

All Times Eastern Standard

Monday, April 28 (Online)

14:00 Coach Pre-Session

15:00 Participant Pre-Session

**Spring Session
May 5–8, 2025**

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

Monday, May 5

11:00 – Registration (Main Lobby)

12:30 Lunch (Liberty Ballroom)

12:30 – **Being an Inclusive Leader** - 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](#)

16:30 Group Photo and Break

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

18:45 Cocktails / Dinner (American Ballroom)

Spring Session (Cont.)
May 5–8, 2025

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

Tuesday, May 6

07:00 – Breakfast (Marquis by Denny Santiago - Lobby)

07:45

08:00 – **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 (Liberty Ballroom)

12:30

12:30 - **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)

17:00 Cocktails in Marq Bar (Main Lobby)

18:00 Dinner (American Ballroom)

Spring Session (Cont.)
May 5–8, 2025

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

Wednesday, May 7

07:30 – Breakfast (Marquis by Denny Santiago - Lobby)

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 (Liberty 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 (American Ballroom)

18:45 Dinner / Team Activity (American Ballroom)

Spring Session (Cont.)
May 5–8, 2025

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

Thursday, May 8

08:00 – Breakfast (Marquis by Denny Santiago - Lobby)

09:00

09:00 – **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 contributor 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 Smith, Assistant Professor of Marketing Fox School of Business](#). (Smeal Amphitheater)

12:00 Lunch to Go and Depart for Airport

Summer Session

June–October 2024

Tuesday, June 10 (Online)

- 14:00 – Revisiting Design Thinking** - 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.
- 15:30**

June 2025 (AOPO National Meeting, Denver, CO - Optional)

TBD – TBD
TBD

Tuesday, July 8 (Online)

- 14:00 – Managing Cultural and Generational Differences** - Working with people from very different backgrounds can be stimulating and educational. When you're leading a diverse staff, the essential tools are keeping an open mind, being alert to any discomfort among employees, and developing sensitivity to cultural and generational variations. The session will move beyond standard compliance with anti-harassment laws and will instead focus on creating a supportive, effective, and diverse workplace where everyone feels respected and valued by understanding the concept of Cultural and Generational Intelligence, how to measure it, and develop it. Presented by [Dr. Benjamin Altschuler](#), Assistant Professor & Academic Director of the Master of Science in Travel and Tourism Program, Temple University.
- 15:30**

Tuesday, August 12 (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.
- 15:30**

Tuesday, September 16 (Online)

- 14:00 – OPO Financial Perspectives** - 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](#).
- 15:30**

Tuesday, October 14 (Online)

- 14:00 – Project Implementation for Lasting Change** - 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 Smith, Assistant Professor of Marketing Fox School of Business](#).
- 15:30**

Fall Session
November 12-13, 2025

Gift of Life Institute, Philadelphia, PA

Wednesday, November 12

08:00 Registration and Continental Breakfast

09:00 Welcome

09:00 Capstone Project Presentations

12:30 Lunch

13:30 Capstone Project Presentations (Cont.)

16:00 Break

16:30 Reception / Certificate Ceremony

Thursday, November 13

07:00 Breakfast

08:00 Recap and Agenda Overview

08:15 – 12:30 **Beyond Emotional Intelligence** – This science-based, interactive workshop invites participants to explore the transformative power of positive emotions and ways to navigate their emotions effectively to build stronger relationships and enhance personal and professional growth.

Presented by [Faisal Khan the founder of 1ExtraordinaryLife, LLC](#), a business that helps organizations optimize talent through research-based practices and data science. He specializes in leadership, employee engagement, well-being, and resilience by helping working professionals avoid burnout, find balance in their lives, and be happy. Faisal is an assistant instructor in the Master of Applied Positive Psychology Program at the University of Pennsylvania, where he works with the founder of Positive Psychology, Dr. Martin Seligman. He is a lecturer and executive coach for Wharton Executive Education and a guest lecturer at the Wharton School. Faisal is also a member of the Forbes Coaching Council.

12:30 Closing Remarks and Lunch

13:30 Depart for Airport