

## Leadership Summit 2019 Agenda

PRESENTATION DESCRIPTION	TIME
<p><b>Presentation # 1: Recovering from a Public PR and Ethical Disaster: Lessons Learned That You Won't Get in an Ethics Class</b></p> <p><b>Presenter: Sarah Trautman, BCBA</b> (<i>CalABA &amp; BALC</i>)</p> <p><u>Abstract:</u> The California Association for Behavior Analysis (CalABA) was faced with an unprecedented PR and ethical crisis during its 2018 conference. The events that occurred and leadership shown by CalABA's Board of Directors and Executive Director set the stage for a much broader conversation throughout Behavior Analysis regarding cultural humility, how we behave towards each other and how we lead and respond to behavior observed in our community that is not consistent with our values as a field. During this presentation several models for ethical decision making will be discussed as well as current behavior analytic papers that deal with leadership and culture.</p> <p><u>Objectives:</u></p> <ol style="list-style-type: none"> <li>Attendees will be given at least 1 ethical decision making model.</li> <li>Attendees will be able to operationally define culture as first defined by BF Skinner.</li> <li>Attendees will be able to operationally identify at least 3 behaviors associated with leadership according to Organizational Behavior Management (OBM) literature.</li> </ol>	<p><b>10:00 AM - 10:50 AM</b></p>
<p><b>Presentation # 2: Increasing Employee Engagement through Culture Change</b></p> <p><b>Presenter: Brett DiNovi, BCBA</b> (<i>Brett DiNovi &amp; Associates</i>)</p>	<p><b>11:00 AM - 11:20 AM</b></p>
<p><b>Presentation # 3: Women in Leadership Panel</b></p> <p><b>Moderator: Sarah Trautman, BCBA</b> (<i>CalABA &amp; BALC</i>)</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li><b>Gianna Biscontini, MA, Ed., HD., BCBA</b> (<i>W3RKWELL</i>)</li> <li><b>Shannon Biagi, MA, BCBA</b> (<i>Chief Motivating Officers</i>)</li> <li><b>Jennifer Harris, Ph.D., LMFT, BCBA-D</b> (<i>FirstSteps for Kids, Inc</i>)</li> </ul>	<p><b>11:30 AM - 12:20 PM</b></p>

<ul style="list-style-type: none"> <li>• <b>Marlene Selfridge, PHR, SHRM-CP</b> (<i>Brett DiNovi &amp; Associates</i>)</li> <li>• <b>Heather Cooper, MPA</b> (<i>Brett DiNovi &amp; Associates</i>)</li> <li>• <b>Amanda Mecker, Ed.M., BCBA</b> (<i>Brett DiNovi &amp; Associates</i>)</li> <li>• <b>Lauren Haley, MS, BCBA</b> (<i>Brett DiNovi &amp; Associates</i>)</li> </ul>	
<b>LUNCH</b>	<b>12:20 PM - 1:10 PM</b>
<p>Presentation # 4: <b>Mentorship: To Infinity and Beyond!</b></p> <p><b>Presenter: Isaac L. Bermudez, BCBA</b> (<i>BDA California</i>)</p> <p><u>Abstract:</u> As BCBAs, we are positioned to not only oversee a client's treatment and ensure they are making efficient progress, we are made responsible for the mentorship of paraprofessionals, soon-to-be and early-career BCBAs. This presentation will delve into the role of mentorship and the distinction between mentorship, coaching, and supervision. Additionally, this presentation will discuss the overlaps between the various leadership support strategies and discuss practical applications for providing meaningful mentorship. Furthermore, this presentation will discuss the important interpersonal relationship between a mentor and a mentee and discuss how mentors can navigate the often-times rigid boundaries our profession places and what we need to do to support our mentees ability to advance in their professional repertoires and in their careers.</p> <p><u>Objectives:</u></p> <ol style="list-style-type: none"> <li>Participants will be able to identify the differences and similarities between supervision, coaching, and mentorship.</li> <li>Participants will be able to identify strategies to enhance the mentorship experience.</li> <li>Participants will identify the interpersonal skills needed to establish a meaningful and effective mentorship relationship.</li> </ol>	<b>1:10 PM - 2:00 PM</b>

<p><b>Presentation # 5: Balancing Organizational Variables in a 5-step Leadership Process</b></p> <p><b>Presenter: Nic Weatherly, PhD, BCBA-D</b> (<i>Florida Institute of Technology</i>)</p> <p><u>Abstract:</u> The success of our work lies on our ability to deliver sound products and services while working within the parameters of our work environment. Each work environment offers unique clinical, managerial, and ethical challenges and many of these challenges can make or break the efficacy of your services. As a practitioner, you might need others to collect data, implement your treatment plan, or help you deliver services. As a practitioner who has been promoted to a role as a supervisor or manager, your scope of practice has now shifted from clinical services to managing employee performance. The purpose of this talk is to provide new and experienced managers and practitioners helpful tips that can help enhance their continued education related to the application of behavior analysis to areas of performance management.</p> <p><u>Objectives:</u></p> <ul style="list-style-type: none"> <li>a. The participant will be able to identify performance management opportunities in their workplace.</li> <li>b. The participant will be able to explain ways to assess organizational performance problems.</li> <li>c. The participant will be able to learn a process to lead colleagues, parents, direct reports, and supervisors.</li> </ul>	<p><b>2:10 PM - 3:00 PM</b></p>
<p><b>Presentation # 6: Deliberate Coaching: The Role of Organizational Coaching Systems in Culture Change</b></p> <p><b>Presenter: Paul Gavoni, Ed.D., BCBA-D</b> (<i>Brett DiNovi &amp; Associates</i>)</p> <p><u>Abstract:</u> Decades of research on applying behavior analysis to business and leadership practices has given us a number of tools proven to be effective at creating meaningful behavior change. However, Organizational Behavior Management (OBM) is not a one-stop-shop, only to be accessed when something goes wrong. Good leaders don't just wait for an issue and then work to put out the fire; they proactively assess and coach to avoid the issue in the first place. They are deliberate with their performance-improvement efforts. Systemic culture change comes through sustainable leadership initiatives and at the core of these initiatives are leadership coaching systems. The purpose of this address is to discuss leadership</p>	<p><b>3:10 PM - 4:00 PM</b></p>

and coaching in the context of organizational culture and management practices, while offering tips for sustainable performance management systems.

Objectives:

- a. The participant will be able to provide various ways coaching has been defined, demonstrated, and programmed and differentiate it from training.
- b. The participant will be able to describe strategies for root cause analysis of performance issues through performance diagnostics.
- c. The participant will be able to list ways to help ensure coaching initiatives are deliberate, effective and produce performance improvements that last.

**TOTAL CEUs**

**6**