

# The Lafayette Leadership Institute

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**SATURDAY FEBRUARY 16, 2019  
FROM 9:30 AM TO 3:30 PM**

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HOSTED BY THE  
LAFAYETTE LEADERSHIP EDUCATION COMMITTEE



# Leadership Institute Welcome



Dear Student Leaders,

On behalf of the 2019 Leadership Education Committee, welcome to the most recent edition of the Lafayette Leadership Institute! I think we would all agree that there is a plethora of opportunities across our campus where you can apply your knowledge and skills towards becoming a more effective leader.

The questions are which skills are necessary to become an effective leader, how do you apply those skills, and by what measures do you judge your effectiveness? Today's comprehensive experience will help you explore the answers to these questions by raising your awareness, building your foundational knowledge, and providing an active learning situation to practice.

I believe you will find that today's presenters and facilitators will help you connect the theoretical to the practical in a way that allows you to not only retain the content, but to **view leadership development as a learnable set of distinct behaviors**. At best, I hope that your involvement at today's institute brings you closer to your leadership pinnacle and at the very least succeeds in creating a fleet of student leaders who are even more self-aware and determined to effect change in our community.

Through the dedication of the Lafayette Leadership Education Committee, you are brought the 24th Lafayette Leadership Institute! In the week following today's event, you will be sent a three question survey and upon completion will receive a password which gives you access to a website that provides a full event recap including photos, presenter slides, and our survey results.

**Jodie Frey, Ed.D.**

*Associate Dean of Students, Leadership Education  
Director, Recreation Services*



## Leadership Education Committee

The Committee is comprised of select students and employees who meet bi-weekly to discuss leadership, review, and plan leadership development initiatives including the longstanding Leadership Institute. The committee strives to create and support leadership education that ensures our students have access to purposeful educational experiences which are fundamentally sound (i.e., based on theory and empirically derived models), developmentally appropriate (i.e., properly sequenced to provide realistic challenge), and framed in experiential designs (i.e., learning based on concrete experience, feedback and reflection).

Our definition of a leader guides the committee's efforts:

*A leader is someone whose influence produces effects on the behaviors, actions, or opinions of others toward a common purpose or direction.*

Our view of leadership is as a relationship-based process of mobilizing people to bring forth positive change. We believe that effective leadership can convert mutual aspirations into reality.

Our yearlong curriculum makes it increasingly possible for students to grow their leadership awareness, knowledge, and skills for the purposes of becoming effective agents of change.

## Student Leadership Interns

Our two student interns are co-chairing members of the LLEC, the primary forces behind the preparations to implement the LLI, and serve on the selection committee for Aaron O. Hoff Awards.



### 2020 Leadership Intern

**Sarina N. Krantzler '20** is the student leadership intern of the LLEC for 2019-2020. She hails from the suburbs of Philadelphia and is a third-year majoring in Neuroscience with a minor in Spanish and is Pre-Med. Sarina is heavily involved in campus life and serving her community. She is the Vice President of

Membership for the community service fraternity Alpha Phi Omega, Treasurer of both the Neuroscience and Boxing Club, Director of Local Projects and Public Relations for FIMRC, and an administrative intern at the Easton Area Middle School. During her free time, she enjoys working out in the gym and catching up with her friends over coffee. She is actively deciding between a MD or MD/PhD path during a gap year after Lafayette and is most interested in surgical specialty and medical research. She greatly enjoys teaching, coaching, and her most fulfilling experiences stem from helping others realize their full potential.



### 2019 Leadership Intern

**Taha Rohan '19** is the student leader intern of the LLEC for 2018-2019. Born and raised in Islamabad, Pakistan, he is currently a junior majoring in Chemical and Biomolecular Engineering and minoring in Economics. Taha has an active role in the Lafayette community with his roles as a Resident Advisor, a Writing Associate as well as a social justice advocate

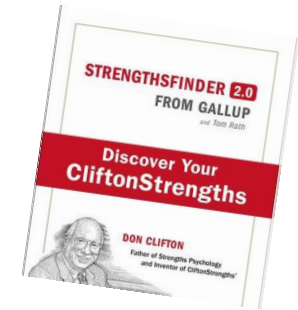
at Kaleidoscope. During his spare time, he enjoys running on the Arts Trail in Easton and reading books. His plan for the future is to learn entrepreneurship skills in the technology industry and ultimately make a meaningful impact in his home country.

## Raffle Prize Table

In an effort to continue your leadership education beyond the Institute, we have prepared raffle prizes which reinforce the messages we wish to send regarding leadership development. Raffle prizewinners will be drawn during our luncheon. A brief statement about each book should help the winners choose a title.

### Strengths Finder

Strengths Finder is about emotional intelligence. This book will help you learn more about yourself and your strengths. It includes a code to the online self-assessment tool called StrengthsQuest.

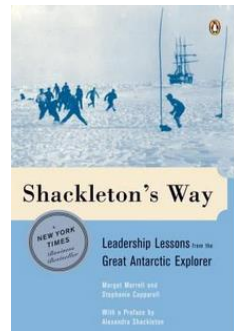


### Leadership and the One Minute Manager

This edition in the Ken Blanchard series stresses four styles of leadership: directing, delegating, coaching and support. Whichever style is employed depends on the people and the situation to be managed. 'Situational leadership is not something you do to people, but something you do with people'.

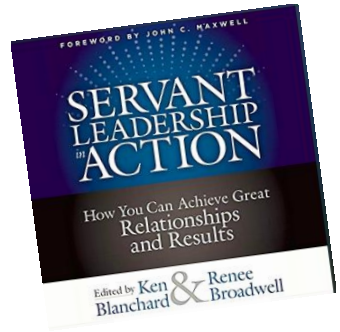
### Shackleton's Way

The public cannot get enough of the Shackleton legend and while the expedition was harrowing, Ernest Shackleton is a model of great leadership and as well as the master of crisis management. Shackleton's Way will reveal what separated the explorer from his less successful and less admired colleagues, and what inspired unflinching loyalty.



## Servant Leadership in Action

Leadership is definitely about going somewhere. A rather new edition to the Ken Blanchard series helps you understand that you can lead and serve at the same time if you recognize the two types of leadership involved: strategic and operational.

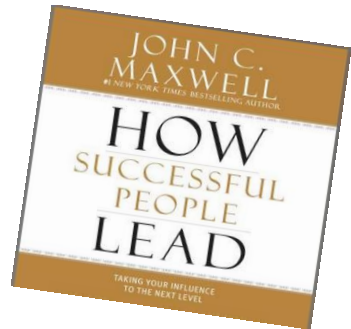


## The Five Dysfunctions of a Team

Using a leadership fable, this book reveals the basics of teamwork. Throughout the fable the five dysfunctions of a team become evident to the reader. The first step towards reducing misunderstandings and confusion within a team is to understand that there are five dysfunctions, and that each one that applies has to be addressed separately.

## How Successful People Lead

John Maxwell's approach challenges readers to take their influence to the next level. The reader is introduced to five leadership levels: Position, Permission, Production, People Development and The Pinnacle.



## How to Win Friends and Influence People

Timeless and classic Dale Carnegie's advice has carried readers for more than seventy-five years up the ladder of success by teaching a common sense approach to communicating. Carnegie dispenses advice on how to communicate, lead, and work efficiently remains priceless across the ages.

# Presentation Descriptions and Presenters

## Morning Presentations

### **A. How a Servant Leader Motivates** *with Robin Blanchard*

Presentation Description: One of the most important skills of a leader is to motivate others to reach a goal. This session will teach you three truths about how servant leaders motivate others.

***After attending this presentation, participants will be able to:***

- Students will understand what being a servant leader entails.
- Students will learn three ways to influence others.

### **B. The Leadership Challenge: Five Practices of Exemplary Leaders** *with Gordon Loeb*

Presentation Description: This Introduction to the Five Practices of Exemplary Leadership will explore the practices that are consistently displayed when people are at their best as leaders. The 30+ years of research behind the program will also be discussed.

***After attending this presentation, participants will be able to:***

- Students will gain an understanding of the Five Practices of Exemplary Leadership and the role each practice contributes to becoming a more effective leader.
- Students will also gain an understanding of the ten commitments that support the 5 practices.

### **C. Reframing Conflict: How facilitating disagreement can enable others to act!** *with Andy Hughes*

Presentation Description: Although conflict is inevitable in the leadership process, most of us still lack the will and the skill to navigate disagreements within groups. This session reframes conflict as a necessary part of effective leadership, while introducing a simple framework for understanding how we can approach differences. Participants will complete a self-assessment to gain deeper insight on their own personal conflict mode.

***After attending this presentation, participants will be able to:***

- Recognize the value of conflict in facilitating group decision-making.
- Identify their preferred approach to handling conflict according to the Thomas-Kilmann Conflict Mode Instrument (TKI).
- Define the five TKI conflict modes.



# Afternoon Workshops

## **A. Servant Leadership: A Practical Application** *with Robin Blanchard*

Presentation Description: This workshop will give participants the opportunity to learn about practical applications of servant leadership. Through demonstrations, small group discussion, and practical exercises, participants will learn:

***After attending this presentation, participants will be able to:***

- Understand how a leader's energy effects outcomes.
- Understand how people react to change and how to use this information to develop strategies to lead through change.

## **B. How to Influence People** *with Gordon Loeb*

Presentation Description: In order to influence others, it is necessary to spend some time trying to understand where the other person is coming from before presenting your own views or proposing specific solutions. This workshop will explore the art of listening and questioning skills in order to help you build and sustain relationships and influence others while working towards your goals.

***After attending this presentation, participants will be able to:***

- Identify the essential skills to becoming an influencer.
- Apply the questioning and listening skills needed to make collaborations work.

## **C. Facilitating Change Through Conflict: Empower your team towards greatness** *with Andy Hughes*

Program Description: Are you frustrated by the inability of your team to move beyond conflict? Do you need help inspiring your group to work together to achieve its potential? Using a case study method, this session will explore the benefits and challenges of group conflict, while providing specific strategies for leaders to empower their teams in the pursuit of greatness.

***After attending this presentation, participants will be able to:***

- Value individual differences as necessary for team success.
- Identify the key components of facilitating groups through conflict towards change.
- Apply conflict strategies to their own leadership challenge.

<b>LEADERSHIP INSTITUTE SCHEDULE</b>	
<b>Time</b>	<b>Registration</b>
9:00-9:30 AM	
9:30-10:00 AM	<b>Opening Plenary: Welcome &amp; Featured Speaker Robin Blanchard</b>
<b>Time</b>	<b>BLOCK I: Presentations</b>
10:10-10:50 AM	1A. How a Servant Leader Motivates by Robin Blanchard
	1B. The Leadership Challenge: Five Practices of Exemplary Leaders by Gordon Loeb
	1C. Reframing Conflict: How facilitating disagreement can enable others to act! by Andy Hughes
<b>Time</b>	<b>BLOCK II: Presentations</b>
11:00-11:40 AM	2A. How a Servant Leader Motivates by Robin Blanchard
	2B. The Leadership Challenge: Five Practices of Exemplary Leaders by Gordon Loeb
	3C. Reframing Conflict: How facilitating disagreement can enable others to act! by Andy Hughes
<b>Time</b>	<b>ALUMNI LUNCHEON</b>
11:50-1:20 PM	<b>Distinguished Alumni Panel on the Five Exemplary Leadership Practices</b>
<b>Time</b>	<b>BLOCK III: Workshops</b>
1:30-2:55 PM	3A. Servant Leadership: A Practical Application by Robin Blanchard
	3B. How to Influence People by Gordon Loeb
	3C. Facilitating Change Through Conflict: Empower your team towards greatness by Andy Hughes
<b>Time</b>	<b>CLOSING PLENARY</b>
3:05-3:30 PM	<b>Wrap Up with Featured Speaker Robin Blanchard</b>

## Featured Speaker:

**Robin Blanchard**, *Blanchard Consulting LLC*



**Robin** creates a dynamic and captivating learning environment that provides a foundation to inspire participants to successfully collaborate and lead at a higher level. She motivates clients to actively listen and improve their communication skills to enhance their performance on the job.

Robin easily builds rapport with her audiences at all levels by relating her expertise in leadership, team building, and customer service to their situations. She successfully teaches leaders how to motivate and collaborate with employees by matching their leadership style to individuals' specific needs. Her keynote, training, and facilitation experience includes military, government, health care, nonprofit, and corporate audiences.

An accomplished leader, Robin recently retired as a Colonel in United States Army National Guard. She was the first female to command a brigade in the State of Washington and spent the last eight years of her career in command roles. In 2014, she returned to the US after leading a Military Engagement Team that was deployed in the Middle East. During her deployment she was invited by the US Embassy Speakers Program to speak about leadership to university students, military leaders, and community leaders in Kuwait and Tajikistan. In the public sector, Robin also worked as a health systems consultant for the Washington State Department of Health and has held several board positions for nonprofit organizations. Earlier in her career, she gained extensive experience in corporate sales, marketing, and management.

Robin holds a bachelor's degree in business administration from Pacific Lutheran University, a master's degree in strategic studies from The United States Army War College, and an Executive MBA from Grand Canyon University. She also is a certified Army trainer, Distinguished Toastmaster, and currently holds a Top Secret security clearance. Robin is also an indoor spin instructor and enjoys biking, hiking, and reading and has three grown children.

## Distinguished Presenter:

**Gordon Loeb, *Loeb Leadership Development Group***



**Gordon** is the COO of Loeb Consulting Group (LCG), a leadership and management development company. His responsibilities include business development, marketing, financials, and client and consultant relations. Gordon helped grow LCG from a single independent consultancy to a thriving company with over 25 consultants that

provides training and development, executive coaching, public workshops and student leadership development programs. Gordon has an extensive entrepreneurial and corporate background including starting and growing two successful companies and running a division of Automatic Data Processing (ADP). Gordon is the proud co-founder of a teen advisory committee in Marlboro, NJ — an organization that helps teens develop leadership skills through community service projects. The organization has over 1,500 local teen members and is the recipient of a 2015 New Jersey State Governor's Jefferson Award.

## Distinguished Presenter:

**Andy Hughes, *Gettysburg College***



**Andy** is a leadership educator who strives to empower others to see their potential for leadership and to make a positive difference. For 15 years, Andy has worked with students, professionals, and organizations inspiring them to perform to their best ability. As the founding director of the Garthwait Leadership

Center at Gettysburg College, Andy is committed to building an exceptional leadership center that serves as a model for how to prepare young people for leadership in the 21st century within the liberal arts environment. Previously, he served as the co-director of

student involvement and leadership at Rollins College. Andy earned a bachelor's degree in English literature from Spring Hill College and master's degree in educational leadership from the University of Central Florida. Hughes grew up in Broomfield, England and moved to the United States more than 20 years ago. Andy is currently pursuing his PhD. in Administration and Leadership Studies from Indiana University of Pennsylvania. He is an avid Tottenham Hotspurs Football Club supporter and lives in Harrisburg, PA with his wife Annie and dog Shelby.

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## Alumni Luncheon

### Distinguished Alum: Keith Martin, Class of '69



**Keith** Martin is a native of Scranton, Pennsylvania, receiving a BA in Philosophy from Lafayette College in 1969. For the past 13 years he has been a Program Manager for the Military Child Education Coalition. In May of 2004, he was one of the six appointed members of the Congressional Overseas Basing Commission. In that capacity, he visited

20 countries, traveling more than 100,000 miles touring present and proposed U.S. military locations. As a Commissioner he took part in four public hearings, interviewed hundreds of current and former military, political and diplomatic leaders, testified at two Congressional hearings and before the BRAC Commission. Prior to that, he was appointed by Governor Ed Rendell to serve as all-hazards prevention, preparation and response activities of all state agencies. He served in that fulltime capacity for almost 20 months until 1 October of 2004, then continued to serve as Senior Advisor to the Governor until 30 September 2005. In his civilian life, Keith was broadcast journalist, anchoring more than 15,000 evening newscasts over a three-decade career from 1971-2003. His military career began

in the ROTC program at Lafayette. He was commissioned in 1968 and went on to serve in the Army, Army Reserve and National Guard for almost 34 years. His service included a combat tour as an Infantry Lieutenant in 1969-70 in Vietnam and Cambodia with the 1<sup>st</sup> and 25<sup>th</sup> Infantry Divisions. He retired at the Federal rank of Colonel, with promotion to Brigadier General on the State Retired List upon his retirement.

### **Distinguished Alum: Kevin Rhodes, Class of '82**



**Kevin** spent 10 years working for Procter & Gamble in several different roles at their Staten Island, NY and Avenel, NJ manufacturing facilities prior to founding FMI, originally known as Fragrance Manufacturing, Inc., in 1992. He graduated from Lafayette College with a B.S. Chemical Engineering degree and

acquired an MBA from New York University while working full-time at P&G. FMI provides full service contract manufacturing services to the personal care, skin care, hair care and home care industries. The company has now grown to over 110 employees who manufacture products that are sold throughout the world.

### **Distinguished Alum: Mary Roth, Class of '83**



**Mary** is the Simon Cameron Long Professor of Civil and Environmental Engineering at Lafayette College in Easton, Pennsylvania. She received her degrees in civil engineering from Lafayette College (B.S.), Cornell University (M.S.), and the University of Maine (Ph.D.). She joined the faculty at Lafayette in 1991. Her teaching

interests include geotechnical and foundation engineering, introduction to engineering courses, and courses designed to engage students from the arts, humanities, and social science with engineering topics. Her research interests include risk assessment for earth retaining structures, site investigation methods in karst areas,

the use of bacteria to modify the engineering properties of soils, and engineering pedagogy. She has authored or co-authored over 70 publications—including AAC&U’s Leadership for Interdisciplinary Learning: A Practical Guide to Mobilizing, Implementing, and Sustaining Campus Efforts—and has served as principal or co-principal on nine grants from the National Science Foundation. At Lafayette College Dr. Roth has served as Associate Provost for Academic Operations, Director of Engineering, and Department Head of Civil and Environmental Engineering in addition to multiple faculty committee assignments. She has led campus-wide accreditation and assessment initiatives, implemented new faculty orientation programs, directed the development of multiple proposals to private foundations, and coordinated interdisciplinary academic programs. She has received a number of awards in recognition of her scholarship and teaching including a Fulbright research scholarship in Norway, an American Council of Education Fellowship, and multiple teaching awards. Dr. Roth is a member of ASCE, ASEE, and GBA. She is a member of Phi Beta Kappa and Tau Beta Pi and is a licensed engineer in the states of Maine and Pennsylvania.

## **Distinguished Alum: Simmone Taitt, Class of ‘04**



**Simmone** Taitt is a sales, innovation and growth strategy leader with experience in technology and startups. She has a knack for building businesses, creating blueprints for sustained revenue and building healthy sales organizations. After working in tech startups for 14 years for companies like Gilt Group, SpaFinder (SpaBooker) and Handwriting.io, Simmone launched, HeartSpace NY, a collaborative consulting agency focused on companies that are seeking to accelerate revenue, are dedicated to investing in sales training and committed to creating a healthy sales ecosystem. She also holds office hours for founders and executives who are seeking a strong sounding board to make impactful decisions in an intuitive way for their organizations. Simmone serves as an advisor for Grand Central Tech, Friends of eBay and NUMA helping early stage startups in their critical first days. She accepts speaking opportunities that

allow her to evangelize the importance of building modern sales stacks for modern sales teams, putting people first and “chasing the challenge.” Simone is deeply involved in the tech sales and marketing community having built her career on both coasts in NYC and San Francisco. Simone is a proud graduate of Lafayette College in Easton, PA.

## **Distinguished Alum: Jonathan Davis, Class of '93**



**Jonathan** is a self-made entrepreneur and founder of Schy-Rhys Redevelopment Inc. He graduated from Lafayette College in 1993 and established Schy-Rhys with business partner, Greg Schuyler, shortly thereafter. Over the past 26 years, Schy-Rhys has played a crucial role in pioneering the evolution of

downtown Easton. Jonathan is the owner of 11 properties throughout downtown Easton. Most notably, he restored and renovated what has now become Pearly Baker’s Alehouse and the Bank Street Annex. Jonathan continues to run Schy-Rhys and has plans for larger projects in the future.

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**Lafayette’s graduates are generous with both their time and their donations.** The Leadership Education Committee is extremely grateful to this year’s distinguished guests for returning to campus for this 24-year tradition of sharing leadership lessons from their diverse experiences leading change. Each of them is a real inspiration!

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# LAFAYETTE LEADERSHIP EDUCATION

FUNDAMENTAL • DEVELOPMENTAL • EXPERIENTIAL

Many thanks to the members of the Lafayette Leadership Education Committee for your guidance and commitment toward creating the 2019 institute:

**Rebecca Blocker '20**  
**Sydney Edelson '19**  
**Sarina Krantzler '20, 2020 LLE Intern**  
**Sasha Neefe '21 (abroad)**  
**Ciara O'Connor '22**  
**Zachary Pitner '21 (abroad)**  
**Taha Rohan '19, 2019 LLE Intern**  
**Aidy Ung '21**  
**Alana Albus, Career Services**  
**Joe DeMarco, Campus Life**  
**Jodie Frey, Leadership Education**  
**Jade Saybolt, Admissions**  
**Tim Urich, Residence Life**

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Many thanks to the Lafayette Leadership Institute's primary funding source:

## **The Class of 1968 Leadership Endowment**

*Without their generous class gift this event would not be possible!*