



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 have a primary facilitator Michael McDonald and several key facilitators and guest speakers. 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 15

Course Orientation
Self awareness

Sept 29

Leadership Behavior

October 13

Leadership Wheel - Clint Sidle

October 27

Time Management

November 10

Listening
Effective Communication

December 1

Facilitating Solutions
Agreements and Feedback

December 15

Team Building & facilitation

January 12

Vision and Strategic Planning

January 26

Performance Planning &
Evaluation
Succession & Career Planning

February 09

Problem Solving
Risk Mitigation

February 23

Presentation Skills

March 9

Public Speaking

March 23

Relationship Building

April 13

Dimensions of Leadership
Program Review
Practice project

April 27

Final Present Projects
Wrap-up

May 11

Make up snow date

TBA: Commencement

* 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

Orientation, Understanding Your Role

Program overview and expectations will be reviewed, mentors are encouraged to attend. Leadership ethics and personal integrity are critical non-negotiable attributes that leaders must resolve to as they develop their skills and embrace challenge. Leaders who adhere to a code of conduct and 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 build more productive relationship with those around you.

Leadership Behavior

Explore image management and the impact of an image from a personal and organizational level. Continue exploring the personal drivers that motivate and influence people in how they respond and interact with others. Assess your personality tendencies with an abridged version of the Myers-Briggs self assessment tool. Learn to better recognize different personality types and practice strategies to better relate to others. Discuss strategies to balance friendships while maintaining your leadership position.

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 16 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

Time Management

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

Listening & Effective Communication

This module demonstrates the communication process and highlights the potential areas for communication disconnects. It provide 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.

Team Building & Team Facilitation

Strong leaders are good team builders and are able to coach and create a motivational sense of team spirit within the ranks. Explore techniques to maintain a team environment and techniques to facilitate productive on task meetings. Strong teams contribute to higher customer satisfaction, increased employee retention, and higher levels of productivity.

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 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.

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.

Performance Planning & Evaluation Succession & Career Planning

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. Succession planning is the process of identifying and developing competencies in people that are aligned with the organization's future strategy and culture. The success of an organization rests in part on balancing employee goals and objectives synergistically within the strategic and succession plans of the organization.

Problem Solving & Risk Mitigation

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. This module will also explore methodologies to analyze risk to help participants prevent problems from occurring in the first place.

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.

Public Speaking

Truly persuasive oratory is becoming a lost art. In a fast-paced society dominated by sound-bites and character limitations, a person's ability to deliver a clear, concise message is essential. This hands-on module will allow you to engage your classmates in a mock debate while employing the Three C's of Effective Communication – Competency, Clarity and Charisma. An interactive critique will allow you to observe and identify ways to strengthen your message and better engage your audience.

Relationship Building

Virtually everything is accomplished through relationships. Whether you are building a team to accomplish a task, seeking approval from the board, promoting a community project, or selling an idea to a client; relationships are critical to your success. This module will discuss the Top 5 Commandments of Lobbying and How They Apply In our Day to Day Work" by author Bruce Wolpe, and implementing these commandments in relationship building. Learn how you can create positive first impressions and explore effective rapport building techniques to gain the confidence and trust of those with whom you interact. Explore networking opportunities, review communication skills and techniques; recognize body language indicators, and apply proven strategies to build a network of successful relationships.

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.

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. (Primary Facilitator)

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. (Leadership Wheel)



Margaret M. Moree serves on the Business Council's government affairs team as a director of federal affairs and provides policy and advocacy support in the areas of health care and health insurance, workers' compensation and unemployment insurance, government reform, education and workforce, and contract procurement. Maggie has served in a variety of capacities in state government prior to joining the Business Council, with ten years of service at the New York State Department of Labor, most recently as Deputy Commissioner for Federal Programs overseeing the divisions of unemployment insurance, workforce development and employment services. Her public service includes twelve years with the New York State Senate for members from western NY and the Hudson Valley, as well as a special assistant for local government relations in the office of Deputy Secretary to the Governor. (Relationship Building)

Christina Bruner Sonsire is an injury and malpractice trial attorney with the Ziff Law Firm in Elmira, New York. An orator by trade, Attorney Sonsire is a specialist in the Three C’s of Effective Communication – Competency, Clarity and Charisma. Christina is a graduate of Georgetown University and the University of Montana’s School of Law where she was named a “Best Oralist” in the Western Regional Moot Court Competition. A former Chemung County Assistant District Attorney, Christina currently serves as the Vice Chairwoman of Elmira Notre Dame High School’s Board of Trustees and is a member of the Arctic League’s Board of Directors. (Public Speaking)



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. (Presentation Skills and Time Management)

Steuben Leadership

Speaker List

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" September 29, 2010.



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