



**32<sup>ND</sup> STERLING  
LEADERSHIP CONFERENCE**

**MAY 29 - 31, 2024 HYATT REGENCY ORLANDO**

## Leadership Certification Track

The **Leadership** track consists of nine sessions that address competencies required for high performing leaders and their leadership system. A leader who has demonstrated results in these leadership competencies will deliver each of these 90-minute sessions. Moving forward from good to great requires expertise in areas such as ethical behavior, a well-defined organizational culture, strategic and customer focus, and making decisions based on the right set of measures and data. Finally, these leadership competencies need to be integrated as part of your overall leadership culture.

You may attend any or all of these workshops. If you complete any six sessions, Sterling will provide you with [Sterling Leadership Certificate](#).

### TAKE THE NEXT LEADERSHIP STEP TOWARDS PERFORMANCE EXCELLENCE!

#### ***Wednesday, May 29<sup>th</sup> - 10:15 am – 11:45 am***

##### **The Servant Leader**

Jeff Cooper, Principal  
Health Care Program Advisors

- Learn the differences between key leadership characteristics and the value of adapting different styles based on those you are leading
- Experience the characteristics of different leadership styles through a powerful hands on exercise
- Develop an understanding of the key components of the Servant Leadership Model

**Takeaway: Servant Leadership Self-Evaluation**

#### ***Wednesday, May 29<sup>th</sup> - 1:30 pm – 3:00 pm***

##### **Culture is Key to Leadership and Drives Organizational Excellence**

Maria Nardi, Director  
Elaine Ramirez, Chief, Strategic Business Planning  
Miami-Dade Parks, Recreation and Open Spaces Department

- Establish and build a strong culture in your organization to drive excellence
- Ensure alignment with your organization's mission, vision and core values
- Promote collaboration, feedback and support to improve employee engagement, building a cohesive team

**Takeaway: Pocket reference guide (PRIDE Card)**

#### ***Wednesday, May 29<sup>th</sup> - 3:15 pm – 4:45 pm***

##### **Ethical Leadership 2.0: The Next step in Developing our Moral Muscles**

Jason Lesandrini, Assistant Vice President, Ethics, ACP, and Spiritual Health  
Wellstar Health System

- Identify the key components to Ethical Leadership
- Demonstrate ethical leadership behaviors to improve organizational culture
- Identify the benefits of Ethical Leadership to Organizational Success

**Takeaway: Key Behaviors for Ethical Leadership Document and Link to sample Ethical Leadership Assessment**

### ***Thursday, May 30<sup>th</sup> – 9:15 am – 10:45 am***

#### **Transforming from Management to Leadership**

Roland J. Martinez, Deputy Director

Florida Department of Health in Broward County

- Compare, contrast, and define the differences between management and leadership
- Understand the importance of leveraging your personal traits into leadership action
- Discover the competencies required of leadership

**Takeaway: Leadership Behaviors Self-Evaluation Tool**

### ***Thursday, May 30<sup>th</sup> – 11:00 am – 12:30 pm***

#### **The Elements of Leadership Performance Excellence**

Moderator: Victoria Dune-Chari, Sterling Master Examiner, Wellstar Health System

Panelists: Jon Paul Croom, Senior Vice President, Wellstar North Fulton Hospital

Maria Nardi, Director, Miami-Dade Parks, Recreation and Open Spaces Department

Mike Mallowney, Chief Operating Officer, Health First Medical Group

- Understand the key roles leaders should exhibit daily
- Describe effective communication strategies
- Share Leadership best practices
- Include Q&A from the audience

**Takeaway: Sample Leadership System Templates – Each Leader will share at least one best practice**

### ***Thursday, May 30<sup>th</sup> – 11:00 am – 12:30 pm***

#### **Systems Perspective: It Takes an Orchestra to Play a Symphony**

Alaa A. El-Halwagy, Chairman of the Board

Sterling International

- Reviewing how an "Organization Competitive Advantage" lies in its existence within a "Business Ecosystem"
- Defining the business excellence formula by analyzing the organization as a "System with Interdependent Operations"
- Identifying how a "Systems Perspective" can be used to manage performance and improve results

**Takeaway: 1. YOUR Keys to "Unlocking Systems Thinking" in your organization. 2. YOUR Road map for a "Vaccinated Culture" to ensure your organization's immunity.**

### ***Thursday, May 30<sup>th</sup> – 1:45 pm – 3:15 pm***

#### **Leadership Coaching**

Sampson Gholston, Ph.D., Sterling Master Examiner

Professor and Chair of the Industrial and Systems Engineering and Engineering Management Department

University of Alabama, Huntsville

Anthony L. Simmons, Ph.D., Founder

Sixth Gear Consulting, LLC

- Describe the development of a high-performing environment through leadership coaching concepts
- Demonstrate how senior leaders can create an inspirational environment with one vision within a flat, elevated, and solid culture to pace external opportunities while nurturing internal capabilities
- Explain the true value of the Performance Excellence journey

**Takeaway: The application of tools and concepts, that leadership coaches with a high level of social intelligence can use to master connecting diverse workforces to improve organizational performance.**

### ***Friday, May 31<sup>st</sup> – 8:00 am – 9:30 am***

#### **Mental Health and Wellbeing in the Workplace**

Monique Akanbi, Sterling Master Examiner

Field Services Director, SHRM

- Explain the difference between mental health and wellbeing and mental illness
- Describe at least 3 reasons why mental health and wellbeing are important as well as self-care for leaders
- Discuss research and evidence-based strategies to create and implement a mental health and wellbeing culture in the workplace

**Takeaway: Mental Health and Wellbeing strategy document**

**Friday, May 31<sup>st</sup> – 9:45 am – 11:15 am**

**Emotional Intelligence: The Differentiating Factor in Leadership & Performance Effectiveness**

April Frank, President

Innovative Edge, Inc.

- Describe what emotional intelligence (EI) and social intelligence is and is not
- Discuss five core EI competencies and their importance for leadership effectiveness
- Identify the role of EI competence in resilience and navigating, leading, and managing change
- Describe at least 2-3 findings from neuroscience on emotions and their impact on perception, brain function, focus and behavior and the implications for leaders

**Takeaway: Two or three reminder/reference tools that support development of the foundational EI competency of Self-awareness**

