in the face of stressors and changing demands. This is as much a skill in our personal lives as it is our organizations. Our ability or inability as leaders to navigate through the adversities that our organization may face creates defining moments that place us on one of two paths: either growth or stagnation.

In this session, we will discuss the incorporation of resiliency into both our personal and professional lives; why it matters; how we cultivate it, and how we sustain it.

FAILING FORWARD (PSYCHOLOGICAL SAFETY) – Chris Johnson

“I’ve failed over and over and over 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?

In this session, we’ll explore the power of failing forward and how it fuels growth, resilience, and lasting success.

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 InitiativeOne 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.

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

How does a math-driven student with a passion for making things out of fabric build a thriving sewing business in rural America? This session explores the journey of transforming that passion into a company rooted in small-town values—one where success is measured not just in production, but in the well-being of its people. From ensuring employees never miss their children's Christmas concerts to crafting products that have become household staples, this story is about redefining what's possible.

With the guidance of thoughtful leadership and a commitment to proving that a sewing business could flourish in rural America, the company grew—leading to an unexpected opportunity to acquire a heritage clothing brand that began in Kaukauna, WI, in 1903. Under a carefully planned transition using Initiative One's proven process, the business passed to the next generation, with one daughter stepping in as CEO.

Through engaging storytelling and real-world lessons, this session will inspire you to embrace resilience, leadership, and the power of "Plucky"—a mindset that can transform both your business and your life.

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!

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 school. 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**. 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.

POSITIONING YOUR ORGANIZATION FOR CHANGE – Greg Salmen

Taking the helm of a nearly \$2 billion financial company is a daunting task. But doing so as only the 11th President/CEO in the company's 149-year history is an incredibly special and complicated leadership transition challenge!

Join us as we delve into the art & science, and the emotions & logic, of true succession planning! We'll discuss the model successfully utilized by this organization, as told through the lens of the current CEO – a transparent leader who is 1.5 years into his tenure after helping orchestrate & execute the most-recent successful succession plan. This model and these lessons-learned are not only applicable to leadership succession at the CEO level but are just as valuable for transitioning leadership of sub-divisions, departments, or small teams within an organization.

This session will address common issues, fears, and roadblocks including:

- When and how to start talking about succession planning. But what if someone fears being tossed to the curb?
- How to define “success” in succession planning. What if egos result in us having different definitions?
- Recognizing the roles ego and fear play in hindering success and putting that “on the table” early in the planning process.

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

SITUATIONS – Tracy Johnson

“In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing.” – *Theodore Roosevelt*

Does decision-making feel like the wild, wild west some days? Is it more like throwing spaghetti on the wall to see if it sticks? Maybe you don't make decisions - you just react. Let the firefighting begin - bring the cavalry; we will need everyone on it!

Every day, leaders make up to 17,000 decisions from whether it's time to order extra coffee filters to whether or not a long-time employee should be put on a performance improvement plan. What if we were more intentional, more proactive, more conscious of our decisions and the decisions made around us? What if your decisions achieved the results that you dream about? What if you and your team talked about intentional decision making and understood how to allocate precious resources of money, time, focus and energy? What do we do when naysayers try to undermine our decision?

During this session, we will explore ways to simplify, clarify and align our decision-making using laws of math, science, economics, and leadership as tools to achieve an aligned decision-making organization.

LEADERSHIP LESSONS FROM A PORTFOLIO MANAGER – Jared Bowers, CFA

Everything is investing! From our physical health to our relationships to our work, how we invest our limited resources of time, energy, and money determines our personal “portfolios”. The strength of the portfolios that we have and that we build is what determines our success. As leaders, learning to be effective portfolio managers of our skillset, our products, and our people will allow us to realize outsized returns in these areas. Portfolio management isn't just for financial nerds!

Join me to learn how to manage the portfolios in your life in effective, measurable, and practical ways. We will discuss how most of the outcomes we get are a direct result of the investments we have (or have not) made, how the art and science of portfolio management can (and should) be applied to all areas of life, and how to use the techniques of portfolio management to get more of the outcomes we want (and fewer of the outcomes we don't want). And yes, we will talk about money, which is always fun!

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

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.

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.

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 InitiativeOne'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!