



## 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	<b>Leading with Strengths (Pre-Work StrengthsFinder Assessment)</b> -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	<b>360° Survey Feedback</b> -Leadership Competencies -Review 360° Survey Reports -Prepare Individual Development Plans -Coaching Activities	Linda Shoob
4 PM	<b>Hosted Reception and Table Topics</b>	Dave Nelson
5 PM	End of Module	

## TUESDAY, JUNE 16

7:30-8:30 AM	Buffet Breakfast	
8:30 AM	<b>Effective Influence Skills</b> -Define Influence -Understand the elements of Influence -Discover how power has a role	Brian Beamish
12 Noon	Lunch	
1 PM	<b>Ethical Decision-Making</b> - 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	<b>Hosted Reception and Table Topics</b>	Debby Cherney
5 PM	End of Module	

# 2026 ACADEMY SCHEDULE

## WEDNESDAY, JUNE 17

7:30-8:30 AM Buffet Breakfast

8:30 AM **Constructive Conflict Resolution** Linda Shoob  
-Identify Your Conflict Styles and Preferences  
-Discover Advantages & Disadvantages of the Five Conflict Modes  
-Explore the Sources of Conflict that Most Often Occur in the Workplace  
-Learn and Practice Productive Management Strategies

12 Noon Lunch To-Go & Session Ends

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## MONDAY, JULY 13

10 AM **Performance Management: The Basics** Linda Shoob  
-Providing Performance Feedback with SBIA  
-Understand Coaching as Integral in Performance Management  
-Dealing with Poor Performers

12 Noon Lunch

1 PM **Customer Service Focus** Richard Marks  
-Who Are Our Customers?  
-Clarifying Expectations  
-Customer Service Model  
-Feedback from Customers  
-Service & Satisfaction Metrics

4 PM **Hosted Reception and Table Topics** Jeff Wickman

5 PM End of Module

## TUESDAY, JULY 14

7:30-8:30 AM Buffet Breakfast

8:30 AM **Multigenerational Workforce** Kymberly Garrett  
- Define the Attributes of each Represented Generation  
- Explore how we Navigate, Collaborate and Lead our Multigenerational Workforce  
- Understand the Difference between Intergenerational vs Multigenerational and why this is Critical in Understanding the Makeup and Needs of Employees

# 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	<b>Emotional Intelligence (In-Class: EQ Assessment)</b> -Define and Understand Your Emotional Intelligence -Discover How to Use EQ to Build Relationship, Influence, and Teams -Utilize EQ to Resolve Conflict with Others	Kymberly Garrett
4 PM	<b>Hosted Reception and Table Topics</b>	Jeff Wickman
5 PM	End of Module	

## WEDNESDAY, JULY 15

7:30-8:30 AM Buffet Breakfast

8:30 AM	<b>Decision Making &amp; Involvement</b> -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!!!	Jeff Wickman
12:00 PM	Lunch To-Go & Session Ends	