

All Times Eastern Standard

Monday, May 1 (Online)

14:00 Coach Pre-Session

15:00 Participant Pre-Session

**Spring Session
May 8 – 11, 2023**

**The Lodge at Union League Liberty Hill
800 Ridge Pike, Lafayette Hill, PA**

Monday, May 8

11:00 – Registration

12:30 Lunch (Marquis Ballroom)

12:30 – 16:30 **OPO Strategy Through a Design Lens** – In this session, participants will learn about design thinking, a methodology used to creatively problem solve and build solutions. We'll look at the overall process and then focus on a few key tools that help dissect problems, as well as methods for coming up with new ideas. Additionally, this session will provide a set of frameworks for thinking about your work and organization in a strategic context. We'll look at the stakeholder ecosystem in which OPOs operate, the trends that are changing the ecosystem, and implications for strategic and operational choices. The session will also feature structured time for all participants to start developing strategic plans for their capstone projects. Co-facilitated by [Michelle Histan, Executive Director, M. Night Shyamalan Foundation and Academic Director for Innovation and Entrepreneurship Programs, Fox School of Business](#) and [Rebecca Zinn, Assistant Professor of Marketing Fox School of Business](#). (Smeal Amphitheater)

16:30 Group Photo and Break

17:15 Capstone Project Introduction / Workshop (coaches and students) (Smeal Amphitheater)

18:45 Cocktails / Dinner (Marquis Deck)

Spring Session (Cont.)
May 8-11, 2023

The Lodge at Union League Liberty Hill
800 Ridge Pike, Lafayette Hill, PA

Tuesday, May 9

07:00 – Breakfast (Marquis Ballroom)

07:45

08:00 – 12:00 **Transformational Change** – Strategies are only as good as their execution. Unfortunately, most leaders see strategy formulation and strategy execution as two separate efforts, rather than an integrated set of iterative moves. This session will help participants understand: the ideal relationship between Strategy Development and its Execution, and; a model to optimize execution. Presented by [Jim Austin, Wharton, University of Pennsylvania.](#) (Smeal Amphitheater)

12:00 – Lunch (Marquis Ballroom)

12:30

12:30 - 16:30 **Adaptive Leadership** – This session will focus on effectively managing the myriad components that accompany large-or small-scale change and understanding how to develop consistent processes to continuously improve. Presented by [Todd Henshaw, Wharton, University of Pennsylvania.](#) (Smeal Amphitheater)

16:30 No Activities Planned

Spring Session (Cont.)
May 8 – 11, 2023

The Lodge at Union League Liberty Hill
800 Ridge Pike, Lafayette Hill, PA

Wednesday, May 10

07:30 – Breakfast (Marquis Ballroom)
08:30

08:30 – **High-Performance Teamwork: Communicating and Collaborating For Results (Collaboration)** – This session will allow participants to understand how to design a compelling vision, cultivate participation and buy-in from team members and tips on tactical implementation. Presented by [Mario Moussa, Moussa Consulting](#) (Smeal Amphitheater)

12:30 – Lunch (Marquis Ballroom)
13:30

13:30 – **High-Performance Teamwork: Communicating and Collaborating For Results (Team Building)** – This session will teach about the dynamics of effective teams, and how to best communicate with and influence others. Participants will also learn how to diplomatically handle stressful situations with others and how to deflect and mitigate emotionally charged behavior. Presented by [Mario Moussa, Moussa Consulting](#) (Smeal Amphitheater)

17:30 Break

18:00 Cocktails

19:00 Team Activity / Dinner (American Ballroom)

Spring Session (Cont.)
May 8 – 11, 2023

The Lodge at Union League Liberty Hill
800 Ridge Pike, Lafayette Hill, PA

Thursday, May 11

08:00 – Breakfast (Marquis Ballroom)

09:00

09:00 – **Talent Management – A Strategic Priority** -This session will focus on developing and implementing the core elements of the talent management process (at both the organizational and individual level) including: 1) performance reviews; 2) management reviews, and 3) succession planning. Presented by [Jackie Linton, President, JL HR Solutions, LLC and Management Consultant, Fox School of Business.](#) (Smeal Amphitheater)

12:00 Lunch (TBD) and Depart for Airport

Summer Session

June – October, 2023

Monday, June 12, 2023 (AOPO National Meeting, Orlando, FL - Optional)

12:00 – Being an Inclusive Leader

17:00 We have never needed inclusive leaders more than we do now. A truly inclusive leader influences change by connecting with people on a radically human level, leading with both their head and their heart. By listening to all voices within the organization at every level, these leaders bring teams together, unlock their collective intelligence, and change the future of their organization.
Presented by [Dr. Tiffenia Archie, Associate Vice President and Chief Inclusion Officer, Temple University](#)

Tuesday, July 18 (Online)

14:00 – Revisiting Design Thinking

15:30 The purpose of this live online session is to re-connect students with Michelle Histan once they've had the opportunity to determine what their capstone projects are. Based on the list of capstone projects provided prior to the session, Michelle will connect a few design frameworks that were mentioned during her in-person class. Presented by [Michelle Histan, Executive Director, M. Night Shyamalan Foundation and Adjunct Professor, Fox School of Business](#).

Tuesday, August 15 (Online)

14:00 – Revisiting Being an Inclusive Leader

15:30 Presented by [Dr. Tiffenia Archie, Associate Vice President and Chief Inclusion Officer, Temple University](#).

Tuesday, September 19 (Online)

14:00 – Giving Effective Feedback - This session will focus on how to conduct critical conversations with your staff, including impact messaging and low performer conversations – each tied to delivering performance feedback. Scenario-based activities will be designed to fuel conversation and include: 1) Feedback to Improve Behavior and Output; 2) Providing Fair and Balanced Feedback; 3) Feedback to Inspire Engagement; 4) Receiving Feedback and Conflict Resolution, and: 5) Feedback on Future Career Development. Presented by [Jackie Linton, President, JL HR Solutions, LLC and Management Consultant, Fox School of Business](#).

Tuesday, October 17 (Online)

14:00 – Project Implementation For Lasting Change

15:30 Often, people within an organization will resist change. In this session, students will learn how to position change in a positive manner so that their team or organization embraces the opportunity to implement transformation. Presented by [Rebecca Zinn, Assistant Professor of Marketing Fox School of Business](#).

Tuesday, October 31 (Online)

14:00 – OPO Financial Perspectives

15:30 This online session will take a high-level overview of the financial structure of OPOs throughout the United States, including financial oversight, important financial concepts and drivers within an OPO, how OPOs are financed, and some considerations as we look to the future. Presented by [Peter Farstad, Financial Advisor/Former Chief Administrative Officer, LifeSource](#) and [Howard M. Nathan, Executive Director, Gift of Life Transplant Foundation](#).

Fall Session
November 8-9, 2023

Gift of Life Institute, Philadelphia, PA

Wednesday, November 8

08:00 Registration and Continental Breakfast

09:20 Welcome

09:30 Capstone Project Presentations

12:30 Lunch

13:30 Capstone Project Presentations (Cont.)

16:00 Break

16:30 Reception / Certificate Ceremony

Thursday, November 9

07:00 Breakfast

08:15 Recap and Agenda Overview

08:30 – **Resonant Leadership and Happiness at Work** - Research reveals that there are three essential elements that people must have in order to be happy at work:

- 12:30
- A sense of purpose and the chance to contribute to something bigger than themselves;
 - A vision that is powerful and personal, creating a real sense of hope; and
 - Resonant, friendly relationships.

The session is organized around these essential elements and shows how leaders can create and sustain them in the face of ongoing stress and pressure, as well as how to create a healthy, positive climate for their teams and other groups within their organization. Presented by [Dr. Annie McKee, Senior Fellow and Director of GSE's Penn CLO Executive Doctoral Program, Wharton, University of Pennsylvania](#).

12:30 Closing Remarks and Lunch

13:30 Depart for Airport