



ECR Excellence Academy

Tuesday, February 7

Kirkwood Community College Conference Center

11:30-12:00p.m. Lunch

12:00-4:00p.m. Workshop with Dr. Celina Peerman

12:00-2:00p.m. Part 1 - Strategic Thinking – Building Muscle Memory

2:15-3:45p.m. Part 2 - Seeing Our Teams Through a Leadership Lens

3:45-4:00p.m. Wrap Up & Closing

Whether you are leading a team of a few or many, large or small initiatives, the relentless pace of change can be daunting. This half day session will focus on three critical areas so are ready for what comes next:

- Futurist Thinking – What can we see in our potential future?
- Change-Ready Leadership – How do we prepare others for the transitions ahead of us?
- People-Centered Support – Can we balance performance expectations with compassion?

Stretch your strategic thinking skills and apply them to daily actions to lead by; add tools to your toolbox for coaching and developing others to their potential. This session is all about you – your skills, focus, and future so you continue to make the impact you want to be known by.

At the end of this session, participants should be able to:

- Recognize possible futures with scenario planning techniques
- Examine change-ready techniques to prepare and lead rapid sweeping change
- Navigate the opportunities and risk with a people-centered performance-based approach

About Our Speaker

Dr. Celina Peerman currently serves as an organizational psychologist with over 27 years of experience from front line to senior level positions, in a wide range of industries and organizations. She is passionate about engaging our human resources in new ways to achieve even better organizational results. Celina is a strategist with a sense of humor and a love for building capacity in organizations.

Celina holds a Ph.D. in Psychology, a master's degree in business, with undergraduate degrees in psychology and international studies. She is a TEDx presenter, podcaster, and writer. She usually sees over 250 groups a year or about 6000 people, including large and small groups with many one-on-ones, choosing to be in Iowa first. She helps teams maximize potential for an even more positive impact on those around them.

