



Fifth Annual OSAE Leadership Summit – Nov. 4, 2016

Theme: Leadership and the Art of Making Tough Decisions

Registration: 8:30 a.m. – 9:00 a.m.

Morning Sessions:

1. Making Tough Staff Decisions – Employers Resource Association

9:00 a.m. – 10:00 a.m.

Many association CEOs report that their toughest decisions are about personnel. Whether it is how to develop an underperformer, reign in a disruptive staffer or terminate one or more people for performance or budget reasons – leaders need confidence and training to take action and achieve goals. This session will cover:

- Identifying employee skill gaps
- Ways to manage underperforming employees
- When to let an underperforming employee go
- Legal ways to terminate employees

Exhibitor Showcase Break: 10:00 – 10:30 a.m.

2. Making Tough Financial Decisions – Clark Schaefer Hackett

10:30 a.m. – 11:30 a.m.

Many association CEOs report that their second-toughest decisions are related to financial matters. This session will cover:

- New not-for-profit reporting requirements
- New lease standards
- New revenue recognition standards
- Overall recommendations on how to prepare for these changes

Exhibitor Showcase Break & Networking: 11:30 a.m. – 12:00 p.m.

Luncheon– 12 p.m. – 1:15 p.m.

Luncheon Speaker – Shelley Row, Shelley Row Associates, Inc.

Row will be providing a 20-minute “teaser” for the 75-minute workshop that follows lunch. Graduation for first class for Shane Yates Aspiring Leaders Institute.

Office Check-in, Email, Voicemail Break: 1:15 p.m. – 1:30 p.m.

Afternoon Session:

Use Your Gut: Effective Decision-Making in an Over-Thinking World – Shelley Row

1:30 p.m. – 2:45 p.m.

Association leaders make decisions daily in a complex environment. Expectations for member services, shifting board dynamics and more create difficult choices. How do leaders make decisions in this atmosphere where data alone is not enough? Interviews 77 respected leaders confirm that gather information and sense their intuition. Through neuroscience and interactive exercises learn the practical skills to use your gut for more effective decisions.