

DIVERSITY LEADERSHIP FORUM: STRATEGIC LEADERSHIP FOR DIVERSITY

Consultant: Dr. Kate Kirkham, Elsie Y. Cross Associates, Inc.

Change Agent States Project

July 25-27, 2005 Albuquerque, NM

FORUM OUTLINE

Monday, July 25

- 9:00 **Session One: Building a Forum Climate for Collaboration and Learning**
- Review of Forum goals and desired results
 - Introductions and participant expectations and goals
- 10:00 Break
- 10:30 Session continues
- “Tools and Tough Cases” – applying Dimension of Diversity, Strategic Leadership models to scenarios
 - Small groups identify team “tough cases”
- 12:00 Lunch *Provided*
- 1:00 **Session Two: Leading Organizational Change that INTEGRATES Diversity**
- Key Processes – individual, team and systems implications
 - Identifying organizational “linkages” that make or break change efforts
 - Change agents: power and influence
- 3:00 Break
- 3:30 Session continues
- Change agents: politics of organizational change
 - Application to participants real “tough cases” in small groups
- 5:00 Break
- 5:30 Session continues
- 7:00 Sessions conclude for the day

Tuesday, July 26

- 8:00 **Session Three: Diversity Skill Requirements for Systemic Change**
- Confronting embedded attitudes
 - Assessing identity/inter-group conflict issues
- 10:00 Break

NOTE:

- ❖ *Breakfast and dinner are ‘on your own’*
- ❖ *Lunch is served in the same room as the General Session*

- 10:30 Session continues
- Leveraging discretionary power
 - Negotiating support
- 12:00 Lunch *Provided*
- 1:00 **Session Four: Small group work** using skills and revising plans to address “tough cases”, Group Reports and feedback
- 3:00 Break
- 3:30 Session continues
- 5:00 Sessions conclude for the day
- 5:30 **Tour to Old Town**
[dinner ‘on your own’] – transportation provided for those who want to go as a group

Wednesday, July 27

- 8:00 **Session Five: Sustaining Influence for Diversity Outcomes**
- Tracking, monitoring and measuring
 - Sustainable efforts in Cooperative Extension systems – What are we learning?
- 10:00 Break
- 10:30 Session continues
- Survival Leadership: individual and identity group needs/wants and systemic strategies
 - Applications to “tough cases” and final team reports about plans/results.
- 12:00 Lunch *Provided*
- 1:00 Session continues
- 2:00 Forum concludes
- 2:00 State consultation opportunities [as scheduled]
- Washington
 - North Carolina
 - New York
- 5:00 Consultations Conclude

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