



# LEADERSHIP NORTHWEST INDIANA



[www.pnw.edu/leadership-institute](http://www.pnw.edu/leadership-institute)



## A LEADER IN LEADERSHIP

The Leadership Institute at PNW is the hub for leadership development in Northwest Indiana. Because leadership is highly valued for both business and personal success, we work to develop great leaders of all ages.

Our mission is simple: develop and support leaders wherever they are on their leadership journey to help them build their leadership tool kit with skills developed through our researched-based program and customized approach.

## INVEST IN YOU!

As a Northwest Indiana or Chicagoland professional, build your network of professionals, develop your leadership skills, and have fun exploring evidence-based leadership practices! Our focus is on guiding participants toward understanding the principles behind effective leadership and providing opportunities for skillful practice to help develop your leadership tool kit.

Our Leadership Northwest Indiana (LNI) program is well-regarded as a great place for you to build your professional networks, as you learn from the real-world challenges your colleagues bring to our discussions. Our sessions are led by leadership experts from both the academic and business world so that you get the latest research-based leadership content and the most current skills to add to your tool kit.

### DURATION

8 months



### HOURS OF EFFORT

8-10 hours a month



### FORMAT

in person





## KEY TAKEAWAYS

This program will give you evidenced-based learning experiences to strengthen your leadership skills and give you strategies to be a better leader in your career, in your community and in your personal life.

- Develop a community of support for your leadership development
- Reflect on your own leadership
- Identify new opportunities to become a more effective leader
- Acquire new skills to act as a leader across various domains

## LEADERSHIP NORTHWEST INDIANA (LNI) PROGRAM

- A certificate from Purdue Northwest will be awarded upon completion of the 8-month program.
- You will receive a 360-Assessment followed by customized one-on-one coaching.
- You will be asked to do a few tasks, including light reading, before and after our sessions.
- Cost: \$2,200 per person

## 2022-23 SCHEDULE

The Leadership Northwest Indiana program begins in September 2022 and runs through May 2023. We will meet for 8 monthly, half-day in-person sessions on PNW's Westville Campus. Each session is 9:00 am to 12:00 pm. Our 2022-2023 dates are as follows:

- |                     |                    |
|---------------------|--------------------|
| • September 8, 2022 | • February 5, 2023 |
| • October 13, 2022  | • March 9, 2023    |
| • November 10, 2022 | • April 13, 2023   |
| • January 12, 2023  | • May 11, 2023     |

Leadership Institute  
at **PURDUE NORTHWEST**™

LEADERSHIP NORTHWEST INDIANA



## WHO SHOULD TAKE THIS PROGRAM?

The Leadership Institute at Purdue Northwest is for the visionary, the inspirer, and the explorer cutting a path for the rest to follow. We honor the role of leaders across family, career, and community. Whether you're a seasoned executive or emerging into a leadership role, our Leadership Northwest Indiana program will help you build the most valued skill sets for both business and personal success.

The benefits of the LNI program are cross-sectional. They can be applied across many different industries and sectors, business models, positions and career stages.

The program is especially suited to:

- Mid-level managers and developing management professionals
- Star contributors and high potential employees who have been identified as outstanding prospects for increased leadership responsibilities
- Professionals with an interest in personal development aiming to become a more effective leader
- Executives and managers seeking to become a more charismatic and authentic leader



*"I thoroughly enjoyed participating in Leadership Northwest Indiana. One of the most rewarding aspects for me was being part of a larger group of business professionals and realizing that they're all facing the same challenges as I am. It helped me become more confident in my role as a leader."*

**Timothy Lentz**  
Senior Program Manager, Tonn and Blank Construction



## WHAT'S IN THE PROGRAM?

### UNIT 1: Understanding Leadership Identity & Behaviors

This unit lays the foundation of understanding leadership and dives deep into the concepts of leader identity and various leadership styles. Participants will reflect on the strength of their leadership identity, identify critical moments in their leadership development, and explore how they practice leadership at work, at home, and in the community.

- Session 1: Introduction to Leadership
- Session 2: Multi-Domain Leadership
- Session 3: Charismatic & Transformational Leadership
- Session 4: Authentic & Daring Leadership

### UNIT 2: Fostering a Winning Culture

An organization is only as good as its culture – and building that culture is the job of every leader. In this unit, we focus on how leaders can make their organizations a more supportive and engaging place to work by understanding emotions, stress, diversity, and inclusion.

- Session 5: Managing Emotions & Stress
- Session 6: Diversity & Inclusion at Work

### UNIT 3: Leadership Collaboration & Change

All leaders must drive effective change as change agents, be adaptive, and foster collaboration within various groups. The final unit explores the leadership challenges that are unique to team-based situations and in times of organizational change.

- Session 7: Leading High-Performing Teams
- Session 8: Leading Change & Adaptive Leadership

## PROGRAM FACULTY



### **RACHEL CLAPP-SMITH, Ph.D.**

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**Interim Dean, College of Business**  
**Academic Director, The Leadership Institute at PNW**  
**Professor of Leadership**

Dr. Rachel Clapp-Smith is interim dean for the Purdue University Northwest College of Business. She also serves as associate vice chancellor for academic affairs and the academic director for the Leadership Institute at PNW.

Clapp-Smith teaches organizational behavior and leadership in undergraduate and graduate programs. Her primary objective is to help students understand the dynamics of leadership and how to develop their own leader capacity. She also facilitates leadership seminars for managers, staff and high school leaders.

In her academic research, Clapp-Smith explores how experiences in a variety of contexts impact the process and content of leadership development. She researches the development of the whole person as a leader, looking at multiple life domains and multi-cultural experiences. She studies leader identity, global mindset and cultural self-awareness.



### **JANE THOMAS, Ph.D.**

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**Associate Professor of Human Resource Management and Organizational Behavior**  
**Assistant Academic Director, The Leadership Institute at PNW**

Jane Thomas is an Associate Professor of Human Resource Management and Organizational Behavior in the College of Business. She is also a researcher and consultant whose work is focused on workplace relationships, teams, and emotions in the workplace. Her research is published in premier academic journals and has been featured in the Wall Street Journal.

## PROGRAM LEADERSHIP



### **SHEILA MATIAS, M.A.**

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#### **Executive Director, The Leadership Institute and Society of Innovators at PNW**

Sheila Matias serves as Executive Director of the Leadership Institute and Society of Innovators at Purdue Northwest. She is focused on engaging and connecting university talent and resources with community need so that the Leadership Institute can become the hub of leadership development for our region. Sheila is a leadership practitioner with deep experience in government operations, community development, project management and public policy.

As a former public-school teacher, non-profit manager, neighborhood activist, two-term councilwoman and two-term mayor of Michigan City, Sheila has expertise in community-building, change management, and quality improvement. She has worked collaboratively at the regional, state and federal level on diverse matters including education, leadership, public safety, healthcare and the environment. Sheila began serving as a LaPorte County Commissioner in January 2019.



### **MEKISHA RICHARDSON, M.Ed.**

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#### **Assistant Director, The Leadership Institute at PNW**

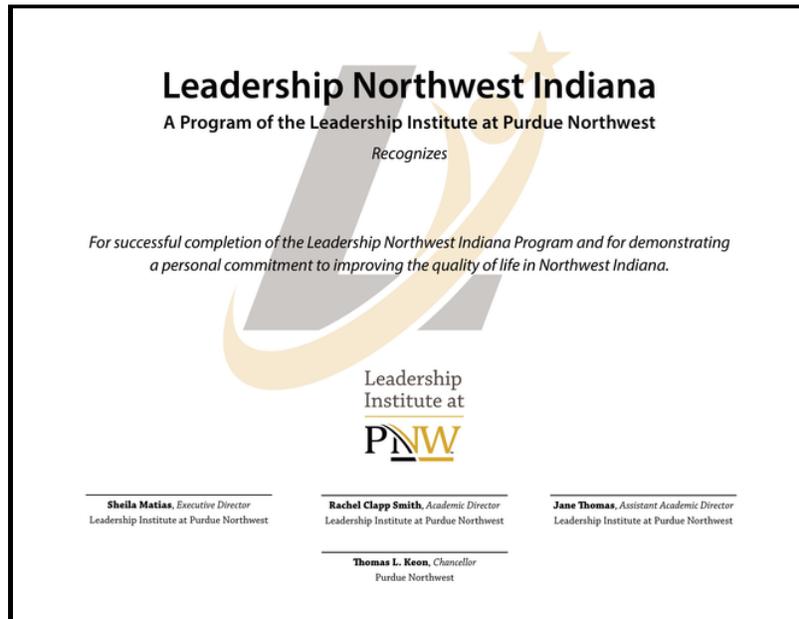
Mekisha Richardson serves as Assistant Director of the Leadership institute at Purdue Northwest. She is focused on the development and implementation of youth leadership programs and also works with the local business community as a resource for leadership development, one-on-one leadership coaching, and customized professional development workshops.

Prior to joining PNW, Mekisha served as the Regional Director of Programs for Summer Advantage, a national non-profit educational organization. Mekisha takes pride in being an educator, leader, role model, and advocate for today's youth and looks forward to bringing her passion for education to all of her endeavors. Mrs. Richardson also has 10 years of public school teaching experience and has a wealth of hands-on knowledge in developing, administering and evaluating curriculum as well as in guiding instructional effectiveness.



### CERTIFICATE OF COMPLETION

All participants that successfully complete the Leadership Northwest Indiana program will receive a Certificate of Completion from Purdue University Northwest.



*"LNI provided me with a plethora of understanding of different types and styles of leadership. I found the information refreshing and helpful, and I have begun to look at scenarios and interactions in a different manner. I most appreciated the session on understanding diversity and covert biases."*

**Lauren Peterson**  
Manager Employee Assistance Program, Franciscan Health



## HOW TO ENROLL

1. Complete an application form on the registration page.
2. Your place will be reserved upon confirmation of payment.
3. We will send you the necessary information and relevant program content prior to the first in-person session in September 2022.

» [ENROLL NOW](#)



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To learn more about the Leadership Institute and the Leadership Northwest Indiana program, please get in touch with us here:

**(219) 989-2802**

[leadershipinstitute@pnw.edu](mailto:leadershipinstitute@pnw.edu)

[www.pnw.edu/leadership-institute](http://www.pnw.edu/leadership-institute)

