

Executive **LEADERSHIP** development program

INVESTING IN THE **NEXT GENERATION OF LEADERS** IS VITAL TO POSITIONING YOUR ORGANIZATION FOR LONG-TERM SUCCESS.



ACCEPTING NOMINATIONS UNTIL APRIL 19, 2019

WWW.NGAFOUNDATION.ORG/ELDP

CORNELL UNIVERSITY • JUNE 2 – 6, 2019

NGA FOUNDATION



PEPSICO



Cornell University



Outstanding leaders create a vision for others and have the ability to translate it into a lasting reality. Initiating and implementing organizational and cultural changes required to execute new strategies are imperative skills for effective leaders. The NGA Executive Leadership Development Program at Cornell University helps retailers and wholesalers develop leaders from within their organizations who can respond to business challenges in the 21st century marketplace. This program, generously supported by PepsiCo Inc., provides rising grocery industry executives with the knowledge, tools, resources and inspiration necessary to lead their companies and drive long-term success.

THIS INDUSTRY-SPECIFIC EXECUTIVE DEVELOPMENT PROGRAM INCLUDES:

- Four days of interactive, intensive instruction on the campus of Cornell University;
- A faculty mix of respected academic and grocery industry leaders;
- An in-depth personalized 360 degree assessment of the participant's personal leadership style and the development of an action plan to improve effectiveness; and
- Network with other rising grocery executives.

Program tuition: \$2,850/person
Included: hotel accommodations, most meals, program materials, 360 degree assessment and action plan. Not included: travel

PROGRAM MISSION

To provide senior and high-potential executives of independent community-focused food retailers and wholesalers the knowledge, tools and inspiration to lead and strengthen the competitive viability of their companies.

WHO SHOULD ATTEND

Current mid- or upper-level executives with large spans of control and responsibilities that require the leveraging of human assets. These individuals must be rising executives who are candidates for increased "people" and general management responsibilities.

Director of Marketing
Category Manager
Director of Supply Chain & Logistics
President & CEO
Vice President

Store Director
District Manager
Director of Private Brands
General Manager
Director of Human Resources



LEADERSHIP THEORY AND PRACTICE

The four basic paradigms of leaderships are examined and discussed. Success and derailment is explored within the context of career transition.

LEADERSHIP ASSESSMENTS

The importance of feedback is explored and specific feedback instruments (Firo-B and Benchmarks) are introduced and discussed.

ONE-ON-ONE COACHING

Trained coaches answer questions regarding the Firo-B and Benchmarks 360 degree assessments.

LEADERSHIP VS. MANAGEMENT

The critical differences between Management and Leadership are detailed and discussed and the consequences of imbalance are highlighted

LEVERAGING HUMAN ASSETS

A case study format is employed to explore the method leaders use to build followership strategies and leverage the human assets in their organizations.

RECONNECTING WITH STRATEGY

The link between leadership and strategy is discussed and the importance of strategy in adapting to a changing environment is emphasized. The critical differences between an executional focus vs. a strategic focus are explored.

LEADERSHIP CASE STUDY

An interactive case study is employed to refine participants' thinking about personal leadership style.

GROUP THINK EXERCISE

The critical dangers of Group Think in entrepreneurial organizations are the focus of an interactive group exercise. Concrete strategies for organizational decision making and the avoidance of Group Think are presented.

DEVELOPMENT ACTION PLANNING

Participants are encouraged to “connect the dots” and begin definitive steps toward the development of a personal leadership skill development plan.

TOPICS SUBJECT TO CHANGE.

THE STATLER HOTEL

Nestled amidst the picturesque gorges and eclectic architecture of Cornell University, The Statler Hotel blends dignified Ivy League ambiance with the bustling energy of campus life. Experience the unique character of this elegant hotel. You will be welcomed by passionate, ambitious students from Cornell's world-renowned School of Hotel Administration, working alongside seasoned hospitality professionals. Delight in the upscale accommodations and service you would expect from a first-class hotel. Overlooking the gorgeous Finger Lakes countryside – only minutes from colorful downtown Ithaca – we offer university visitors, corporate travelers, and alumni a truly unique lodging experience. The Statler Hotel offers the dedicated computer access lines/High speed internet access and a fitness center.

Hotel accommodations and most meals are included in your tuition. Hotel registration information/forms will be provided in confirmation materials.

TRANSPORTATION

Cornell University is located in the Finger Lakes region of upstate New York. Jet service to/from the Ithaca Tompkins Regional Airport in Ithaca, NY, is provided by American Airlines, Delta and United. This modern airport is located only 10 minutes from the Cornell University campus. There is complimentary transportation from Ithaca Airport to Cornell University.

You may also fly into the Syracuse Hancock International Airport in Syracuse, New York. This airport, which is serviced by several major airlines, is located approximately 70 miles from Ithaca. Transportation to the Cornell University campus can be arranged by calling the Airport Limousine Service at least one week in advance at 800-273-9197 or 607-273-3030. The cost is approximately \$80 one-way; \$110 round trip. You can also rent a car in Syracuse and drive to Ithaca.



THE STATLER HOTEL

130 STATLER DRIVE

ITHACA, NY 14853

607-257-2500

www.statlerhotel.cornell.edu

To nominate a candidate for this program, please go to: www.ngafoundation.org/eldp to download the PDF nomination form. Hard copy forms should be submitted via email attachment to: nga-foundation@nationalgrocers.org.

Once nominees are reviewed and approved, confirmed program attendees and nominators will receive official correspondence from the NGA Foundation with a link for registration and payment.

Attendees will be asked to complete a self-assessment and a 360 degree assessment to be completed by supervisors, peers, and subordinates.

Trained coaches will help participants develop an action plan based on the evaluations.

Please contact the NGA Foundation at nga-foundation@nationalgrocers.org or call 703.516.0700 with any questions regarding the nomination or registration process.

Nominations will be accepted through April 19, 2019 on a rolling basis. Cancellations accepted through April 19, 2019 will be subject to a \$150 cancellation fee. No refunds, cancellations or transfers to another candidate will be provided after April 19, 2019. The NGA Foundation must receive full payment by April 19, 2019 or registration will be automatically canceled.

SUNDAY, JUNE 2	6:00 PM - 9:00 PM	Dinner and Orientation
MONDAY, JUNE 3	8:00 AM - 12:00 PM	Leadership Theory and Practice
	12:00 PM - 12:45 PM	Lunch
	12:45 PM - 4:45 PM	Leadership Assessments
	5:15 PM - 6:45 PM	One-On-One Feedback and Coaching Sessions
TUESDAY, JUNE 4	8:00 AM - 9:45 AM	Leadership vs. Management
	10:00 AM - 11:30 AM	The Laws of Leadership
	11:30 AM - 1:00 PM	Lunch and One-On-One Feedback and Coaching Sessions
	1:00 PM - 3:00 PM	The Laws of Leadership
	3:15 PM - 4:00 PM	Case Study
	4:00 PM - 5:30 PM	One-On-One Feedback and Coaching Sessions
	6:00 PM - 8:00 PM	Dinner
WEDNESDAY, JUNE 5	8:00 AM - 9:30 AM	Reconnecting With Strategy
	9:45 AM - 11:30 AM	The Leadership Team: Datavision
	11:30 AM - 1:00 PM	Lunch and One-On-One Feedback and Coaching Sessions
	1:00 PM - 4:00 PM	Strategic Decision Making
	4:00 PM - 4:45 PM	One-On-One Feedback and Coaching Sessions
	5:30 PM - 8:00 PM	Dinner
THURSDAY, JUNE 6	8:30 AM - 10:45 AM	Development Action Planning
	11:15 AM	Awarding of Certificates

SCHEDULE SUBJECT TO CHANGE