



Leadership  
EXCELLENCE

# SPECIAL OLYMPICS LEADERSHIP ACADEMY

## LEADER I WORKSHOP WASHINGTON, D.C.

Special Olympics Leadership Academy held Leader I workshop for headquarters staff in Washington, DC on October 11-13, 2016. The Academy is a leadership development program aimed at engaging and inspiring emerging leaders to become brave, visionary, dynamic leaders that drive the development and growth of Special Olympics in their country or state.



### PARTICIPANTS

32 headquarters staff  
representing all departments of  
Special Olympics  
International office.



### SPEAKERS

The following guest speakers and panelists added a lot of value to the Academy through sharing their expertise and advice:

- **Al Brandel**, Lions Clubs International Representative to the United Nations
- **Fred Humphries**, Corporate Vice President of Government Affairs, Microsoft
- **Jennifer McCollum**, Product Management Director, CEB
- **Phil Kleweno**, Partner, Bain and Company
- **Sam Worthington**, CEO, Interaction
- **Tim Shriver**, Special Olympics Board Chairman



### FACILITATORS

The following facilitators conducted the sessions:

- **Ed Ruggero**, Leadership Coach
- **Jake Tuber**, CEB
- **Kimberly Shepard**, Goldman Sachs
- **Kristin Castellano**, Goldman Sachs
- **Kathy Kretman**, Georgetown University
- **Michael Stein**, Harvard University
- **Denis Doolan**, SOI
- **Olga Yakimakho**, SOI



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I cannot even imagine all of the work that went into arranging all of the inspiring speakers, venues, food, activities, materials, etc. etc. Everything went flawlessly! It was a great experience and, as a participant, worth every minute of the time spent.

- **Meja Petchel**  
Director, Human Resources



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Leadership development is empowering and I think we'll see the benefits in lots of big and small ways.

- **Steve Keener**  
Staff Attorney



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I would like to thank you for allowing me to attend the SO Leadership Academy in DC. It reiterates the commitment the organization has to enhance the personal and professional growth of its team members (i.e. Leaders and myself).

- **Venisha Bowler**  
Senior Manager, Games & Competition



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I am very grateful for the opportunity to take part. It was a really thought provoking couple of days and despite the long hours, it really did fly by. I appreciated the idea of the action planning to really encourage learning.

- **Fiona Murray**  
Director, Coaching & Education



## STRUCTURE

The workshop included the following sessions:

1. Your leadership role
2. Panel "Leadership Today: Challenges and Opportunities"
3. Influencing – Getting Others to Follow
4. Leadership: Walking the Walk
5. Leading Your Team
6. Inclusive Leadership
7. Successful Execution.



## DELIVERY

The Leadership Academy workshop was delivered in a highly interactive manner: **the participants actively engaged with facilitators and content, practiced new skills and planned for the application in the work-place.** After the leaders returned home, they continued implementing leadership **Action Plans**, learning about leadership online and reporting to the Academy regularly on their progress.



## HIGHLIGHTS

The Academy was a unique opportunity to leave the office, disconnect from the daily job and think deep about leadership. CEB opened its doors to welcome our leaders to their beautiful office in Arlington, VA, overlooking the whole of Washington, DC.

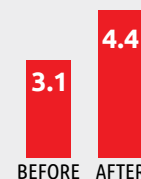
One of the workshop highlights was a walking tour designed by Ed Ruggero exclusively for the Special Olympics leaders. The session introduced useful tools employed by historical figures, and allowed everyone to look at the Washington monuments in a new, different light.

## EVALUATION

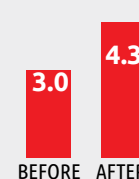
Participants completed an evaluation form providing feedback on the experience and to rate their skills, conviction, understanding, positive gains, as well as answer additional questions about various aspects of the Academy and its impact on their ability to do their jobs.

**The average overall satisfaction rate was 4.56 out of 5.**

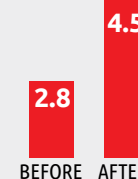
### SKILLS



### CONVICTION



### UNDERSTANDING



## PARTNER SUPPORT

The workshop was made possible thanks to generous financial support of American Express Foundation, CEB, Lions Clubs International, Special Olympics North America and donation of online learning licenses by SkillSoft. Course structure and content were designed in partnership with CEB and Goldman Sachs.

