



Excellence in Leadership Program
University of Colorado Colorado Springs Workshop
October 8, 2021
 1420 Austin Bluffs Parkway (80918)
 University Center, Room 303

8:00 to 8:30	Check-in and Breakfast Snacks
8:30 to 10:00	<p>Welcome and Introduction of UCCS Cabinet</p> <p>Panel: <i>Campus History and Overview; Leadership Challenges; Q&A</i></p> <p><u>Venkat Reddy</u>, Chancellor; ELP Alumnus, 2002-03 <u>Kelli Klebe</u>, Interim Provost and Executive Vice Chancellor for Academic Affairs; ELP Alumnus, 2004-05 <u>Carlos García</u>, Vice Chancellor for Student Affairs; ELP Alumnus, 2016-17 (<i>tentative</i>) <u>Chuck Litchfield</u>, Vice Chancellor for Administration and Finance <u>Charlie Sweet</u>, Vice Chancellor for Strategic Initiatives (<i>not present</i>) <u>Martin Wood</u>, Senior Vice Chancellor for University Advancement <u>Mandy Hull</u>, Managing Associate University Counsel (<i>not present</i>)</p>
10:00 to 10:15	Break
10:15 to 11:45	<p>Workshop: “Ethical Dilemmas in Leadership” Presenter: Dr. Nina Polok, UCCS Executive Director for the Bachelor of Innovation™ and Director of UCCS Leadership Academy program (Retired) Pre-Reading: “Ethical Blind Spots” Article</p>
11:45 to 12:30	Lunch
12:30 to 1:30	Campus Tour (Groups led by UCCS student tour guides and UCCS ELP Fellows)
1:30 to 1:45	Break
1:45 to 3:15	<p>Workshop: “Emerging from COVID” Presenter: Nicole Weis, MA, LPC, LAC, RYT-200; UCCS Director of Community Training and Empowerment, Lyda Hill Institute for Human Resiliency</p>
3:15 to 3:30	<p>Closing Andrea Cordova, Chief of Staff and UCCS ELP Liaison Janet Lowe, Director, CU Employee Learning and Development</p>

Wireless Access: Use [UCCS-Guest network](#)

Nearest Restrooms: Across the hall *and* on 2nd floor (one floor down) at *Café ‘65*

Coffee Shop: Sanatorium Grounds is on the 2nd floor (one floor down) at the end of the breezeway



Speaker Bios



Dr. Nina Polok served as the Executive Director for the Bachelor of Innovation™ Program at UCCS and retired in 2018. Under Nina's leadership, the Bachelor of Innovation family of degrees became internationally known for its unique multidisciplinary framework. Students from across the country are currently pursuing BI degrees in the Colleges of Engineering and Applied Science, Business, and Education.

Nina spent many years in industry improving the effectiveness of the organizations. This included design and delivery of various kinds of leadership training as well as executive coaching, strategic planning, team building, and change management.

There are some common themes that run through Nina's view of leadership. One is the relationship between leadership and communication – communication in all its facets is how leaders do their work, so improving the ability to communicate improves leadership potential. The area of communication improvement for most of us is not better grammar or better style, rather it's improving our ability to connect to another's point of view and understand it fully. Another theme is that leadership is a choice – one can be in a leadership position and choose not to lead. Conversely, many are leaders without the official designation. Choosing to lead is a matter of intention and requires integrity. Integrity without ethics can create leaders who do more harm than good, so a solid understanding of ethics and the ability to resolve ethical dilemmas is a key leadership skill.

Some of the organizations for which Nina has designed leadership training: Agilent Technologies (in locations around the world), Colorado Attorney General's office, Hewlett Packard, JDS Uniphase, University of Colorado Colorado Springs (for faculty and staff), U.S. Department of the Interior. Countries where Nina has delivered training include Germany, India, Malaysia, Scotland, Spain, and, of course, many locations in the United States.

Nina holds a BS degree in Aerospace Engineering, an MBA in Information Systems, and a PhD in Strategy, Organization, and Management with emphasis in Organization Change and Development.



Nicole Weis, MA, LPC, LAC, RYT-200. Nicole Weis is a 2016 graduate of the University of Colorado Colorado Springs Master's in Clinical Psychology program, with an emphasis in trauma. Nicole is a Licensed Professional Counselor, Licensed Addiction Counselor, and Registered Yoga Teacher. In her role at the [Lyda Hill Institute for Human Resiliency](#), Nicole provides Peer Support training to several organizations in Colorado, teaches the Trauma Training for Professionals online program, manages the Greater Resilience Information Toolkit ([GRIT](#)) Coaching Program, and liaisons with the 4th Judicial Veterans Trauma Court. Nicole is skilled in de-escalation and specializes in working with first responders and personal and community crises.

Nicole Weis' primary research interests include trauma and suicide with a focus on Emergency Responders. To learn more about Nicole, view her professional CV [here](#).



University of Colorado
Colorado Springs

ELP Workshop - Directions October 8, 2021

Directions from Southbound I-25

- Take I-25 Southbound to exit 148: "Corporate Center Drive/North Nevada/Rockrimmon."
- After exiting, take the first left (marked 148A) to access North Nevada Avenue.
- Continue on North Nevada, passing by *University Village Colorado* shopping center.
- Turn left (east) at the Austin Bluffs Parkway/Garden of the Gods intersection (1st stoplight after shopping center).

Instructions for Visitor/Pay Parking:

- Turn left into UCCS at 2nd stoplight (Regent Circle).
- Follow roundabout on Regent Circle and exit at second spoke.
- Turn into the Gateway Parking Garage and proceed to the 3rd floor, Visitor Parking.
- Park your vehicle and note your license plate.
- Proceed to the nearest pay station. There are three stations: (2) at NW corner and (1) at SE corner.
- When finished, a receipt will print that you should retain. ***You do not need to return receipt to your vehicle and may proceed to the meeting location.***
- If 3rd floor Visitor Parking is full, you may park on levels 4 or 5 after payment is made at pay station.

Instructions for Reciprocal Parking:

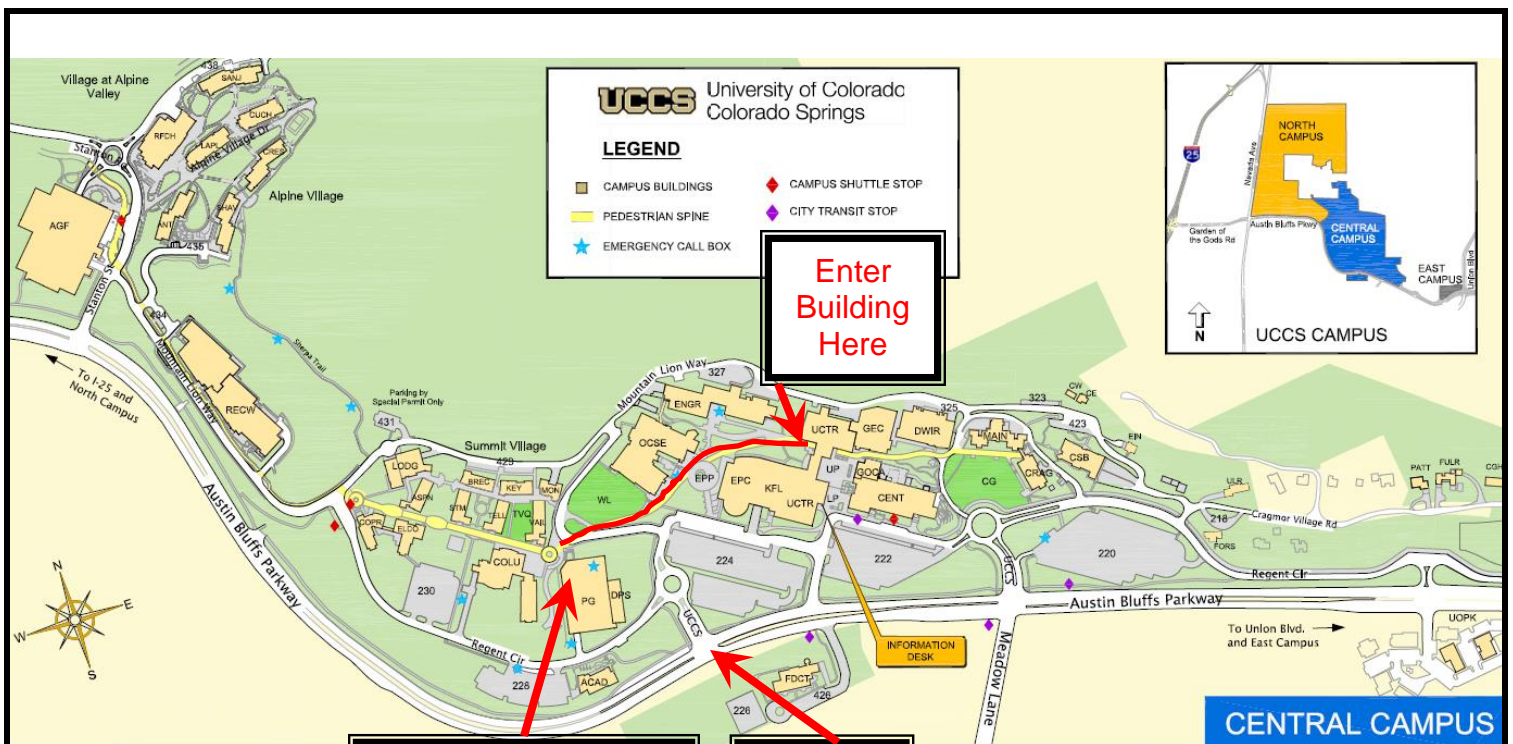
Note: in order to use reciprocal parking, you **must** have a permit to display from your home campus. If your home campus no longer issues permits, ask your parking division if they issue temporary permits for this purpose. If they do not, please follow previous Visitor/Pay Parking instructions. Reciprocal instructions:

- Turn left into UCCS at 2nd stoplight (Regent Circle).
- Follow roundabout on Regent Circle and exit at second spoke.
- Turn into the Gateway Parking Garage and proceed to the 3rd floor, Visitor Parking.
- If 3rd floor Visitor Parking is full, you may park on levels 4 or 5.
- Display parking permit from any CU campus on rear-view mirror.

Directions to University Center, Room 303:

- Proceed to the University Center (see map, "UCTR").
- Exit Gateway Hall/Parking garage at the opposite end (NE) from where you entered (3rd floor has direct exit, 4th and 5th level require walking down 1-2 flights of stairs). If needed, an elevator is located on the SE corner of the parking garage.
- Cross the street and follow the sidewalk to the University Center (see [red](#) line on map). Pass between the Osborne Center (left) and El Pomar Center Clock Tower (right) and by the Engineering and Applied Science Building (left).
- Enter the University Center through two sets of glass doors. You will enter on the 2nd floor. Take the stairs/elevator on the opposite wall to the 3rd floor.
- Pass through the 3rd floor lounge area.
- Room 303 will be the first room on your left.

If lost and need assistance, please contact the Chancellor's Office at 719-255-3436.



Leadership Book Recommendations from UCCS Cabinet and Presenters:

- ***Radical Candor***, by Kim Scott
- ***Team of Rivals: The Political Genius of Abraham Lincoln***, by Doris Kearns Goodwin
- ***Leading Minds***, by Howard Gardner
- ***Good to Great***, by Jim Collins
- ***How the Mighty Fall***, by Jim Collins
- ***Learning to Think Strategically***, by Julia Sloane
- ***The Structure of Scientific Revolutions***, by Thomas Kuhn
- ***Images of Organization***, by Gareth Morgan
- ***Diffusion of Innovations***, by Everett Rogers
- ***John Adams***, by David McCullough
- ***Know Thy Self***, by Na'im Akbar
- ***Difficult Conversations***, by Douglas Stone, Bruce Patton, and Sheila Heen
- ***Getting to Yes***, by Roger Fisher and William Ury
- ***First, Break All The Rules*** by Marcus Buckingham & Curt Coffman
- ***It's Your Ship*** by Captain D. Michael Abrashoff
- ***Engaging the Six Cultures of the Academy*** by William H. Bergquist & Kenneth Pawlak
- ***The Five Dysfunctions of a Team: A Leadership Fable*** by Patrick Lencioni