



EXECUTIVE LEARNING NETWORKS

**BELMONT**  
UNIVERSITY

Growth, Connection, & Innovation  
for Leaders

## WELCOME TO EXECUTIVE LEARNING NETWORKS

We're excited to have you join us in the Network this year!

### ***What are the unique VALUE PROPOSITIONS of ELN?***

Developing meaningful relationships that assist in building a network in the community.

Executive learning series prompting innovative, actionable steps to bring back to your organization.

Exclusive speaker access: Sparking a connection with an author, expert in their field, or local/national personality.

Conduit for business and non-profit connections.

Flexible network that offers both in-person and virtual formats allowing companies who work more remotely or have employee groups across the US and abroad to actively participate.

Have it your way: 12 organization members per session split between in-person and virtual formats that fit the needs of your associates.

## VIRTUAL AND IN-PERSON OFFERINGS

***"Zoom is easy, in person is special..."***

When you're looking for that personal connection with the speaker, broaden your network, and connect with new ELN members attending in person is a unique experience. When you need to stay at the office, or have pressing engagement to get to, zooming is easy!

With efforts to provide convenient, high-quality events, and content to the membership in this fluid, always changing "new normal," we offer both in-person and virtual sessions —most speaker events will offer both options, while some will be virtual only.

## SOUNDVIEW AND VIDEO LIBRARIES

We are excited to continue offering exclusive and unlimited access to the Soundview library, an online executive learning database with over 2200 assets including executive book summaries, webinars, podcasts, and skill-based newsletters. Individuals from our ELN member organizations can download the Soundview app to their device to have access to the catalog at any time. Additionally, ELN hosts virtual small group discussions built around topical themes, correlating with resources available in the Soundview library.



As in years past, videos from each speaker event will be made available on the ELN Library YouTube Resource, adding to our extensive video library from the past 12 years.

## MAIN SPEAKERS, COFFEE CONNECTS, AND WORKSHOPS

The 2023 ELN speaker series consists of nationally recognized speakers presenting cutting edge business ideas, smaller coffee connects, virtual and in-person group discussions, and workshop style sessions to dig deeper into learning.

# 2023 ELN SERIES OF LEARNING

## How to Stay Grounded as a Leader

**Greg Jones, President, Belmont University and Milton Johnson, Chair, Belmont University Board of Trustees and recently retired Chairman and CEO of Hospital Corporation of America (HCA)**

Leadership at any level can be personally fulfilling and challenging, especially for those that choose to take on the highest-level roles. Leaders are faced with balancing work life and home life, developing the legacy they are leaving behind, and finding a pace that sustains family, work, and personal goals. Join Greg and Milton as they discuss:

- How to stay grounded as a leader.
- The importance of gratitude and grace towards others.
- Staying connected to others when technology/work/world is so fast paced.
- Taking care of yourself and your personal well-being while in a demanding leadership role.
- Considering your legacy at work, in the community and at home.



## **Employee Wellness: THE Non-negotiable Driver for Fulfillment and Retention** **Pandit Dasa, Mindful Leadership Expert, author, and former monk in Lower East Side NYC**

Many employees are experiencing burnout, stress, and change at a pace that affects wellbeing and engagement. Focus on wellbeing is paramount to retention and employee engagement. To fully inspire and bring out the best from the workforce, leadership must lead by example and “walk the talk.” They cannot say one thing and do another because leaders set the tone for the rest of the organization. To attract, engage and retain top talent, leaders need to create more human and employee-centered workplace environments. Pandit addresses the importance for leadership of

all levels to not only set the right example but also, on a regular basis, appreciate the contributions of their workforce, communicate mindfully to encourage, and inspire, lead with humility and without ego and manage their emotions. Research on mindfulness and its application for the workplace will also be presented. Participants will be able to:

- Improve their level of self-awareness.
- Communicate mindfully and with compassion.
- Lead with confidence combined with humility.
- Better manage their emotions to remain calm during challenging situations.
- Implement mindfulness techniques to reduce stress and improve focus and productivity.

## **May Sessions - Coffee Connects Month**

Join ONE of these smaller meetings off-site hosted by a member organization, have coffee, and engage in the topics that mean most to you.

### **Women in Leadership Panel**

Join this discussion group to hear from women leaders in our community on navigating career path, supporting other women in the workplace, excelling in career with a champion/mentor, opening the way for those behind you to follow, and work-life integration.

#### **Panelists:**

*Mary Winn Pilkington, Senior Vice President of Investor Relations and Public Relations, Tractor Supply Company*

*Christine Karbowski, Former Vice Chair, Chief Administrative Office, Chief Risk Officer and Executive Vice President, Bridgestone Americas; Executive Officer and Executive VP, Bridgestone Corporation*

*Karen Thompson, AVP Regional Community Engagement, HCA Healthcare*

**Moderator: Dr. Sarah Gardial, Dean of Jack C. Massey College of Business**

**Hosted by: Tractor Supply Company**



### **The Culture Club, Balancing Empowerment and Alignment**

Not the music group, but our organizational heartbeat! Join this group discussion on culture, how to strengthen ties with employees, how to create thriving organizations while supporting the mission and goals of the company, and the balance between empowerment and alignment.

**Moderators: Ryan Rothrock, Executive VP & Landon Lucas, Sales Manager, Brown & Brown of Tennessee**

**Hosted by: Brown & Brown of Tennessee**



### **Hybrid, In-Office, Remote, How's it REALLY going?**

Join this discussion group to hear from other ELN members on how they have transitioned to the new normal, what is working, what needs support/help, and best practices.

**Moderator: Lauren Lane Payne, Senior Vice President of Philanthropy, Habitat for Humanity**

**Hosted by: Habitat for Humanity of Greater Nashville**

### **Creating Cultures of Belonging Workshop**

**Jon White, VP Shared Services, Stansell Electric**

Culture creating takes an everyday focus of not just the leaders, but all individuals that belong to an organization. Some organizations get this right, and others try, but just cannot seem to create an environment where their team members thrive. Join us as we discuss the steps to build a team that accomplishes phenomenal results where everyone is engaged, heard, and rewarded, collectively creating a culture where each feels they belong. Attendees will take away applicable action(s) for the organization/team they lead.

### **Book Club Month**

**Hosted by: Missy Acosta, VP, Brand Strategy, Delta Dental of Tennessee**



### **How to Operate a Business Successfully in an Inflationary Environment** **Laurel Graefe, Regional Executive & Senior Officer, Federal Reserve Bank of Atlanta**

Join Laurel Graefe from the Federal Reserve Bank as she discusses critical issues for business around inflationary challenges impacting different industries and businesses, what leaders should be looking towards in the future, managing in this type of environment, and understanding the impact on business from suppliers, utilities, operations, financing, and wage pressures.

### **Negotiating with Confidence: A Hands-On Workshop**

**Cate Loes, Associate Professor of Management, Jack C. Massey College of Business**

Join us for an engaging workshop on negotiation where you will learn the key skills

to succeed in any negotiation scenario. Cate will cover essential topics like mutual gains, perspective-taking, relationship building, clarity on what you want, and exploring alternatives in a hands-on and fun session. By the end of the workshop, you will be equipped with the tools and knowledge to confidently navigate any negotiation situation with ease.







### **The Changing Face of the World: An Outlook for the World Economy** **Ben Hammersley, Former Executive Editor, and current Editor at Large for WIRED Magazine**

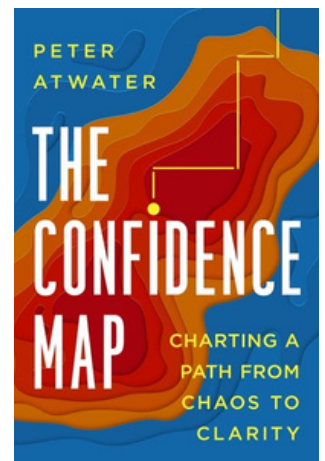
There is no more importance of a meeting between the changes in technology, society, and politics than in the economy. Fortunes will be won and lost within the context of everything from artificial intelligence to aging populations, from global supply chains to local delivery, and from wildly changing social expectations around ownership, prospects, moral value, and ecological damage. Ben will discuss these interconnected developments practically: what is happening, how to understand it, and how to interrelate to them for you and your businesses to thrive. One of the

world's leading Futurists, Ben is the founder and principal an international strategic forecasting consultancy whose main work is in guiding corporations and governmental agencies to think clearly about the future, the changing nature of the workplace and the market, and the new cognitive tools needed to flourish in the coming decades. Ben was executive editor of WIRED, the inventor of the word "Podcast, and is the author of 5 books including 64 Things You Need To Know Now For Then, a guide to the new concepts of the modern world and his most recent book, Now For Then: How To Face The Digital Future Without Fear, is on the latest ideas in technology, culture, business, and politics.

### **The Confidence Map, Charting a Path from Chaos to Clarity** **Peter Atwater, President of Financial Insyghts., Researcher of confidence-driven decision making.**

What does our desire for certainty and control have to do with our decision-making? According to behavioral economics pioneer Peter Atwater, the answer is simple: everything. The Confidence Map explores the hidden role of confidence in the choices we make, and why events described as being unprecedented are often entirely predictable—if we know what to look for. Atwater works with the world's leading institutional investors, corporations, and policymakers to help them make sense of complex situations and optimize strategy. He will be sharing:

- How psychological distance consistently affects the choices we make
- Why “Me-Here-Now” decision-making is such a powerful force
- What happens at confidence peaks that leads to our downfall
- The five ways we respond to extreme vulnerability
- When consumers' feelings of certainty and control – not price – drive demand



Whether you are investing in technology stocks, designing menu items for a fast-food franchise, or running an emergency room, Atwater offers an all-weather guide to avoid psychological traps, spot opportunities, and navigate the road ahead with clarity and purpose.



### **Leading Through Change – A Harley-Davidson York Vehicle Operations Case Study.**

#### **Ed Magee, Former General Manager, York Vehicle Operations, Harley-Davidson Motor Company**

66% of all transformation efforts fail. This sober statistic is the basis for this month's working session on leadership during transformational, organizational change. The session will dive into Harley-Davidson's efforts to create a “sustainable lean culture” in a Pennsylvania manufacturing facility that had seen its fair share of implementation failures over 60+ years of existence. Ed will provide a firsthand perspective on transformation efforts, videos that capture transformation progress and breakout

sessions that dive into culture and leadership responsibilities that support sustainable organizational change. We will discuss:

- The case for change—York Vehicle Operations
- Tale of the tape—Transformation objectives (New Factory York)
- Flipping the triangle—Servant leadership and identifying your organization's value adders
- The Change Formula—Leaders daily responsibilities during transformational change
- Fixing versus Changing—Two very different concepts with very different leadership objectives
- Breakout discussions—Culture through the lens of Edgar Shein, Organizational Leadership model

### **December Fall Leadership Breakfast TBD**