

AIA Grassroots 2017: Pre-Grassroots optional workshops

Wednesday, March 8, 12:30–4:30pm

Lunch will be available at noon.

Workshop 1: Developing a Partnership between the Board of Directors and Component Staff (4 LUs)

Glenn Tecker, Chairman & Co-CEO, Tecker International Consulting, LLC, Yardley, PA

The fee for this workshop is \$100 per team. This hands-on workshop is limited to 45 sets of partners. Both the component executive and the component president and/or component president-elect must attend together.)

Board members are the fiduciaries who steer the organization towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as making sure the chapter has adequate resources to advance its mission. Boards often hire a component executive who manages the daily affairs with this person reporting to the board. This structure defines accountability with everyone working for the same objective which makes these partnerships succeed. But what happens when there is conflict? This session will examine how to create and maintain an effective staff/board relationship.

Learning objectives

- discuss the role of the board of directors and the component executive
- discuss the duties of the board versus the component executive, distinguishing governance (board) from management (staff) roles
- explore shared responsibilities
- examine how to cultivate and maintain a constructive and effective partnership, and explore how to handle conflicts when they arise

Workshop 2: Implicit Bias and Its Impact on Leadership and Decision Making (4 LUs)

The fee for this workshop is \$50 per individual.

Dr. Shirley Davis, CSP, President and CEO, SDS Global Enterprises, Tampa

Everyone has unconscious biases that are a natural function of the human brain. Biases can have a negative impact on recruitment decisions, performance, engagement and development decisions when they are left unchecked. This session is designed to move participants from unconscious to conscious—a no shame and no blame approach. The session will also highlight the importance of building cultural competence and the practices every leader can develop to move from minimization to acceptance and full adaptation of valuing differences. Participants will experience several real world examples of how biases play out in the workplace and impact individual and organizational behavior.

Learning objectives

- describe how the unconscious mind works (fast brain and slow brain) and how our background and schema shapes our world view and daily interactions
- reiterate how unconscious bias plays out in the workplace and how it impacts decision-making
- identify micro behaviors and how they can advantage or disadvantage others
- describe strategies of how to mitigate negative impacts of unconscious bias in management decisions