



## 2026 Management Academy

*for Retirement System Managers/Supervisors*

### 2026 ACADEMY SCHEDULE

#### MONDAY, APRIL 27

10 AM	<b>Academy Opening and Overview</b> -Welcome Comments by Administrator -Introductions -Group Discussion: Changes and Challenges	Linda Shoob
12 Noon	Lunch	
1 PM	<b>Managing Change and Transition</b> -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	<b>Leadership: Self, Teams, Networks</b> -Systems Thinking – Mind Map -Building Strategic Relationships -Understanding What Others Need from You	Linda Shoob
12 Noon	Lunch To-Go & Session Ends	

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# 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	Hosted Reception and Table Topics	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	Hosted Reception and Table Topics	Debby Cherney
5 PM	End of Module	

# 2026 ACADEMY SCHEDULE

WEDNESDAY, JUNE 17

7:30-8:30 AM Buffet Breakfast

8:30 AM	<b>Constructive Conflict Resolution</b> -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	Linda Shoob
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12 Noon      Lunch To-Go &amp; Session Ends

MONDAY, JULY 13

10 AM	<b>Performance Management: The Basics</b> -Providing Performance Feedback with SBIA -Understand Coaching as Integral in Performance Management -Dealing with Poor Performers	Linda Shoob
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12 Noon      Lunch

1 PM	<b>Customer Service Focus</b> -Who Are Our Customers? -Clarifying Expectations -Customer Service Model -Feedback from Customers -Service & Satisfaction Metrics	Richard Marks
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4 PM	Hosted Reception and Table Topics	Jeff Wickman
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5 PM                      End of Module

## TUESDAY, JULY 14

7:30-8:30 AM Buffet Breakfast

8:30 AM	<b>Multigenerational Workforce</b> - 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	Kymberly Garrett
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# 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	Kymerly 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	<b>Curriculum Review: Best Lessons Learned</b> -Finalize Individual Action Plans	Linda Shoob
11:15 AM	Graduation!!!	Jeff Wickman
12:00 PM	Lunch To-Go & Session Ends	