

## EANE's 2025 Leadership Summit – Workshop Session Topics

TITLE	DESCRIPTION	PRESENTER
<b>Leveraging The Power of a Multigenerational Workforce</b>	Our ability to connect with each other at work in a way that resonates with our teams across all five generations has become one of the top workplace challenges we face today. Whether we're fostering mutual understanding and respect or managing how and when we work, developing our leadership skill to respect and embrace the way of working preferences across our generational diversity is a critical skill every people leader needs to effectively recruit, engage and retain our most precious resource – our employees	Sandi Mauro
<b>Lighting a Fire: The Science of Motivation</b>	There are lots of flavors of ice cream, right? It's the same with motivational drivers. There are lots of different 'levers' to pull to incite the best performance from your employees. In this session, you'll learn about the four main drivers of motivation and how to tap into neuroscience to level up your team.	Lynn Turner
<b>Fostering Inclusive Environments for Neurodivergent Team Members: Leveraging Universal Design to Optimize Engagement and Productivity</b>	No matter your industry or company size, you're here because you're committed to building a more engaged and productive workforce. In this one-hour workshop, you'll gain a deeper understanding of key terminology, what neurodivergence truly means, and—most importantly—how to create inclusive workplaces that bridge the employability gap for diverse employees. Discover research-backed benefits for companies that embrace all learning styles, and walk away with actionable strategies rooted in universal design. Finally, explore the concept of the Zone of Proximal Productivity and learn how you, as a leader, can harness diversity to drive growth and achieve company goals.	Emily Daigle
<b>Finding Calm in the Storm</b>	Do you feel like you are “riding on the storm” that never ends? Is everyone looking at you to provide calm, comforting guidance when you are not entirely sure where the stable ground is yourself? If you would like to learn how to stay calm when you are in the eye of the storm and take some tools back to the team to help others do the same, this is the workshop for you.	Kim Dunn
<b>The Bounce-Back Blueprint: Redefining Resilience through Micro-Movements</b>	What if resilience isn't about who you are, but about what you do? What if it's not about instant recovery, but the small, deliberate actions you take to move forward—one step at a time? In this session, you'll flip the script on what resilience truly means.	Lenore Abare
<b>Leading Beyond Being the Boss: Empowering the Next Generation of Leaders</b>	In today's transformative workplace, the traditional "boss" mentality no longer serves the needs of emerging leaders. Employees who feel stifled in traditional hierarchies are more likely to leave and the result will be increased turnover. Embracing this new trend of 'Conscious Unbossing' by employees and creating strategies to shift from command-and-control leadership to an empowering, trust-based approach that fosters innovation, autonomy, and engagement is the approach leaders need to take in order to adapt and succeed. In this interactive workshop, leaders will explore their critical role in breaking down outdated leadership models and creating environments where emerging leaders can thrive. Through real-world scenarios, self-reflection, and actionable strategies, participants will learn how to coach, mentor, and empower their teams—unlocking potential rather than enforcing hierarchy. Join us to discover how shifting from “being the boss” to “leading with purpose” can transform your organization, drive performance, and future-proof leadership pipelines.	Pam Thornton

<b>A Look in the Mirror – What Kind of Leader Are You?</b>	Understanding emotions, and the role they play in productivity matters. Leaders who develop their EQ can communicate more effectively, handle stress well, respond flexibly to change and are better team players. In this session we'll explore EQ and how it impacts your leadership approach.	Val Harlow
<b>Top Legal Landmines for Managers &amp; Supervisors</b>	Managers are the front-line to ensure that employees appropriately follow rules, regulations and the laws. This means that managers need to have an awareness of essential employment law concepts. In this session, we will discuss what managers need to know and what things they need to avoid in order to stay compliant and be successful leaders.	John Gannon
<b>Today's Leader Challenge: Teaching 'Adulthood'</b>	The right communication skills are essential for every leader. In today's workforce, it may be challenging to lead different generations with lots of unique expectations about 'work'. Using direct and transparent communication will allow you to hold individuals accountable while also keeping them energized to improve their performance. These conversations aren't always easy. Join this session to learn how to have them successfully and improve your relationships.	Shannon Mumblo
<b>How to Manage Someone you Just Don't Like</b>	Navigating professional relationships can be challenging, especially when you find yourself managing someone you just don't like! This workshop is designed to equip managers with the skills and strategies needed to effectively handle difficult relationships in the workplace. Through a combination of interactive sessions, real-life scenarios, and practical exercises, participants will learn how to maintain professionalism, foster a positive work environment, and achieve team goals despite personal differences.	Gina Ohanesian
<b>CEO Case Study Spotlight: Innovating our Workforces</b>	In this session, Sanderson MacLeod CEO Mark Borsari and Sunshine Village CEO Gina Kos share their stories of successfully building a workforce for the future in their own organizations. They both took risks, used some 'out of the box' strategies and forged their own paths, creating workplace retention and employee growth plans that have enabled them to rise above their competition, positioning them as employers of choice in our region. The discussion will be moderated by EANE President Allison Ebner.	Gina Kos & Mark Borsari
<b>People Leadership as an Essential Business Practice</b>	Your people are the key to your business, how does your business make people leadership a priority? Employee engagement matters regardless of the size or type of business and having processes and controls in place can help ensure you are addressing your company culture in a consistent measurable way which can help your organization increase productivity and reduce turnover. Join us for a roundtable and networking discussion around the current state of leading people and how your policies and practices can ensure your team makes leadership and "must do". This is a great opportunity to share ideas with other leaders on how you make the people portion of your business an essential business function.	Kevin Joly
<b>Emerging Leaders Roundtable – Insights &amp; Advice from Senior Leaders</b>	Join us for a special panel discussion at our Emerging Leader Roundtable. Designed for those continuing to grow on their leadership journey, participants will have the opportunity to connect directly with our senior leader panelists. During this hour-long breakout session, hear directly from experienced leaders as they share their personal stories and the practical strategies, they used to not only develop their leadership skills, but also overcome obstacles within their career.  This collaborative session invites you to ask questions, receive practical leadership advice, and connect with fellow emerging leaders to build your professional network.	Kevin Joly & Sam Borsari