



2026 Management Academy

for Retirement System Managers/Supervisors

2026 ACADEMY SCHEDULE

MONDAY, APRIL 27

10 AM	Academy Opening and Overview -Welcome Comments by Administrator -Introductions -Group Discussion: Changes and Challenges	Linda Shoob
12 Noon	Lunch	
1 PM	Managing Change and Transition -Ideas and Perceptions about Change: Questionnaire -Understanding Change vs. Transition -Activity: “Change Five Things” and Debrief -Tips for Overcoming Resistance to Change	Linda Shoob
4 PM	Hosted Reception and Table Topics	Dave Nelsen
5 PM	End of Module	

TUESDAY, APRIL 28

7:30-8:30 AM	Buffet Breakfast	
8:30 AM	Leadership: Self, Teams, Networks -Systems Thinking – Mind Map -Building Strategic Relationships -Understanding What Others Need from You	Linda Shoob
12 Noon	Lunch To-Go & Session Ends	



2026 ACADEMY SCHEDULE

MONDAY, JUNE 15

10 AM	Leading with Strengths (Pre-Work StrengthsFinder Assessment) -Understand the Value of a Strengths-Based Approach -Enhance Your Self-Awareness, Personal Development, & Engagement at Work -Learn New Ideas & Techniques to Leverage the Strengths of Others and Appreciate the Differences	Linda Shoob
12 Noon	Lunch	
1 PM	360° Survey Feedback -Leadership Competencies -Review 360° Survey Reports -Prepare Individual Development Plans -Coaching Activities	Linda Shoob
4 PM	Hosted Reception and Table Topics	Jeff Wickman
5 PM	End of Module	

TUESDAY, JUNE 16

7:30-8:30 AM	Buffet Breakfast	
8:30 AM	Effective Influence Skills -Define Influence -Understand the elements of Influence -Discover how power has a role	Brian Beamish
12 Noon	Lunch	
1 PM	Ethical Decision-Making - Define Ethics and Ethical Dilemma's -Understand the Complexity of the Public Sector -Analyze what Gets People in Trouble -Review an Ethical Decision-Making Process	Brian Beamish
4 PM	Hosted Reception and Table Topics	Jeff Wickman
5 PM	End of Module	

2026 ACADEMY SCHEDULE

-Incorporate how Building Inclusive Approaches through Diverse and Innovative Thinking can Lessen Opportunities for Unconscious Inequities to Occur

12 Noon	Lunch	
1 PM	Emotional Intelligence (In-Class: EQ Assessment) -Define and Understand Your Emotional Intelligence -Discover How to Use EQ to Build Relationship, Influence, and Teams -Utilize EQ to Resolve Conflict with Others	Kymerly Garrett
4 PM	Hosted Reception and Table Topics	Debby Cherney
5 PM	End of Module	

WEDNESDAY, JULY 15

7:30-8:30 AM	Buffet Breakfast	
8:30 AM	Decision Making & Involvement -Types of Decisions -A Criteria-based Decision Making Matrix -Levels of Involvement -Real Cases and Decisions	Linda Shoob
10 AM	Curriculum Review: Best Lessons Learned -Finalize Individual Action Plans	Linda Shoob
11:15 AM	Graduation!!!	Debby Cherney
12:00 PM	Lunch To-Go & Session Ends	