

**MASONLEADS AND THE CENTER FOR  
THE ADVANCEMENT OF WELL-BEING PRESENT:**

# **LEADING TO WELL-BEING:**

**Building Resilient Organizations**

April 6–7, 2017



**Contemplative Practices for  
21st Century Higher Education Conference**

April 8, 2017

**2017 CONFERENCE PROGRAM**

April 6-8, 2017

Fairview Park Marriott, Falls Church, Virginia

Hosted by  
**GEORGE  
MASON**  
UNIVERSITY

## CONFERENCE ORGANIZERS

The conference planning committee thanks the conference organizers for their generous contributions to the Leading to Well-Being Conference. This event was made possible through their many contributions.

The mission of the Center for the Advancement of Well-Being (CWB) is to catalyze human well-being by promoting the science and practices that lead to a life of vitality, purpose, resilience, and engagement. As an interdisciplinary teaching and research center at George Mason University, we are dedicated to helping individuals and organizations thrive in a world of complexity and uncertainty.

**The Center for the Advancement of Well-Being** is housed in the College of Humanities and Social Sciences and was made possible by a generous donation from the deLaski Family Foundation in 2009. **To learn more, visit [wellbeing.gmu.edu](http://wellbeing.gmu.edu).**

**MasonLeads** is a university-wide initiative to inspire the development, emergence, and recognition of leadership throughout the Mason community by:

- Raising university-wide awareness of leadership opportunities for our students, faculty, staff, and community
- Encouraging student, faculty, and staff participation in leadership development
- Forming a cross-disciplinary community of leadership scholars
- Publicizing and celebrating acts of leadership throughout the Mason community
- Building a culture at Mason that values leadership at all levels of the institution

**To learn more, visit [masonleads.gmu.edu](http://masonleads.gmu.edu).**

## INTERNATIONAL COACHING FEDERATION

We are proud to announce that this year's Leading to Well-Being: Building Resilient Organizations conference, has been approved by the International Coaching Federation (ICF) for coaching continuing education credits. Each Thursday morning and afternoon Leadership Intensive has been approved for ICF CCEUs, as has the Friday conference.



## CONFERENCE INFORMATION

*April 2017*

*Dear Conference Participants:*

*We're pleased to welcome you to our 2017 Leading to Well-Being Conference with the timely and critical theme of Building Resilient Organizations. While this year's theme captures the context of resilient organizations, we know that it is the resilience of organizational and community members themselves that create and sustain the conditions that allow organizations to thrive. It is common to hear the phrase, "We live in a VUCA world" — a world characterized as volatile, uncertain, complex, and ambiguous that also is experienced by leaders, teams, employees, scientists, students, and citizens in general.*

*We might be tempted to search for the magic answer of how to build resilient organizations, but the solutions are not that simple. Organizations are far too complex for a playbook response of how to build resilient cultures. We have to begin with what is at the core — organizational members. Each individual member's experiences, skills, and their learning combined with organizational demands and expectations are part of the equation of building and sustaining resilient organizations. The kind of learning supported by our organizations — routine, knowledge transformation, or novel — gives us a glimpse into how well organizations can weather crises and strengthen themselves from those experiences.*

*Our conference facilitators and speakers contribute to our collective understanding of why some organizations thrive while others languish along with new ways of building organizational resilience. This year's conference format is designed to capture various types of learning as we examine the connections of science and formal knowledge with practical applications. We are grateful for the vast and diverse experiences of our conference attendees who enrich our learning and strengthen our network of passionate individuals advancing this important agenda as we thrive together.*

*Sincerely yours,*

*Dr. Nance Lucas  
Conference Co-Chair  
Executive Director,  
Center for the Advancement  
of Well-Being*

*Dr. Pam Patterson  
Conference Co-Chair  
Associate Vice President,  
University Life*



**MASON** *Leads!*

## CONFERENCE CO-CHAIRS



**Dr. Nance Lucas** is the Executive Director of the Center for the Advancement of Well-Being, Associate Professor of the School of Integrative Studies, and former Associate Dean of the School of Integrative Studies (formerly New Century College) at George Mason University. She received a Ph.D. in Higher Education with a concentration in Leadership Studies and Ethics at the University of Maryland. Her Master's degree in college student personnel and Bachelor's degree in industrial and organizational psychology are from the Pennsylvania State University. Her teaching and scholarship interests focus on positive psychology, leadership, well-being, and character development. She is co-author of a best-selling book, *Exploring Leadership: For College Students Who Want To Make A Difference* (1st, 2nd, and 3rd editions) and contributing author of *Leadership Reconsidered* and *The Social Change Model of Leadership Development*. At Mason, she is the co-founder of the Mason Institute for Leadership Excellence, the Leadership Legacy Program, and MasonLeads. Nance currently leads Mason's Well-Being University initiative. She is an Affiliate Faculty member in Mason's Higher Education Program.



**Dr. Pam Patterson** is Associate Vice President at George Mason University. She received her undergraduate and graduate degrees from Eastern Illinois University and earned her doctorate in higher education from George Mason University. Dr. Patterson is also a graduate of Georgetown University's Leadership Coaching Program and has 25+ years of combined experience in leadership and university administration. She is an executive leadership coach certified through the International Coach Federation with the credential of Professional Certified Coach (PCC). Her professional interests are in the science and application of individual and organizational well-being, leadership, and coaching. Dr. Patterson received her Strengths Specialist Certification through The Gallup Organization and she is also licensed and certified by the HeartMath Institute as a Resilience Advantage Trainer. At George Mason, she is a member of a team that created and implemented a leader development curriculum for executive education and a separate program for faculty and staff. Dr. Patterson is a co-founder and co-chair of MasonLeads, the Leadership Legacy Program, and serves as a senior coaching fellow and director for the Leadership Coaching for Organizational Well-Being Program.

## YOGA AND MEDITATION



**Dr. Sylvia Vitazkova** is a yoga teacher, life coach, horsewoman, and conservation biologist. Sylvia's yoga studies began while she was an undergraduate at Cornell University, and intensified when she began to practice Ashtanga Yoga while attending Columbia University for doctoral studies in biology. Sylvia realized that she wanted to help others experience the consciousness and transformation that her own practice fostered in her and began teaching in 1998, subsequently studying in Mysore, India, in 2002. Her teaching focuses on correct alignment, the joy of being fully present in one's body, and the psychological and spiritual context within which the physical practice is embedded. Parallel to being a yoga teacher, Sylvia had a full-time career as an assistant professor of Conservation Biology, teaching undergraduate and graduate courses, including a course she created on nature and spirituality, conducting research on wildlife in the tropics, and helping create a number of conservation studies programs at George Mason University. Sylvia now leads InBodied Living LLC, a well-being organization and consultancy, with her partner, James Houston.



**Dr. Mark Thurston** is the Director of Educational Programming at George Mason University's Center for the Advancement of Well-Being. Begin your day with meditation. This session will include part instruction, part practice and will be facilitated by Mark Thurston. With an academic background in Psychology, he has worked in the field on consciousness studies, mind-body health, and mindfulness training for over 35 years. Dr. Thurston teaches undergraduate and graduate courses at Mason on aspects of consciousness, contemplative practices, well-being, leadership, and conflict transformation.

# SCHEDULE-AT-A-GLANCE

## Thursday, April 6, 2017

### PRE-CONFERENCE LEADERSHIP INTENSIVES

8:00am–5:00pm	<b>Registration Open</b> (registration materials for Thursday and Friday will be available for pick up)	Registration Counter
<b>Morning Leadership Intensives</b>		
9:00am–12:30pm	<b>Option A: Building Resilient Organizations through Positive Leadership</b> <b>Workshop Leaders: Dr. Beth Cabrera and Dr. Steve Gladis</b>	Salons I-III
9:00am–12:30pm	<b>Option B: Leveraging Polarities for Greater Organizational Resilience, Agility, and Performance</b> <b>Workshop Leader: Dr. Barry Johnson</b>	Tickets Room: Top Tier
12:30pm–1:30pm	<b>BREAK</b> (Lunch on your own - numerous on-site and nearby restaurants from which to choose.)	
<b>Afternoon Leadership Intensives</b>		
1:30pm–5:00pm	<b>Option A: Resilient Leaders Build Resilient Organizations</b> <b>Workshop Leaders: Bridgette Theurer and Dr. Robert Duggan</b>	Salons I-III
1:30pm–5:00pm	<b>Option B: The Journey of Conscious Leadership</b> <b>Workshop Leader: Bob Anderson</b>	Tickets Room: Top Tier

## Friday, April 7, 2017

### BUILDING RESILIENT ORGANIZATIONS CONFERENCE

7:30am–8:30am	<b>Yoga with Dr. Sylvia Vitazkova</b>	McLean Room (2nd floor)
7:45am–8:30am	<b>Meditation with Dr. Mark Thurston</b>	Langley Room (2nd floor)
8:00am–9:00am	<b>Registration Open</b>	Registration Counter
8:00am–8:50am	<b>CONTINENTAL BREAKFAST</b>	Hallway by Salons IV-V
9:00am–10:30am	<b>Welcome and Morning Keynote</b> Drs. Nance Lucas & Pam Patterson, Leading to Well-Being Conference Co-Chairs Rose Pascarell, Vice President of University Life <b>Keynote Presentation: Dr. David Rock, Director, NeuroLeadership Institute,</b> <b>The Neuroscience of Organizational Resilience</b>	Salons IV-V
10:30am–10:45am	<b>BREAK</b>	
<b>Morning Workshops</b>		
10:45am–12:15pm <i>Choose from sessions listed below</i>	<i>Attendees will have the option to choose from two, 90-minute mini-intensives; four, 30-40 minute TedX style / round-table sessions focused on best practices; two, 45-minute workshops and/or a special "un-conference" session focused on attendee-driven 'big ideas,' discussion questions, poster sessions, and opportunities for sharing best-practices; and/or free-time to network with other attendees.</i>	
<b>90 minute mini-intensive</b> 10:45am–12:15pm	<b>Leadership Mastery: A Street View of Leadership</b> Bob Anderson, Director, Chairman & Chief Development Officer, The Leadership Circle	Salon VI-VII
<b>90 minute mini-intensive</b> 10:45am–12:15pm	<b>Learning from Research: How to Create Organizations Able to Survive, Thrive and Find Opportunities Through Crisis and Change</b> Dr. Erica Seville, Co-Leader of the Resilient Organisations community and Director of ResOrgs Ltd.	Salon II-III

# SCHEDULE-AT-A-GLANCE



<p><b>45 minute Breakout session</b> 10:45am–11:30am</p>	<p><b>When Happiness Has A Bad Day or Worse: The Well-Being of Well-Being Practitioners</b> Louis Alloro, M.Ed., MAPP</p>	<p>Salon VIII</p>
<p><b>45 minute Breakout session</b> 11:30am–12:15pm</p>	<p><b>Building Resilient Organizations through Appreciative Inquiry</b> Dr. Lindsey Godwin, Director of the David L. Cooperrider Center for Appreciative Inquiry, and Professor of Management, Champlain College</p>	<p>Salon VIII</p>
<p><b>40 minute session – TedX Style Talk (repeats)</b> 10:45am–11:20am 11:30am–12:15pm</p>	<p><b>Opportunities in Worker Well-Being</b> Chia-Chia Chang, Partnership and New Opportunity Coordinator, NIOSH Total Worker Health in the U.S. Centers for Disease Control and Prevention (CDC)</p>	<p>Arlington Room</p>
<p><b>40 minute session – TedX Style Talk (repeats)</b> 10:45am–11:20am 11:30am–12:15pm</p>	<p><b>Developing Resiliency – Building a Stage for Collaboration, Creativity, and Growth</b> Cathy Salit, CEO, Performance of a Lifetime</p>	<p>Vienna Room</p>
<p><b>40 minute session – Best-Practices Session (repeats)</b> 10:45am-11:20am 11:30am-12:15pm</p>	<p><b>How Resilient Leaders Handle Cultural Collisions</b> Dr. Kanu Kogod, MCC, President and Founder, Bridges in Organization, Inc. and Sheila Diggs, MSOD, PCC, Bridges Associate</p>	<p>Great Falls Room</p>
<p><b>40 minute session – Best Practices Session (repeats)</b> 10:45am-11:20am 11:30am-12:15pm</p>	<p><b>Social Support’s Influence on Team Strength, Team Energy, and Team Creativity via Enhancement of Team Members’ Neuroendocrine Biological Systems</b> Dr. Nancy Freeborne, GMU Health Administration, Adjunct Faculty</p>	<p>Falls Church Room</p>
<p><b>UNCONFERENCE: Poster Sessions</b> 10:45am-12:15pm</p>	<p><i>This special “un-conference” session is focused on poster session presentations. Poster sessions are meant to ignite conversation and knowledge-sharing among conference attendees and promote engagement.</i></p> <p><b>POSTER SESSION TOPICS:</b></p> <p><b>Understanding Resilience Within the Framework of Social Identity Theory</b> Dr. Tomasz Arciszewski</p> <p><b>Quantifying and Qualifying Joy: How You Can Measure Your and Your Team’s Well-Being Using The Koshas of Well-Being</b> Dr. Suzie Carmack, MFA, M.Ed., ERYT and Dr. Suzanne Kennedy</p> <p><b>The Role of Mindfulness in Creating Space for Innovation and Growth</b> Dr. Svetlana Dimovski</p> <p><b>Fueling Resilience: Organizational Strategies for Building, Sustaining, and Replenishing Human Energy</b> Dr. Linda Hoopes</p> <p><b>Energy is More Important than Intelligence: What’s Your FABulator Score? Fuel Your Body, Activate Your Brain &amp; Behave Authentically</b> Joni Peddie</p> <p><b>Measuring Your Leadership Resilience</b> Janis Ward-Catlett</p> <p><b>The Effect of Mindfulness Training for Leadership Performance in Chinese-Western Joint Ventures</b> Jun Ye</p>	<p>Tickets Room: Bottom Tier</p>

# SCHEDULE-AT-A-GLANCE

<b>UNCONFERENCE: Table Topics</b> 10:45am–12:15pm	<i>This special “un-conference” session is focused on attendee-driven ‘big ideas,’ discussion questions, and opportunities for sharing best-practices around building resilience at the individual, team, and/or organizational level. This less formal session is meant to ignite conversation and knowledge-sharing among conference attendees and promote engagement.</i>	Tickets Room: Top Tier
12:30pm–1:30pm	<b>LUNCH/COFFEE/DESSERT</b>	Lower Level Lobby & Hallway in front of Salons IV-V
<b>Afternoon Workshops</b>		
1:45pm–3:00pm	<b>Mastering Civility: Creating a Resilient Workplace</b> Dr. Christine Porath, Associate Professor, McDonough School of Business, Georgetown University	Salons I-II
1:45pm–3:00pm	<b>Doing Well and Being Well: At the Crossroads of Performance and Resilience</b> Dr. Gloria Park, MAPP, Senior Mind Body Scientist, Consortium for Health and Military Performance (CHAMP) at the Uniformed Services University of Health Sciences	Arlington & Great Falls Rooms
1:45pm–3:00pm	<b>Unconventional Ways to Build Resilient Organizations</b> Doug Hensch, MAOM, M.Ed., ACC, President, The DRH Group	Falls Church & Vienna Rooms
1:45pm–3:00pm	<b>Making Resilience Real</b> Beth Payne, J.D., M.S., Director, U.S. Department of State’s Center of Excellence in Foreign Affairs Resilience  Ray Leki, Director of the Transition Center, U.S. Department of State’s Foreign Service Institute	Salon VIII
1:45pm–3:00pm	<b>Humanizing Business: Changing the Way We Live and Work for the Better</b> Mark Fernandes, Chief Executive Officer, Capitalism 2.0 Lynn Fernandes, CEO and Founder, Human Performance 2.0; Chief Financial Officer, Capitalism 2.0	Salons VI-VII
1:45pm–3:00pm	<b>Table Topics:</b> This less formal session will be focused on attendee-driven ‘big ideas,’ discussion questions and sharing best practices.	Tickets Room Top Tier
3:00pm–3:15pm	<b>BREAK</b>	
<b>Closing Keynote</b>		
3:15pm–4:15pm	<b>Keynote Presentation: Arianna Huffington</b> , Founder, The Huffington Post Founder and CEO, Thrive Global <b>Redefining Success: The Third Metric That Can Benefit Your Bottom Line</b>	Salons IV-V
4:15pm–4:30pm	<b>BREAK</b>	
4:30pm–5:30pm	<b>Closing Group Activity: Dr. Michael Nickens (DocNix)</b> , Associate Professor of Music, George Mason University, <b>Music As a metaphor for Understanding Organizational Resilience</b>	Salons IV-V
5:30pm–7:00pm	<b>Networking Reception</b> (cash bar) Open to Friday AND Saturday attendees.	Ellipse Lounge



## The Neuroscience of Organizational Resilience

ROOM LOCATION: Salons IV-V

**Presented by: David Rock, Ph.D., Director, NeuroLeadership Institute**

Resilience is the ability to recover quickly from set-backs and remain agile. In today's competitive landscape, building organizational resilience is becoming increasingly important. It represents significant advantages for leaders and employees, enabling them to thrive during challenging and uncertain times.

Join Dr. David Rock (Director of the NeuroLeadership Institute) for a deep-dive into the hard science behind organizational resilience and brain-based ways talent leaders can inspire a more resilient culture. This session will draw on breakthrough neuroscience research to explore:

- Resilience through the lens of neuroscience
- How to build more resilient leaders
- How to build more resilient organizations

# CLOSING KEYNOTE DESCRIPTION



## Redefining Success: The Third Metric That Can Benefit Your Bottom Line

ROOM LOCATION: Salons IV-V

**Presented by: Arianna Huffington, Founder, The Huffington Post; Founder and CEO, Thrive Global**

Can you achieve true success through a relentless race to the top at the exclusion of all else? Arianna Huffington—president and editor-in-chief, Huffington Post Media Group—makes a compelling case for a different approach. By redefining success beyond money and power, she urges leaders to consider a third metric in measuring success—one which is “based on well-being, health, our ability to unplug and recharge and renew ourselves, and to find joy in both our job and the rest of our life.” Mounting evidence, both scientific and anecdotal, confirms that the practices that make us less stressed also make us more productive, and Huffington provides clear examples of how this is not only good for families’ and employees’ health, but also good for a company’s bottom line. Eloquent and engaging, Huffington shares how ‘leaning back’ makes for wiser leaders and how ultimately, success is not just about money or position, but about living the life you want—not just the life for which you settle.

# CLOSING GROUP ACTIVITY



## Music as a Metaphor for Understanding Organizational Resilience

ROOM LOCATION: Salons IV-V

**Presented by: Michael Nickens, Ph.D (DocNix)**

Research suggests that music can stimulate the body's natural feel good chemicals such as endorphins and oxytocin. Music can also energize our mood, help us work through problems, and provide an outlet for us to take control of our feelings. The Green Machine, much like George Mason University, is breaking out of the mold of normal. Being a trail blazer often means encountering situations the could have never been imagined before that exact moment. The way we conquer those moments is through patience, teamwork, communication, and a little bit of free styling.

## MORNING WORKSHOPS 10:45AM-12:15PM

Attendees will have the option to choose from two 90-minute mini-intensives; four 30-40-minute TedX style / round-table sessions focused on best practices; two 45-minute workshops and/or a special “un-conference” session focused on attendee-driven ‘big ideas,’ discussion questions, poster sessions, and opportunities for sharing best-practices; and/or free-time to network with other attendees.

### 90-MINUTE INTENSIVES

#### Leadership Mastery: A Street View on Leadership

10:45am-12:15pm

ROOM LOCATION: SALON VI-VII

**Presented by: Bob Anderson, Director, Chairman & Chief Development Officer, The Leadership Circle**

After writing *Mastering Leadership*, we wanted to get a street-view on leadership. We wanted to learn about leadership from leaders. How do they speak about leadership as they provide feedback to each other on how to improve?

It is often said that the subject of leadership is the most studied and least understood. This is not true. Our research suggests that we all agree that leadership effectiveness matters and we all know what it looks like. In this session, we will chart the movement from Reactive to Creative Leadership in leaders’ own words. Leaders are far more precise in describing this shift, what makes for an effective leader, what works, and what does not, than we previously expected.

This session will report on a groundbreaking study concluding that leaders, when they provide feedback to each other, are remarkably precise about the entire journey from Reactive to Creative leadership. This presentation will give you a preview of Bob Anderson’s and Bill Adam’s forthcoming book, *Leadership Mastery: A View From The Street* (working title).

#### Learning from Research: How to Create Organizations Able to Survive, Thrive and Find Opportunities Through Crisis and Change

10:45am-12:15pm

ROOM LOCATION: SALON II-III

**Presented by: Erica Seville, Ph.D., Co-Leader of the Resilient Organisations Community and Director of ResOrgs Ltd.**

Within the research community, excitement is building. We are starting to unlock the mysteries of what enables some organizations to thrive in the face of adversity, whilst others wilt and fail. There is still much work to do to build a complete picture of what drives an organization’s resilience, but the good news is that we now know any organization can become more resilient if it wants to.

In this highly interactive session I will share what the latest research is telling us about what makes organizations resilient, and translate these into tangible, practical ways that can improve the resilience of your organizations.





## 45-MINUTE BREAKOUT SESSIONS

### When Happiness Has A Bad Day or Worse: The Well-Being of Well-Being Practitioners

10:45am-11:30am

ROOM LOCATION: SALON VIII

**Presented by: Louis Alloro, M.Ed., MAPP, Senior Fellow, Center for the Advancement of Well-Being at George Mason University, and Faculty Director at The Flourishing Center**

The efficacy of intervention depends in part on the internal condition of the interventionist. If stress is the number one predictor of depression, well-being practitioners must be particularly mindful in the work we do to tend to our own self-care. This session presents preliminary data on stress, loneliness and well-being of change-agents working in positive psychology and related fields. It will offer a hypothesis on why this may be and some scientifically informed tools and strategies as solutions to this dilemma our work has in its sustainability.

### Building Resilient Organizations through Appreciative Inquiry

11:30am-12:15pm

ROOM LOCATION: SALON VIII

**Presented by: Lindsey Godwin Ph.D., Director of the David L. Cooperrider Center for Appreciative Inquiry, and Professor of Management, Champlain College**

Everyone knows that change is the only constant in our organizations. Unfortunately, however, change is often a source of frustration in many of our workplaces — but perhaps it does not have to be. We focus so much of our energy on solving problems to get the ‘right’ answer, but perhaps we need to focus more on the nature of questions we ask. If what we ask in our organizations determines what we find, what new questions will help us create resilient and innovative organizations that help us flourish? Management Professor and Organizational Development specialist, Dr. Lindsey Godwin, will discuss the ways that questions can transform our perception of problems in order to uncover new possibilities for achieving positive results and cultivating resilient workplaces. This workshop will introduce you to the theoretical foundations and assumptions of Appreciative Inquiry, as well as practical tools and techniques to create positive change and resiliency in your own organization.

## SPECIAL 30–45 MINUTE SESSIONS

### TedX Best Practices – 30-45 Minutes Sessions

**NEW!**

**New in 2017**, the Conference Planning Team invited executives, managers, leaders, coaches, researchers, human resource professionals, and practitioners to submit proposals for sharing their strengths, tips, tools, and expertise regarding building and cultivating resilience at the individual, team, and/or organizational level.

These 30 to 45-minute TedX style oral presentations, best-practices sessions, and round-table discussions are sure to ignite conversation and knowledge-sharing around leadership and resilience.

**PLEASE NOTE: Each session repeats once!**

**SHARE YOUR EXPERIENCE AND ENGAGE WITH OTHER CONFERENCE ATTENDEES.**



**TWEET TODAY BY USING:**

#LWB2017

Follow

MasonLeads

@MasonLeads

Follow the Center for the Advancement of Well-Being @CWB\_Mason



**FOLLOW US ON FACEBOOK**

Like us at CWBGMU and LWBConference

## Opportunities in Worker Well-Being

10:45am-11:20am | 11:30am-12:15pm

ROOM LOCATION: ARLINGTON ROOM

**Presented by: Chia-Chia Chang, Partnership and New Opportunity Coordinator, NIOSH Total Worker Health in the U.S. Centers for Disease Control and Prevention (CDC)**

New challenges face management and human resources as employment patterns change, new technologies are introduced, and workplaces evolve. A holistic, integrated approach is needed to comprehensively enhance worker well-being. Organizations can target upstream barriers by improving the nature and design of jobs and work itself. Looking at policies such as compensation and benefits, task scheduling, and autonomy can create innovative interventions. Because work is a social determinant of health, creating healthier jobs can create more resilient organizations. However, how will we know when we have improved worker well-being? NIOSH and RAND developed a model for worker well-being. This session presents the progress in this research. The session discusses the multidisciplinary literature review and key conceptual issues in the development of a worker well-being survey. Upon completion, the survey will allow organizations to understand the well-being of their employees and how to create a culture that will lead to well-being.

## Developing Resiliency – Building a Stage for Collaboration, Creativity, and Growth

10:45am-11:20am | 11:30am-12:15pm

ROOM LOCATION: VIENNA ROOM

**Presented by: Cathy Salit, CEO, Performance of a Lifetime**

As a leader in a stressful, uncertain, and constantly changing world, success depends on your ability to be flexible and responsive, build strong relationships with colleagues and customers, and support your team(s) to grow in new and collaborative ways. In other words, you need to be — and help others to be — resilient. And resiliency, Cathy Salit says, is a performance, one that you can learn, create, and develop with others. In this engaging and interactive presentation, Salit — CEO of Performance of a Lifetime and author of *Performance Breakthrough: A Radical Approach to Success at Work* — will share the approach to learning and change that has enhanced the resiliency and transformed the work of executives and teams from leading companies all over the world. Salit will show how tapping into your innate ability to improvise and perform — “being both who you are and who you are becoming” — can help you embrace change, handle stress, and jump-start collaboration and growth.

## How Resilient Leaders Handle Cultural Collisions

10:45am-11:20am | 11:30am-12:15pm

ROOM LOCATION: GREAT FALLS ROOM

**Presented by: Kanu Kogod, Ph.D., MCC, President and Founder, Bridges in Organization, Inc. and Sheila Diggs, MSOD, PCC, Bridges Associate**

To be a resilient leader is to be flexible enough to question opposing opinions and beliefs and to more skillfully take into account why others think the way they think. When my idea of reality and yours conflict, that is a cultural collision. Differing notions about everyday reality and how the world, people, situations ought to be rather than what is, set the stage for cultural collisions. Unstated expectations and assumptions are often the basis for action, even though I, the assumer, cannot always articulate why I think the way I do. I might say, “It’s just the way it is.” In this best practices session, we present a model that describes why cultural collisions occur and the impact on social relations. To demonstrate how to mitigate the power of cultural collisions, we will lead activities that allow us to move into messy conversations with greater resilience, safety and respect.



## Social Support’s Influence on Team Strength, Team Energy, and Team Creativity via Enhancement of Team Members’ Neuroendocrine Biological Systems

10:45am-11:20am | 11:30am-12:15pm

ROOM LOCATION: FALLS CHURCH ROOM

**Presented by: Dr. Nancy Freeborne, GMU Health Administration, Adjunct Faculty**

Stress and stress hormones in individuals can detract from team creativity and productivity. Team leads and team members need to comprehend how affecting individual psychobiology can improve teamwork. Participants attending this session will learn about stress and non-stress hormones; how hormones are influenced by psychosocial factors such as “social support”; and how ignoring psychobiology can damage teams. In this session, the neuroendocrine system will be briefly described and research will be presented to show that enhancement of this system helps promote resiliency and creativity in team members, ultimately enhancing team energy and outcomes. Session participants will learn tools for strengthening their teams by focusing on social support; improving social integration; and by recognizing and improving individual team member’s social networks so as to increase team resiliency.

## “Un-Conference” Session

ROOM LOCATION: TICKETS RECEPTION EXHIBIT SPACE

**NEW!**

**New in 2017**, conference attendees can choose to participate in 2 special “un-conference” session focused on table-topics based on attendee-driven ‘big ideas,’ and discussion questions, as well as poster sessions, providing ample opportunities for sharing best-practices around building resilience at the individual, team, and/or organizational level. These less formal sessions are meant to ignite conversation and knowledge-sharing among conference attendees and promote engagement.

### Un-Conference Session: Poster Sessions and Table Topics

10:45am-12:15pm

ROOM LOCATION: Tickets Reception Exhibit Space

Poster sessions will be held on the following topics:

- **Understanding Resilience Within the Framework of Social Identity Theory**  
Tomasz Arciszewski, Ph. D.
- **Quantifying and Qualifying Joy: How You Can Measure Your and Your Team’s Well-Being Using The Koshas of Well-Being**  
Suzie Carmack, Ph.D., MFA, M.Ed., ERYT and Dr. Suzanne Kennedy
- **The Role of Mindfulness in Creating Space for Innovation and Growth**  
Svetlana Dimovski, Ph.D.
- **Fueling Resilience: Organizational Strategies for Building, Sustaining, and Replenishing Human Energy**  
Linda Hoopes, Ph. D.
- **Energy is More Important than Intelligence: What’s Your FABulator Score? Fuel Your Body, Activate Your Brain & Behave Authentically**  
Joni Peddie
- **Measuring Your Leadership Resilience**  
Janis Ward-Catlett
- **The Effect of Mindfulness Training for Leadership Performance in Chinese-Western Joint Ventures**  
Jun Ye

## Mastering Civility: Creating a Resilient Workplace

ROOM LOCATION: SALON I-II

**Presented by: Christine Porath, Ph.D., Associate Professor, McDonough School of Business, Georgetown University**

As employees exchange seemingly inconsequential inconsiderate words and deeds, productivity and collaboration plummet, and norms are shredded. If employees are behaving badly toward one another, it means that individuals and teams are losing time, effort, energy, focus, creativity, loyalty and commitment. The effects of incivility flow to clients and external stakeholders, damaging relationships and influence. This session will address varied ways incivility wrecks performance and robs the bottom line and what civility in the workplace buys you. Recommendations will be shared for what leadership can do to enhance their resilience and effectiveness while crafting a more thriving work environment.

## Doing Well and Being Well: At the Crossroads of Performance and Resilience

ROOM LOCATION: Arlington & Great Falls Rooms

**Presented by: Gloria H. Park, Ph.D., MAPP, Senior Mind Body Scientist, Consortium for Health and Military Performance (CHAMP) at the Uniformed Services University of Health Sciences**

The modern emphasis on increasing organizational resilience is often closely tied to efforts to also increase individual performance, productivity, and achievement. Drawing on the science of sport and performance psychology, this session will explore the complex relationship between achievement and well-being. Approaches to thriving while striving toward success will be discussed.

Workshop attendees will have the opportunity to learn practical skills for goal-setting, enhancing somatic intelligence, and cultivating harmonious passion, all designed to enhance well-being and improve performance for individuals and organizations.

## Unconventional Ways to Build Resilient Organizations

ROOM LOCATION: Falls Church & Vienna Rooms

**Presented by: Doug Hensch, MAOM, M.Ed., ACC, President, The DRH Group**

How is it that the most resilient organizations bounce back, adapt and reinvent when markets shift, new technologies arrive and economic downturns become recessions while others languish? The answer is not in a corporate scorecard, strategies developed by MBA grads or technical skills. Resilient organizations develop flexible, adaptable people with innovative practices that are not always found in an employee handbook. Their resilience comes from a number of core practices that are ingrained in their cultures and any organization can learn from them. This session will explore strategies and tools leaders and teams can use to build resilient organizations.

## Making Resilience Real

ROOM LOCATION: Salon VIII

**Co-Presented by: Beth Payne, J.D., M.S., Director, U.S. Department of State's Center of Excellence in Foreign Affairs Resilience & Ray Leki, Director of the Transition Center, U.S. Department of State's Foreign Service Institute**

Over the past few years, there has been a significant increase in research into the study, research, and investigation of resilience. The U.S. Department of State's new Center of Excellence in Foreign Affairs Resilience is adapting the cutting edge research and theories into practical, realistic, and enduring skills for the foreign affairs community. Our current challenge is to turn this research into skills we can teach, tools we can use, and principles that will change the cultures of our work places. Our goal is to create a supportive, inspired, and nimble work force that formulates and implements more creative and effective diplomatic solutions to advance complex U.S. foreign policy priorities. In this session, we will discuss how the U.S. Department of State is approaching this effort and review lessons learned from our recent experiences to date.



## Humanizing Business: Changing the Way We Live and Work for the Better

ROOM LOCATION: Salons Vi-VII

**Co-Presented by: Mark Fernandes, Chief Executive Officer, Capitalism 2.0 & Lynn Fernandes, CEO and Founder, Human Performance 2.0; Chief Financial Officer, Capitalism 2.0**

We believe the time has come for organizations to truly embrace the idea that human capital is their most important resource and tapping into the unlimited potential of their workforce the highest order of business as they look to the future. The integration of work and life in the 24/7 workplace is putting extraordinary demands on employees, requiring leaders and their organizations to think differently about the precious lives placed in their care. Different in a sense that people are prioritized over profits with balanced attention paid to the physical, social, emotional, intellectual, and spiritual well-being of the workforce - an approach that will truly actualize the extraordinary potential and performance capacity of each employee and, in turn, naturally impact the bottom line.

## Table Topics Session

ROOM LOCATION:  
TICKETS RECEPTION  
EXHIBIT SPACE  
(Top Tier)

This less formal session will be focused on attendee-driven 'big ideas,' discussion questions and sharing best practices.

## PRESENTER BIOS

### Bob Anderson

**Director, Chairman & Chief Development Officer, The Leadership Circle**

THURSDAY AFTERNOON LEADERSHIP INTENSIVE and Friday 90-minute intensive

Bob Anderson's story as an innovator and visionary in leadership began in high school and college where he staffed intensive personal and leadership development retreats. In business school, his love for statistics and economics helped to culture a unique talent. He became skillful at taking complex ideas and integrating them into models and methods for leadership development that are powerful, tangible, and accessible.

While working as a manager in manufacturing, Bob completed a Master's degree in Organizational Development. Early in his career, he was fortunate to have had Peter Block as his mentor. He has also worked closely with some of the industry's most respected names including Peter Senge, Robert Fritz, and Ken Wilber. Bob and David Whyte co-taught leadership workshops created by Bob.

For the last 20 years, Bob has created and conducted intensive leadership development workshops. His most current breakthrough programs include Authentic Leader workshop, "Pathways to Partnership," and "Mastering Leadership". Bob's clients rank among the nation's top companies.



### Louis Alloro, M.Ed., MAPP

**Senior Fellow, Center for the Advancement of Well-Being, George Mason University, and Faculty Director at the Flourishing Center**

Louis is a leading expert in applying positive psychology, the scientific study of human wellbeing and flourishing. As a change-agent, he empowers people to build their psychological muscle and learn how they uniquely impact the world. Louis is one of the first 100 people in the world to earn a Master of Applied Positive Psychology from the University of Pennsylvania and holds a second Master degree in the Foundations of Education. Louis is cofounder and executive director of the Flourishing Center's 6-month Certificate in Applied Positive Psychology (CAPP) program offered in 11 cities across the US and Canada. The program is a train-the-trainer deep dive into the science of human flourishing and designed for change-agents of all kinds to hone their skills and become more effective at motivating and empowering others. Louis is a senior fellow at the Center for the Advancement of Well-Being and has done work with Google, American Greetings, Siemens Health Care, Bayer, Barclay Bank, Boston Consulting Group, the city of Cleveland, University of Pennsylvania and many school districts around the country. He is a member of the International Positive Psychology Association, American Psychological Association, Association for Talent Development, and International Coach Federation.



# PRESENTER BIOS



## **Beth Cabrera, Ph.D.**

**Senior Scholar, Center for the Advancement of Well-Being, George Mason University**

THURSDAY MORNING LEADERSHIP INTENSIVE with Dr. Steve Gladis

Dr. Cabrera is the author of *Beyond Happy: Women, Work, and Well-Being* (ATD Press) and a senior scholar at George Mason University's Center for the Advancement of Well-Being. As a writer, researcher, and speaker, she helps individuals achieve greater success and well-being. Her leadership development programs focus on strengths, purpose, mindfulness, and workplace well-being. After receiving her Ph.D. in Industrial/Organizational Psychology from the Georgia Institute of Technology, she earned tenure as a management professor at Universidad Carlos III in Madrid, Spain. Dr. Cabrera later taught at Arizona State University and did research at the Thunderbird School of Global Management.



## **Dr. Robert Duggan**

**Executive Coach and Leadership Development Consultant/Trainer**

THURSDAY AFTERNOON LEADERSHIP INTENSIVE with Bridgette Theurer

For more than 30 years, Duggan has been a nationally recognized speaker, workshop presenter, and author. The focus of his most recent work has been the development of the Resilient Leadership model. He co-authored with Jim Moyer, *Resilient Leadership*, and on corresponding training materials, both of which apply Bowen Systems Theory to the challenges of organizational leadership. He works primarily in the metropolitan Washington, D. C. area.



## **Mark Fernandes**

**Chief Executive Officer, Capitalism 2.0**

As Chief Executive Officer of Capitalism 2.0, and Chairman of the Board for George Mason University's Center for the Advancement of Well-Being, Mark pursues his passion for changing the way we work for the better. A human business champion, he's fiercely committed to the future of leadership and business as driving forces for social, environmental and economic benefit. He shares his work through speaking, teaching, mentoring, and coaching with organizations of all sizes and across all industries, globally.

As a result of his work, and 21 years in the C-suite of the private sector, Mark was recently selected as one of *Inc. Magazine's* Top 50 Leadership Innovators Changing How We Lead. He has also been listed as one of *Inc.'s* Top 100 Great Leadership Speakers as well as a Top 75 Human Business Champion by Switch & Shift. Additionally, Mark is a three-time recipient of Trust Across America's Top 100 Thought Leaders in Trustworthy Business. From elementary schools to Fortune 50 companies, and elite military special operations units, Mark has had the unique opportunity to speak to hundreds of thousands of people worldwide about Values-Based Leadership, business as agents of social good, and the resulting positive impact to the bottom line.



## **Lynn Fernandes**

**Chief Financial Officer, Capitalism 2.0, CEO and Founder, Human Performance 2.0**

For the last 30 years, Lynn has been pursuing health and well-being for herself, as well as inspiring others to take an active role in being the best version of themselves. As a Human Performance Specialist, Lynn is fiercely committed to the wellness of both mind and body, and shares her knowledge and expertise through speaking, coaching, teaching and mentoring. She has dedicated herself to extensive training, most recently becoming one of less than 100 certified BULLETPROOF coaches globally.

Lynn's passion is to help others obtain optimal performance with specific attention to nutritional needs and eating habits, physical training, and mindfulness. Each of these disciplines plays a key role in one's physical condition, cognitive performance, memory function, stress management and quality of life.

Lynn has worked with a wide range of clientele from elementary-aged children, to Fortune 500 CEO's, professional athletes and military special operations officers. Her hope is to continue to expand her reach and share her deepest held belief that health is the greatest wealth.



## **Steve Gladis, Ph.D.**

**President & CEO, Steve Gladis Leadership Partners and Senior Scholar, Center for the Advancement of Well-Being, George Mason University**

THURSDAY MORNING LEADERSHIP INTENSIVE with Dr. Beth Cabrera

Steve Gladis serves as president and CEO of Steve Gladis Leadership Partners (SGLP), an executive communications firm focused on helping leaders communicate for success. Dr. Gladis has taught hundreds of clients from a host of companies in the Northern Virginia Region, including Cox, Lockheed Martin, SAIC, Anteon, FBI, Justice, DEA, Labor, EPA, The Washington Post, Gannett News, and many others.

A former member of the University of Virginia's faculty, Dr. Gladis served as an associate dean in the School of Professional Studies and the director of the University's Northern Virginia Center. In a previous career as an FBI special agent, he taught at the FBI Academy, was the editor of the FBI Law Enforcement Bulletin and the chief of speech writing for the director of the FBI, and held a number of both headquarters and field-agent assignments around the country. Dr. Gladis has published numerous magazine and journal articles as well as 19 books; his most recent book is *Positive Leadership: The Game Changer at Work*. A regular lecturer and speaker, Dr. Gladis received his master's degree and PhD from George Mason University and teaches communications classes at George Mason. He is also a former U.S. Marine Corps officer and a Vietnam veteran.



## **Lindsey Godwin, Ph.D.**

**Director of the David L. Cooperrider Center for Appreciative Inquiry, and Professor of Management, Champlain College**

Lindsey is a Professor of Management at the Robert P. Stiller School of Business at Champlain College in Burlington, Vermont, where she serves as the Director of the David L. Cooperrider Center for Appreciative Inquiry. She holds a Ph.D. in Organizational Behavior from Case Western Reserve University, where she studied with the founding thought-leaders in Appreciative Inquiry (AI). Her work has been published in a variety of journals and books, including the *Oxford Handbook of Positive Organizational Scholarship*. She served as a guest editor for a special issue on positive organizational ethics for the *Journal of Business Ethics*, as well as a special issue the AI Summit for the *AI Practitioner Journal*. She was also an editor and contributor for the 4th volume of *Advances in Appreciative Inquiry*. As a practitioner-scholar, she remains active in the global Appreciative Inquiry community, having served as the Program Chair for the 2007 World AI Conference in Florida, as Co-chair for the 2009 World AI Conference, held in Nepal, and a member of the International Advisory Board for the 2012 World AI Conference in Belgium and 2015 World AI Conference in South Africa. With a passion for helping organizations leverage their potential through strength-based change, Lindsey has facilitated Appreciative Inquiry processes with organizations around the world.



## **Doug Hensch, MAOM, M.Ed., ACC**

**President, The DRH Group**

Doug brings a wealth of experience and passion to the work he provides for his clients. His philosophy is simple: Set meaningful goals. Identify your strengths. Work in them regularly. This philosophy guided him at Nextel Communications where he led the company's eCare efforts that resulted in yearly savings that exceeded \$10 million. Working in his strengths with purpose helped him launch a leading self-improvement web site that helped over 100,000 people increase their well-being and resilience.

Doug has touched the lives of business executives, managers, and individual contributors with innovative coaching, engaging workshops, and thought-provoking consulting. Dr. Martin Seligman, Fox Leadership Professor of Psychology at the University of Pennsylvania and the 'father of Positive Psychology,' referred to Doug as one of his "most talented young colleagues." As an executive coach, Doug relies on his curiosity, experience and in-depth knowledge of human potential to help individuals set and exceed their goals. He received his training and coaching credentials through the International Coaching Academy. His first book *Positively Resilient: 5 1/2 Secrets to Beat Stress, Overcome Obstacles, and Defeat Anxiety* was published in October, 2016.

## PRESENTER BIOS



### **Arianna Huffington**

**Founder, The Huffington Post; Founder and CEO, Thrive Global**

Arianna Huffington is the founder of The Huffington Post, the founder and CEO of Thrive Global, and the author of fifteen books, including, most recently, *Thrive* and *The Sleep Revolution*.

In May 2005, she launched *The Huffington Post*, a news and blog site that quickly became one of the most widely-read, linked to, and frequently-cited media brands on the Internet, and in 2012 won a Pulitzer Prize for national reporting. In August 2016, she launched Thrive Global, a corporate and consumer well-being and productivity platform with the mission of changing the way we work and live by ending the collective delusion that burnout is the price we must pay for success. Thrive Global provides trainings, seminars, e-courses, coaching and ongoing support based on the latest scientific findings to improve people's health and increase productivity for both companies and individuals around the world.

She has been named to *Time Magazine's* list of the world's 100 most influential people and the Forbes Most Powerful Women list. Her last two books, *Thrive: The Third Metric to Redefining Success and Creating a Life of Well-Being, Wisdom, and Wonder* and *The Sleep Revolution: Transforming Your Life, One Night At A Time*, on the science, history and mystery of sleep, became instant international bestsellers.



### **Barry Johnson Ph.D.**

**Founding Partner, Chairman & Creator of The Polarity Map® and Principles**

THURSDAY AFTERNOON LEADERSHIP INTENSIVE

For 37 years Barry has shared his enthusiasm and passion for Polarity Thinking™ with tens of thousands of people and hundreds of organizations around the world. As Chairman and Chief Thought Leader in the company, he continues to extend the boundaries of what we know about and can do with the powerful energy systems contained in all polarities.

Barry is both humbled by and proud of the worldwide learning and practice community dedicated to the study and application of Polarities that he has helped create. His personal mission is to help people to deliberately leverage the polarity wisdom that can be found in human culture for thousands of years into conscious, active use for the advantage of all people today.

His seminal book, *Polarity Management: Identifying and Managing Unsolvable Problems*, captures the foundation of this power approach. More recent articles and a book he co-authored on polarities in congregations is where you'll find Barry's latest thinking. He and his wife Dana enjoy traveling the open highways in their "5th Wheel" camper stopping to visit old and make new friends, bicycle and kayak.



### **Ray S. Leki**

**Director of the Transition Center, U.S. Department of State's Foreign Service Institute**

Ray S. Leki is a career member of the Senior Executive Service of the United States government at the Department of State, Foreign Service Institute where he is the Director of the Transition Center. He is also an adjunct professor of intercultural management with the rank of Senior Interculturist in Residence at American University, and an author.

Current interests include leadership, organizational inclusion, engagement, and enhancing personal and organizational resilience. He studied chemistry at Southern Illinois University and has his master's from Georgetown University's McDonough School of Business. He lives in Fairfax, Virginia.





## **Michael Nickens, Ph.D.**

**Associate Professor of Music, George Mason University**

Dr. Michael W. Nickens completed his academic degrees from the Manhattan School of Music, Yale University, and the University of Michigan. He joined the faculty of the George Mason University School of Music in fall 2006 as Director of Athletic Bands (including Doc Nix and the Green Machine) and as an Assistant Professor of Music. At Mason, he has taught courses in sight-singing/ear training, popular music in America, an improvisatory music ensemble, brass methods, and regularly collaborates with the George Mason University School of Dance. During the summers he has taught tuba, jazz performance, improvisation, chamber music, and theory at the Performing Arts Institute at Wyoming Seminary and the Northern Arizona University Music Camp in Flagstaff, Arizona.

Nickens has a particular interest in the convergence of music, identity, and diversity, and the role of music in building community and well-being. He draws on his experiences as a former marching member of the Cadets of Bergen County Drum and Bugle Corps, the James Madison University Marching Royal Dukes, the Yale Precision Marching Band, and as a drum major and marching member of the Spirit of America National Honor Band. He is active as a composer/arranger, and clinician working with a variety of marching programs around the Washington D.C. metropolitan area.



## **Gloria H. Park, Ph.D.**

**Senior Mind Body Scientist, Consortium for Health and Military Performance (CHAMP) at the Uniformed Services University of Health Sciences**

Dr. Gloria Park is a dedicated practitioner of sport, performance, and positive psychology. Her childhood spent as competitive figure skater catalyzed her passion for helping others to strive for fulfillment and well-being. She founded Perform Positive, and works to expand the fields of performance and positive psychology through collaboration, continuing education opportunities, consulting services to individuals and organizations, and community workshops and programs.

Dr. Park is also the Senior Mind Body Scientist with the Consortium for Health and Military Performance (CHAMP) at the Uniformed Services University of Health Sciences, where she translates research in the domains of Human Performance Optimization (HPO) for service members and their families across all military branches. Prior to this role, she provided resilience and performance enhancement training for soldiers, DA civilians, and family members for 7 years, first with the University of Pennsylvania, and most recently with the Comprehensive Soldier and Family Fitness (CSF2) program.

Dr. Park received her Master of Applied Positive Psychology from the University of Pennsylvania, where she has been part of the instructional staff for 10 years, and a Doctorate in Kinesiology/Psychology of Human Movement from Temple University. She is a proud Army spouse and a dedicated mom.



## **Beth A. Payne, J.D., M.S.**

**Director, U.S. Department of State's Center of Excellence in Foreign Affairs Resilience**

Beth Payne assumed leadership of the U.S. Department of State's Center of Excellence in Foreign Affairs Resilience in October 2016. She was a career Foreign Service officer from 1993 until 2016 and spent a decade studying and applying resilience skills and principles.

Her previous assignments include postings at the U.S. Embassies in Senegal, Rwanda, Israel and Kuwait and as the U.S. Consul General in Kolkata, India. In 2003, she opened the Office of the U.S. Consul in Baghdad, Iraq, where she received the State Department's award for heroism for saving the arm of a fellow Foreign Service professional. Beth received a J.D. from American University Washington College of Law in 1989 and an M.S. in National Security Studies from the National War College in 2008. She enjoys photography, hiking, cooking and traveling.

## PRESENTER BIOS



### **Christine Porath, Ph.D.**

**Associate Professor, McDonough School of Business, Georgetown University**

Christine Porath is an Associate Professor at the McDonough School of Business at Georgetown University. She is also a consultant working with leading organizations to help them create a thriving workplace.

Christine is a frequent contributor to the *Harvard Business Review* and *Psychology Today*, and has written articles for *New York Times* (Sunday Review), *Wall Street Journal*, *McKinsey Quarterly*, and *Washington Post*. She frequently delivers conference talks, and has taught in various Executive programs at Harvard, Georgetown, USC, and ESADE. Prior to her position at Georgetown, she was a faculty member at Marshall School of Business at University of Southern California.

Porath is author of *Mastering Civility: A Manifesto for the Workplace* and co-author of *The Cost of Bad Behavior*. Christine's work has been featured worldwide in over 1500 television, radio and print outlets. Before getting her Ph.D., she worked for International Management Group (IMG), a leading sports management and marketing firm. Porath received her Ph.D. from Kenan-Flagler Business School at the University of North Carolina at Chapel Hill. She earned her bachelor's degree in economics from College of the Holy Cross where she was a member of Phi Beta Kappa as well as the women's basketball and soccer teams.

### **David Rock, Ph.D.**

**Director, NeuroLeadership Institute**



Dr. David Rock coined the term 'Neuroleadership' and is the Director of the NeuroLeadership Institute, a global initiative bringing neuroscientists and leadership experts together to build a new science for leadership development. With operations in 24 countries, the Institute also helps large organizations operationalize brain research in order to develop better leaders and managers.

David co-edits the *NeuroLeadership Journal* and heads up an annual global summit. He has authored many of the central academic papers that have defined the Neuroleadership field, and presents this research at prestigious leadership conferences around the world each year. In 2015, he presented at the White House as part of a thought leader series hosted by the Office of Personnel Management.

David is the author of the business best seller *Your Brain at Work* (Harper Business, 2009), as well as *Quiet Leadership* (Harper Collins, 2006), and the textbook *Coaching with the Brain in Mind* (Wiley & Sons, 2009). He blogs for the *Harvard Business Review*, *Fortune Magazine*, *Psychology Today*, and the *Huffington Post*. He is quoted widely in the media about leadership, organizational effectiveness, and the brain.

Academically, David is on the faculty and advisory board of CIMBA, an international business school based in Europe, and is a guest lecturer at many universities including Oxford University's Said Business School. He is on the board of the BlueSchool, an initiative in New York City building a new approach to education. He received his professional doctorate in the Neuroscience of Leadership from Middlesex University in 2010.

### **Erica Seville, Ph.D.**

**Co-Leader of the Resilient Organisations Community and Director of ResOrgs Ltd.**



Erica Seville co-leads Resilient Organisations, a public-good research programme involving a team of over 35 researchers, working collaboratively to improve the resilience of organizations so they can both survive adversity and thrive in a world of uncertainty.

A leading researcher in the field of organizational resilience, Erica is author of the book *Resilient Organizations: How to survive, thrive and create opportunities through crisis and change*; she has authored over 100 research articles and is a regular international speaker on resilience. Erica leads the Pathways to Resilience Flagship within QuakeCoRE, the New Zealand Center of Research Excellence dedicated to improving earthquake resilience. She is also the only non-Australian member of the



Resilience Expert Advisory Group (REAG), providing advice and support to the Australian Federal Government on organizational resilience issues. Erica is an Adjunct Senior Fellow with the Department of Civil and Natural Resources Engineering at the University of Canterbury and has a Ph.D. in risk management.



## **Bridgette Theurer**

**Leadership Coach, President & Founder, ClearCompass**

THURSDAY AFTERNOON LEADERSHIP INTENSIVE with Robert Duggan

Theurer is president and founder of ClearCompass, a leadership coaching and training firm, and a partner in Resilient Leadership, LLC. She specializes in coaching senior and emerging leaders in organizations facing rapid growth and change. Bridgette's clients have included large corporations such as Marriott and Sodexo USA as well as numerous small businesses and entrepreneurial enterprises. She has been coaching and consulting in the Washington, DC area for over 25 years and is a certified Somatic Coach from the Strozzi Institute. She has co-authored with Heather Jelks her first book, *Missing Conversations: 9 Questions All Leaders Should Ask Themselves*.

## **Special Sessions — TedX / Best Practices Sessions**



## **Chia-Chia Chang**

**Coordinator for Partnership and New Opportunity Development for the Office of Total Worker Health® at the National Institute for Occupational Safety and Health (NIOSH) in the U.S. Centers for Disease Control and Prevention (CDC)**

Ms. Chang leads initiatives to share promising practices for integrated approaches to advance employee well-being. She coordinates efforts at NIOSH to analyze the Gallup-Healthways Well-Being Index, as well as a task by RAND to conceptualize worker well-being. Previously, she led a project by the Institute of Medicine (IOM) which convened a one-day workshop on promising practices in Total Worker Health.

In Ms. Chang's previous work in the NIOSH Office of the Director, she led enrollment and outreach for the World Trade Center Health Program, served as Assistant Portfolio Coordinator for Emergency Preparedness and Response, and evaluated customer service and a national research and translation partnership program. Prior to joining the CDC, she organized educational forums around the country and developed Medicaid and health financing policies at the Office of Management and Budget and on the Hill.



## **Sheila Diggs, MSOD, PCC**

Sheila has more than 20 years of leadership development experience in healthcare, multilateral international development and financial services organizations. With a specialization in executive coaching and team development, Sheila has worked extensively with technical expert leaders to enhance individual, interpersonal, and organizational results through effective leadership. A partial list of clients: The World Bank, UN, WHO, NIH, Brigham and Women's Hospital – Harvard University, MedImmune, Discovery Communications and National Geographic.



## **Nancy Freeborne, Ph.D.**

**GMU Health Administration, Adjunct Faculty**

Nancy Freeborne is a clinician (Internal Medicine Physician Assistant) with advanced degrees in public health. She has served on the medical school faculty of George Washington University and in the College of Health and Human Services of George Mason University where she remains as adjunct faculty in the Department of Health Administration. Dr. Freeborne's research interests are on social support's effect on the women's cardiovascular system. She has twenty years of experience in the university classroom and is especially interested in teaching health behavior theories.



## **Kanu Kogod, Ph.D., MCC**

**President and Founder, Bridges in Organization, Inc.**

Kanu is an anthropologist who has applied her experience and insights about people and culture to business settings. Best known for her work to shift cultures from the inside out through leadership development and executive coaching, Kanu has now integrated these focus areas with her long time practice of yoga and meditation to create a new leadership program for “now” times called Bridge Builders for Inclusion.

Kanu has a way of both building on principles and providing tools her clients find useful, practical and creative. She offers new ways of observing oneself and others so people find it easy to apply their insights in work settings. Her work with organizations, such as NASA, Lockheed Martin, Crown Central Petroleum, American Red Cross, and The World Bank, has moved her clients closer to achieving their organizational visions.



## **Cathy Salit**

**CEO, Performance of a Lifetime**

Cathy Salit’s life and business are based on Shakespeare’s credo “All the world’s a stage.” She is an actor, improviser, and singer who has spent two decades putting corporate executives and teams “onstage,” directing and coaching them in crafting more effective performances of leadership, collaboration and change. She was a maverick at an early age, dropping out of school at 13 to start her own school in an abandoned storefront in New York City. That experience set Cathy on an unusual career path, devoted to helping leaders, teams and communities grow and collaborate by bringing together innovative practices in education, social change, personal growth and theater. She has delivered hundreds of presentations as CEO of Performance of a Lifetime, an Inc. 5000 Fastest Growing Company, and is author of Performance Breakthrough: A Radical Approach to Success at Work. Her work has been featured in Wired, Fast Company, Forbes, Inc. and The Wall Street Journal. Described as a “master teacher” by best-selling author Dan Pink, Cathy is a captivating, irreverent storyteller, and involves her audience in exercises and dialogue that bring her innovative ideas and practices to life.

## **“Un-Conference” Poster Session Facilitators**



**Tomasz Arciszewski, Ph.D.**



**Suzie Carmack, Ph.D.**



**Svetlana Dimovski, Ph.D.**



**Dr. Linda Hoopes**



**Joni Peddie**



**Janis Ward-Catlett**



**Jun Ye**



**Welcome to the 2017 edition of the annual  
“CONTEMPLATIVE PRACTICES  
FOR 21ST CENTURY HIGHER EDUCATION CONFERENCE”**

**SATURDAY, APRIL 8, 2017**

*\*Tickets for the Saturday conference may be purchased on-site at the registration desk on Thursday and Friday while registration is open.\**

This year's conference is co-convened by nine major mid-Atlantic institutions of higher education.

The future of higher education lies in the development of the whole person including the cultivation of well-being, resiliency, and self-awareness so that they can meet the for formidable social, cultural, economic, and ethical challenges of the 21st century. This training must move beyond the old model of simply creating and transmitting knowledge.

Individuals in the future must be prepared to answer questions like these:

- How can we cultivate self-awareness?
- How do we want to live in relationship to each other?
- How can we build a just, wise, and compassionate society?
- How can we use our knowledge and expertise to build a more equitable world that responds more fully to our deepest human needs?

Responding to these questions will require the ability to bring courage, awareness, emotional intelligence, and empathy as well as technical expertise to the challenges to the future. Contemplative practices could provide a way in which higher education can help students face the challenges before them with compassionate intelligence and positively impact the world.

The conference will provide opportunities for those working in all areas of higher education - academic, student services, health and wellness, administration - to engage with one another and explore the promise for contemplative practices for 21st century higher education. It will provide a space for discussing contemplative practices as a way of educating the whole person to benefit both the individual and society. Participants will be encouraged to see with fresh eyes and skillfully engage each other to allow the emergence of a future with all its powerful possibilities.

**Papers and presentations from the 2016 Conference**

“Contemplative Practices for the 21st Century University” are available at  
<http://www.cpe.vt.edu/cptcu/>

**Save the date for the 2018 Conference**

Rizzo Center  
University of North Carolina  
Chapel Hill, North Carolina  
March 9, 2018

# SCHEDULE-AT-A-GLANCE

## Friday, April 7, 2017

### CONTEMPLATIVE PRACTICES FOR 21ST CENTURY HIGHER EDUCATION

5:30pm–7:00pm	<b>Networking Reception</b> ( <i>cash bar</i> ) Open to Friday AND Saturday attendees. <i>Saturday attendees are invited to join us for a Networking Reception with cash bar on Friday evening, from 5:30pm-7:00pm at the Fairview Park Marriott.</i>	
---------------	--	--

## Saturday, April 8, 2017

7:30am–8:15am	<b>Seated Contemplative Practice</b> Richard Bowles, Merk & Co. Inc. (retired)	SALON III
7:30am–8:15pm	<b>Yoga</b> Sylvia Vitazkova, EmBodied Living	SALON II
7:30am–8:15pm	<b>Qigong</b> Douglas Lindner, Virginia Tech (retired)	SALON I
8:00am–10:00am	<b>Registration Open</b>	
8:00am–8:50am	<b>CONTINENTAL BREAKFAST</b>	
8:50am–9:00am	<b>WELCOME</b>	SALON IV
9:00am–10:00am	<b>Opening Keynote: Challenges for Higher Education in the 21st Century</b> Brandon Busteed, Executive Director, Education and Workforce Development, the Gallup Organization	SALON IV
10:00am–10:20am	<b>BREAK</b>	

### Morning Concurrent Sessions

10:20am–11:50pm	<b>Contemplative Pedagogy and Teaching Mindfulness Courses</b> Sandra Seidel, University of Virginia <b>The Power of Mindfulness: An Analysis of the Effects of Mindful Communication Training on Graduate Teaching Instructors</b> Kaila Dawn Todd, Zachary McGee, Kelsie Howard, and Brenton Mitchell, University of Central Missouri	SALON IV
10:20am–11:50pm	<b>Teaching Undergraduate Students Mindfulness Approaches to Conflict Transformation</b> Mary Elizabeth Lynch and Chelsie Kuhn, George Mason University <b>Mindfulness and Compassion Inside and Outside the College Classroom: Pedagogy &amp; Practice</b> Dorothe Bach and Juliet Trail, University of Virginia	SALON III
10:20am–11:50pm	<b>Sustain the Sustainer: A Resilience Retreat for Those Involved in Sustainability and Conservation</b> Sylvia Vitazkova, EmBodied Living; Margaret Lo, George Mason University <b>What Does Mindful First-Year-Writing Look Like in the 21st Century?</b> Ilknur Eginli, Miami University of Ohio	SALON II
10:20am–11:50pm	<b>What Is Healing Presence and How Can It Be Taught?</b> Robert Gordon and Heidi Most, Maryland University of Integrative Health <b>Building Resilience Among Faculty and Students: The University of Virginia School of Nursing Compassionate Care Initiative</b> Tim Cunningham, University of Virginia	SALON I
11:50pm–1:00pm	<b>LUNCH</b>	

# SCHEDULE-AT-A-GLANCE



1:00pm–1:40pm	<b>Poster Sessions</b>	SALON V
1:00pm–1:40pm	<b>Contemplative Practice: Reflective Writing</b> John Alexander	SALON I
1:00pm–1:40pm	<b>Seeing with the Possibility of Being Changed: Drawing as Meditation</b> Bradford Grant	SALON II
1:00pm–1:40pm	<b>Mindfulness Practice</b> Oliver Hill	SALON III
1:45pm–2:45pm	<b>Afternoon Keynote — Making Mindfulness Part of the Higher Education Mission</b> Holly Rogers, M.D., Counseling and Psychological Services, Duke University	SALON IV
2:45pm–3:00pm	<b>BREAK</b>	
<b>Afternoon Concurrent Sessions</b>		
3:00pm–4:30pm	<b>Appalachian State University’s Still Point Faculty/Staff Organization: Who we are and what we do?</b> Linda Coutant, Elaine Gray, and LaShanda Sell, Appalachian State University <b>Mindfully Plural: Cultivating Spiritual Wellness and Compassion Across Traditions</b> Joel Harter, Elon University	SALON I
3:00pm–4:30pm	<b>Thriving Together: Making Well-Being an Institutional Priority</b> Nance Lucas, Lewis Forrest, Shernita Parker, George Mason University <b>Campus Perspectives of Mindfulness and Well-being</b> Ashley Whimpey, Jen West, and Ryan Selove, George Mason University	SALON IV
3:00pm–4:30pm	<b>Mindfulness Pedagogy in Undergraduate Education</b> Alan Forrest, Patricia Shoemaker, and Angela Cardenas, Radford University <b>Paths to Stillness: The Contemplative Journey of Students of Color</b> Stephanie R. Briggs, Community College of Baltimore County; Renee A. Hill and Cheryl Talley, Virginia State University; Michelle Chatman, University of the District of Columbia; and ZewelANJI Serpell, Virginia Commonwealth University.	SALON II
3:00pm–4:30pm	<b>Ethical Diversity and the Contemplative Process in STEM</b> Richard Bowles, Merck & Co. Inc. (retired); Agnes Curry, University of St. Joseph; and Douglas Lindner, Virginia Tech (retired) <b>Implementing A Coaching Culture In Higher Education Institutions</b> Marcal Graham, University of Maryland; and Grace Klinefelter, Virginia International University	SALON III
4:30pm–5:30pm	<b>GROUP DISCUSSIONS</b>	SALON IV

## CONFERENCE ORGANIZING COMMITTEE

**Douglas K. Lindner (Chair)**  
Virginia Tech

**Mark Thurston (Co-Chair)**  
George Mason University

**Richard S. Bowles III**  
Chief Ethics & Compliance Officer  
for Merck & Co., Inc., (retired)

**Alan Forrest**  
Radford University

**David Germano**  
University of Virginia

**Oliver W. Hill, Jr.**  
Virginia State University

**Renee A. Hill**  
Virginia State University

**Robert Kramer**  
The University of North Carolina at  
Chapel Hill

**Marsha Mays-Bernard**  
James Madison University

**Robin Sansing**  
The University of North Carolina  
at Chapel Hill

**Juliet Trail**  
University of Virginia

**Susanna Williams**  
University of Virginia



## Contemplative Higher Education Alliance for Research, Teaching, and Service Mid-Atlantic (C-HEARTS Mid-Atlantic)

### Mission Statement

The mission of this organization is to support the growth of contemplative practices in higher education by providing opportunities for faculty, staff, and students to engage in cross-institutional events and activities in the mid-Atlantic region. We interpret contemplative practices in a very wide sense to mean, in part, creative processes such as contemplative art, movement practices such as yoga, stillness practices such as meditation, generative practices such as prayer, relational practices such as dialogue, health and well-being practices, resiliency practices, leadership, environmental sustainability, etc. Activities will include, but are not limited to, conferences, a digital archive of documents and resources related to contemplative education, and supporting research related to contemplative education.

### Events

We will organize and support a variety of events that will engage faculty, staff, students and wider public audiences around contemplative topics. Events may have a low participation fee associated. Events will include the following:

1. An annual conference
2. Faculty workshops
3. Faculty retreats
4. Student retreats

### Digital Publishing

To support our activities we will develop a digital publishing portal. The portal will be based upon the Mandala platform, and will be symbiotic with a broader national portal being created with support from the University of Virginia. The portal will initially offer support for publishing and sharing the following resource creation and sharing with further extensions to be subsequently explored:

1. Audio-video recordings with time coded transcripts
2. Texts
3. Annotated, deeply classified bibliographies
4. Images (photographs, diagrams, drawings, etc.)
5. Data visualizations
6. Do It Yourself Contemplative Pedagogy & Learning Toolbox
7. Contemplative Encyclopedia of historical and contemporary systems of contemplation, both religious and secular in provenance

### Research

The Alliance will support research with the following activities:

1. Announcement of research opportunities
2. Coordination of research grants, both those housed within member institutions and those conducted among member institutions
3. Coordination of human subjects for research

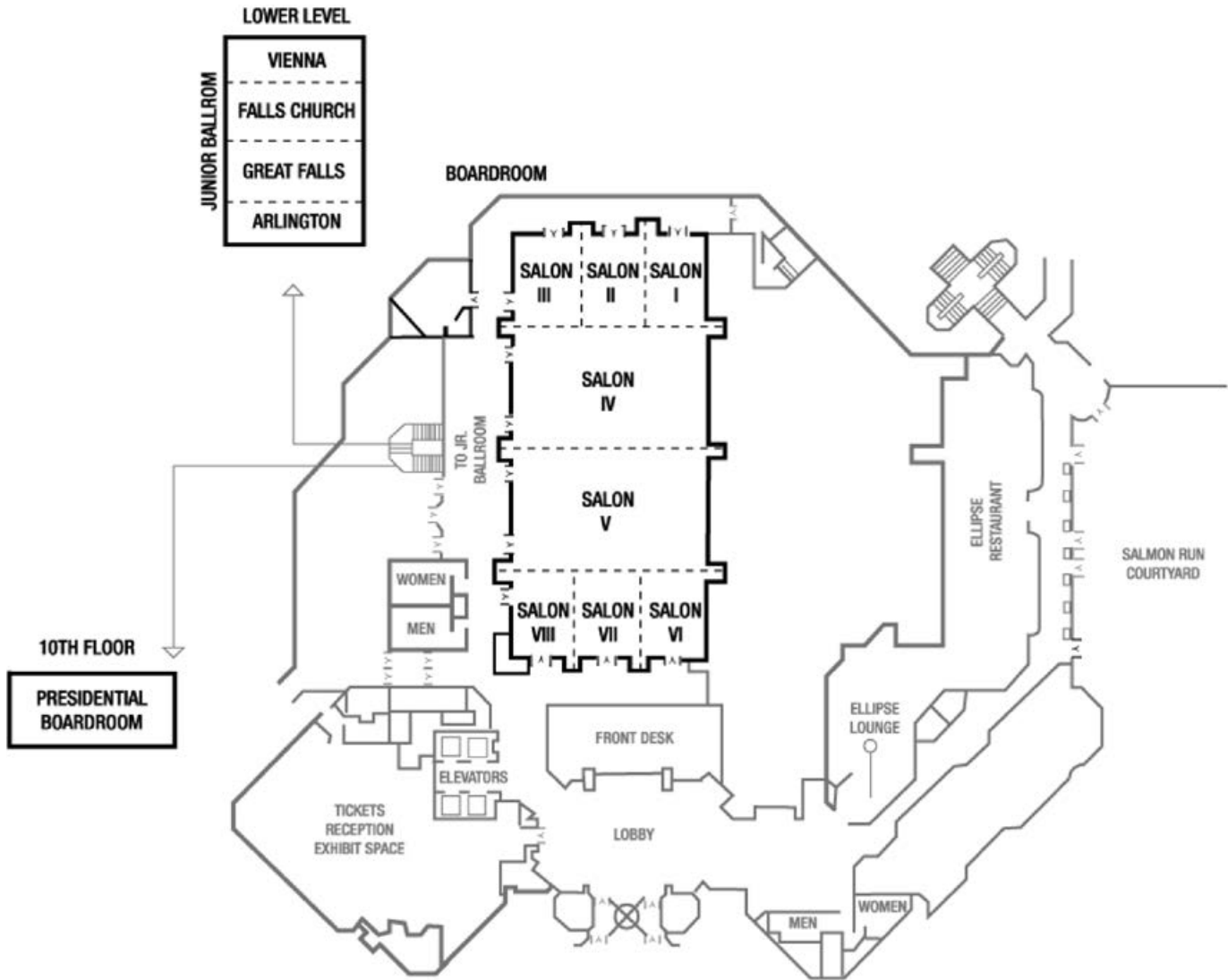
### Teaching:

The Alliance will support the delivery of electronic courses.

**For more information about the Alliance, contact Doug Lindner at [lindner@vt.edu](mailto:lindner@vt.edu)**



# FAIRVIEW PARK MARRIOTT HOTEL MAP



## CONFERENCE BOOK WISH LIST

A selection of books by conference presenters are available for purchase in the conference **Tickets Reception Exhibit Space** from 8:00am–1:30pm on **Friday, April 7, 2017**. The book sale is presented by Barnes & Noble, and payment options include cash, check, and credit card (American Express, Discover, Mater Card, Visa).

### Conference Book Wish List

---



---



---



---



## Mason Institute for Leadership Excellence

### ***Mason Institute for Leadership Excellence***

Founded in 2007, MILE exists to serve individuals, teams and organizations through Leadership Development programs that focus on talent strengths, developing and influencing others, leading teams, and leading change in complex and dynamic organizations and environments.

The MILE team consists of leadership scholars, practitioners, and coaches with a broad spectrum of specialties and expertise.



***Executive Education*** Our off the shelf and custom programs are ideal for small teams or as a comprehensive leader development program for large organizations. MILE works with client organizations collaboratively to provide continuity and integrate components of our programs so that the participants experience accumulative learning beyond the in-class portions of our programs.



### ***Leadership Coaching Programs***

Leaders are becoming increasingly aware of the value of coaching skills in the management of change within individuals and organizations. Moreover, astute leaders recognize that the rate of change is ever increasing in a globally interconnected marketplace. Accordingly, coaching skills have become an essential element of a leader's competencies. Created and developed by the MILE faculty and team, our coaching programs are designed specifically for professionals striving for positive change in team and organizational culture.

*“George Mason - A Powerful Force for Innovation in Leadership”*

**DISCOVER** and **EXPLORE** more by  
**CONTACTING** [infomile@gmu.edu](mailto:infomile@gmu.edu) or **VISITING** [mile.gmu.edu](http://mile.gmu.edu)

## THANK YOU TO OUR PATRIOT SPONSORS

---



## CONFERENCE PLANNING TEAM

---

A team from the Center for the Advancement of Well-Being and MasonLeads conceptualized this conference and worked to bring together the quality content you are seeing today. Thanks to the team's innovation and passion for bringing the themes of cultivating resilience and well-being to a larger audience.

Jessi Adams • Juliet Blank-Godlove • Jeanne Bliss • Lewis Forrest • Michael Galvin • Alyssa Hadley  
Whitney Hopler • Linn Jorgenson • Chelsie Kuhn • Nick Lennon • Lauren Long • Nance Lucas • Shernita Parker  
Pam Patterson • Tiffany Sleek • Lisa Snyder • Mark Thurston • Lisa Uli • Karen Wolf

### **ADDITIONAL THANKS**

Additional thanks to the various departments, people, and organizations who contributed to making this conference happen. We are grateful to the Fairview Park Marriott staff for hosting our conference.



