



**DEVELOPMENT**  
September 20, 2019  
Radisson Blu Aqua **DAY**  
**CHICAGO**

# NONPROFIT EXECUTIVE LEADERSHIP

*(SPONSORED BY KELLOGG NONPROFIT EXECUTIVE EDUCATION AT NORTHWESTERN UNIVERSITY)*

Designed for those leading teams or organizations, the EXECUTIVE LEADERSHIP TRACK with Kellogg Nonprofit Executive Education will allow you to explore interesting and relevant ideas on the cutting-edge of management and leadership theory.

- Power Dynamics
- The Anti-Hack of Effective Leadership: Doing More Through Intentionality
- Fundamentals of Negotiation Strategies



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## POWER DYNAMICS

Power dynamics are fundamental to the effective exercise of leadership in organizations. This session will develop your ability to create and use sources of power beyond formal authority, to formulate strategies and tactics of political and social influence and to exercise skills that make you a more effective organizational or team leader.

### LEARNING OUTCOMES:

By the end of this session, participants will:

- Understand the definition of power dynamics and how this concept plays out in a nonprofit organization
- Explore tools that will allow you to understand and apply proven strategies for persuasion and influence

### SPEAKER:



#### **Kaylene J. McClanahan, Lecturer, Doctoral Candidate**

Ph.D. Management and Organizations, Northwestern University (anticipated 2019)  
M.S. Management and Organizations, Northwestern University (2017)  
M.S. Marriage, Family, and Human Development, Brigham Young University (2012)  
B.S. Family Life, Brigham Young University (2009)

Kaylene McClanahan is a Doctoral Candidate in Management & Organizations at the Kellogg School of Management at Northwestern University. Kaylene studies hierarchy, power, and influence in groups and organizations. She utilizes a multi-method approach to her research by implementing longitudinal studies, organizational surveys, lab experiments, and big data techniques. Her work has been published in outlets such as Proceedings of the National Academy of Sciences, Group Processes and Intergroup Relations, and Current Opinion in Psychology.

Kaylene teaches Negotiation Fundamentals at Kellogg. She has also served as a teaching assistant for the Management and Organizations department, assisting with Leadership in Organizations, Negotiation Strategies, Leading Diverse Organizations, and Creativity as a Business Tool. In this capacity, she has worked with nine Kellogg faculty members and has assisted in the education of more than 1,000 Kellogg MBA and Executive MBA students.



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## THE ANTI-HACK OF EFFECTIVE LEADERSHIP: DOING MORE THROUGH INTENTIONALITY AND PURPOSE

Time as a resource is at a premium, as people's tasks and obligations increase, they seemingly need to accomplish more with less time. Unfortunately, critical and strategic work is often neglected and people employ ineffective strategies to complete all of their responsibilities.

### LEARNING OUTCOMES:

By the end of this session, participants will:

- learn how they can be more intentional with their time and be mindful to complete essential tasks
- learn about the power of timing and when they should be doing particular work

### SPEAKER:



**Gail Berger, Assistant Professor of Instruction, Northwestern University, Kellogg School of Management, McCormick School of Engineering, School of Communication**

Gail Berger is an Assistant Professor of Instruction at Northwestern University in the Kellogg School of Management, the McCormick School of Engineering, and the School of Communication. She is also an experienced executive coach and leadership development expert who is passionate about helping leaders and teams achieve their goals and improve their performance and effectiveness. She brings professional and academic experience in the areas of talent development and assessment, conflict resolution, and team dynamics. She works with clients across a variety of industries, including, consumer services, education, engineering, financial services, hospitality, and the non-profit sector. Career highlights include the design, development and implementation of team building programs for clients that have harnessed coaching as a cornerstone for program success. In addition, she has won teaching awards, including Instructor of the Year at Northwestern's School of Education and Social Policy, and she has published in leading journals and presented at National conferences.

Gail received her Ph.D. in Management and Organizations from the Kellogg School of Management, Northwestern University. She also holds a M.Ed. in Administration and Supervision from Loyola University and a B.A./B.S. in Psychology and Elementary Education from Boston University. She has blended her background in education, business and psychology to create a powerful approach to team building, leadership development, and executive coaching. By combining purposeful reflection, candor and support she guides individuals to lasting behavior change so that they can be more effective. According to her clients her core strengths lie in her ability to ask thought provoking questions that push them to think about issues differently, as well as her keen insights about situations and human interaction.

Gail is committed to helping individuals, teams and organizations attain their learning goals and growth objectives. Some of her work includes:

- Assessing key talent, as well as evaluating career transitions and inflection points
- Managing key stakeholder relationships more effectively and building effective collaborations with a foundation of trust and mutual respect
- Developing and changing organizational culture to enhance individual and team performance
- Fostering leadership capacity by accelerating the emergence of core leadership competencies like, conflict management, delegation and emotional intelligence



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## FUNDAMENTALS OF NEGOTIATION STRATEGIES

In this session, participants will learn about the most fundamental and important features of negotiation. At its core, this session is meant to provide participants with a survey of the main characteristics that define a negotiation and a few basic tools to help them begin to achieve greater success. Participants will also discover common mistakes that people make when they negotiate.

### LEARNING OUTCOMES:

By the end of this session, participants will:

- Learn the most common 'traps' of negotiation
- Learn about BATNAs, ZOPAs, reservation points, and targets
- Learn the distinction between positions and interests
- Learn to differentiate distributive from integrative negotiations
- Learn about the power of perspective taking
- Practice basic integrative negotiation (+ debrief takeaways)

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