



The Future of Leadership: Changing the Way We Live and Work

June 3, 2021

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SCHEDULE OF EVENTS

8-8:30 a.m. Participant log in and informal networking

8:30-9 a.m. Conference kickoff
Your New Co-Worker: Artificial Intelligence
Nate Yohannes, Microsoft

Nate Yohannes will discuss about his path, from the UB Law School to leading efforts around infusing artificial intelligence to advance our lives in the modern workplace. He will discuss about the societal responsibilities technology providers must take when infusing AI throughout our daily journey.

Nate Yohannes was born to refugee parents who faced torture and lived in refugee camps in the Sudan and fled to the United States for a better life. His story is a testament of hard work, optimism, and faith in the enduring promise of the American Dream.

Previously serving as a senior advisor in the Obama administration, Yohannes is a product and strategy leader to the chief technology officer at Microsoft. He joined the CTO's office after directing product management and planning at Microsoft's Artificial Intelligence division and as a member of the task force advising Microsoft's vision and social-ethical responsibilities for AI video surveillance. As a person of color, he provides a diverse perspective addressing challenges with algorithmic biases against minorities; hoping to create an equitable solution for an inclusive world.

Yohannes graduated from the University at Buffalo School of Law as a Barbara and Thomas Fellow for Human Rights and clerked for NYS Supreme Court's Hon. Paula Feroletto. Elected class director, he received the Hon. Green Commencement and Alumni Trailblazer Award.

Following graduation, Yohannes became associate general Counsel at the Money Management Institute, representing the wealth management industry to the U.S. government during the sweeping regulatory overhaul of the U.S. financial industry in the aftermath of the Great Recession and the creation of the Dodd-Frank Wall Street Reform Act. Recognition of this work led to his political appointment by President Obama as the senior advisor to the chief investment and innovation officer for the U.S. Small Business Administration. This team managed a \$26 billion private equity fund and a \$3 billion innovation grant. He was a team leader for the Community Development Financial Institutions Fund at the U.S. Department of Treasury and a member of the White House Broadband Council and the White House Business Council. He was among the inaugural class of leaders from the executive branch selected for the White House Economic Leadership Program. Yohannes received the Microsoft AI Speaker Award and was the master of ceremonies for Microsoft's Business Summit. He has been featured in Forbes; nominated by the Vice Chairman of Nasdaq as a Nasdaq Young Executive Advisor; and is an expert to MIT's Digital Economy Initiative. Yohannes was a national finance co-chair for the Biden-Harris Presidential Campaign.

9-10 a.m.

Workshop A

10-10:15 a.m.

Break

10:15-11:15 a.m.	Workshop B
11:15 a.m.-noon	<p>Games People Play: Boosting Connections, Communication and Collaboration Jane Fischer, MA, CAS Creative Change Facilitator, Improv Connections Beth Slazak, MS, CHP Manager of Education and Events, Creative Education Foundation</p> <p>In this hour, join Jane and Beth for some fun, interactive games that will help you be a better communicator and team player. This full-participation session will show you applied improvisation activities you can use at work or at home. Be prepared to smile.</p>
Noon-12:30 p.m.	Lunch break
12:30-1:30 p.m.	Workshop C
1:30-1:45 p.m.	Break
1:45-2:45 p.m.	Workshop D
3-3:45 p.m.	<p>Keynote Leadership, Innovation and the Surprising Truth of Human Motivation Daniel Pink</p>

What motivates people to do their best work? The question is central to leadership, strategy and innovation. And in this presentation, Daniel Pink, author of the million-copy international bestseller “Drive,” offers the answer.

Tapping 50 years of research in behavioral science, Pink will show why many traditional rewards fall short of their promise and sometimes even backfire. Then, marshaling the evidence, he will reveal a more effective motivational operating system. This new system, which has been embraced by smart organizations around the world, promotes enduring motivation through autonomy, mastery and purpose—the fundamentally human desires to direct our lives, to make progress in work that matters and to contribute to a team.

In this powerful and practical presentation, you will learn:

- When bonuses are effective and when they fall flat
- Why money matters to employee motivation, but not the way you probably think
- Why the secret to employee engagement is *less* management

- How cutting-edge organizations are promoting innovation with Shipt Days, genius hours and other surprising work practices
- How to replace formal performance reviews with smarter, faster and better forms of feedback
- How to enlist the two types of purpose that science shows can dramatically boost performance

Daniel Pink is one of the best-selling nonfiction authors of the last decade. His books on work, business and behavior have won multiple awards, have been translated into 39 languages, and have sold more than 3 million copies.

For the last six years, London-based Thinkers 50 has named Pink one of the top 15 business thinkers in the world. His TED Talk on the science of motivation is one of the 10 most-watched of all time, with more than 22 million views.

3:45-4 p.m.

Q&A with Daniel Pink

4-5 p.m.

Virtual meet and greet with Daniel Pink

5 p.m.

Program concludes, networking begins



Workshop A 9-10 a.m.

1. The Manager of the Future: What's Changed?

Stephanie Argentine, JD, MBA

Executive in Residence, CLOE and Chief People Officer, Centivo

What are the key responsibilities of managers? What has changed in terms of how we think about work? We'll discuss what we think and how it has (or hasn't) impacted the role of the manager.

2. Keeping Up and Remaining Compliant: Employment Law Changes Since the COVID-19 Pandemic

Lisa A. Coppola, CEL '20

Facilitator, UB Center for Entrepreneurial Leadership and Partner, The Coppola Firm

This fast-paced workshop ensures employers know about important changes to NY and federal law that can impact your workplace, whether stemming from the pandemic or not. As anyone with employees knows,

NY and federal employment laws change frequently, and usually the changes favor employees. Owners and managers will come away with concrete, practical steps to ensure compliance in their businesses.

3. Getting Ready for—and Taking Advantage of—Artificial Intelligence

Kate Bezrukova, PhD

Associate Professor of Organization and Human Resources, UB School of Management

Artificial intelligence will eliminate, augment, or alter jobs across a wide range of industries—learn how to leverage your skill set to protect yourself from computerization or automation. Specific applications will include the issues related to interaction and negotiations in the AI environment with a robot or teams of robots.

4. Upstarts (Can) Rule! Harnessing the Power of the Underdog Effect

Paul Tesluk, PhD

Dean and Professor, UB School of Management

Is your team challenged by a lack of resources, or are you trying to unseat a dominant rival? Being an upstart is hard, but it can provide a motivational advantage when you understand and harness the underdog effect. Learn what the underdog effect is, how you can use it to motivate your team, and how to make it a competitive advantage.

5. Results-Based Leadership Through Numbers

Anthony M. DeSimone, CPA, CMA

Interim Executive Director, Center for Entrepreneurial Leadership, UB School of Management

In the past, time was the default measurement of work. However, COVID-19 and forced remote work has exposed how poor a measurement 'time worked' is. With more people working from home, business owners, leaders and managers need to create more structured expectations for employees.

6. Being Authentic in an Inauthentic World

Neil Stroul, PhD

Co-Facilitator, CLOE Leadership Coaching Certification Program and President and Founder, SkillPoint Consulting

We face challenges in the workplace as we try to be ourselves while also trying to fit in with the environment around us. In a perfect world there would be complete alignment of who we are with what we do for a living, but that isn't always the case. In this session, you'll work through strategies to make this balance easier by gaining greater clarity on your core beliefs, what you believe in and what you stand for. This will then lead you to what to let go of and what to stand firm in, to help you live a more authentic life.

7. Jump-Start Your Team's Creative Engines

Snehal Hora

PhD Candidate in Organization and Human Resources, UB School of Management

Leading creativity and innovation seems to be the new mantra for organizations these days. But what does it mean to be creative? What's the secret for leading creativity in diverse teams? And is all creativity good?

Learn how leaders can break through creative blocks in teams and turn the tension between ideas into opportunities by tapping into diverse perspectives.

Workshop B 10:15-11:15 a.m.

1. What Does It Really Mean to Be an Ethical Leader?

Jim Lemoine, PhD

Assistant Professor of Organization and Human Resources, UB School of Management

It seems like everyone agrees that the world needs more ethical and moral leadership. But what does that really mean? Do we agree on what moral leadership in businesses and organizations looks like? What if we disagree? Dive into the intersection of morality and leadership to explore the research and psychology on what kind of leadership works best in modern organizations.

2. The Role of Analytics in the Future of Work and Leadership

Charles Lindsey, PhD

Associate Professor of Marketing, UB School of Management

We manage and ultimately become what we measure...or so the saying goes. Hence, it is vital for firms that strive to become (and remain) forward thinking to understand how an analytics framework can facilitate or impede organizational progress and transformation. In this session, you will learn how to identify and use high-impact analytics to drive future-of-work and leadership goals.

3. COVID-19 and Magnified Health Disparities: Can more tailored, effective and equitable leadership in health care be a viable solution to a prolonged and increasingly visible problem?

Sarahmona Przybyla, PhD, MPH

Assistant Dean of Undergraduate Public Health Programs and Assistant Professor, Department of Community Health and Health Behavior, UB School of Public Health and Health Professions

Significant health disparities have long existed for communities of color, LGBTQ+ individuals, the disabled, and other marginalized populations, but the COVID-19 pandemic has laid bare the truly disastrous effects these disparities have wrought. Our current health care system, and those who operate in it, tend to treat many of these overarching issues with 'curative band-aids,' alleviating many of the short term symptoms, but failing in the long-term to fix the ills of society on a more holistic scale. Can today's health care leaders in—and the leaders of tomorrow—be true change agents, and provide concrete solutions to achieving more tailored, effective and equitable health care?

4. Leading with Empathy

Aisha O'Mally, PhD

Clinical Assistant Professor of Organization and Human Resources, UB School of Management

Fear is out, and empathy is in! There's a sharp focus on leadership and empathy in the business world today, but what exactly is empathy? And how do we apply empathy in creating real relationships? Learn what empathy is, examine what it looks like in the workplace today, and discover how you can truly begin to hone this skill to inspire, motivate and engage your team.

5. It's a Small, Small World: Creating and Nurturing a Diverse Workforce

Rosanna Berardi, CEL '17

Facilitator, UB Center for Entrepreneurial Leadership and Managing Partner, Berardi Immigration Law

Leaders: you can no longer rely on your HR team to build a vibrant, diverse corporate culture. You must be the driver of the corporate culture car to attract and nurture talent from around the world. Learn how to hire workers from around the globe and integrate them into your workplaces. You'll discover the ins-and-outs of U.S. immigration, foreign national hiring and best practices for building a diverse workforce.

6. How to Create an Abuse-Free Environment

Min-Hsuan Tu, PhD

Assistant Professor of Organization and Human Resources, UB School of Management

Why are there so many horrible and abusive bosses? Maybe it's because we tolerate abusive leaders more often than we think. In this presentation, you'll learn about how successful leaders can sometimes cross the line from motivation to abuse, which subsequently creates a new generation of abusers. You'll also see research illustrating how abuse only causes harms to victims—and even the abusers themselves—rather than motivating employees. Discover approaches to create an environment free of abuse in your workplace.

7. Turning Challenge Into Opportunity—Leadership and the Business Case for Sustainability

Ryan McPherson, JD

Chief Sustainability Officer, UB

Learn about and prepare for the opportunities that climate change and the Sustainable Development Goals present for your organization. Discover how addressing our global challenges can lead to creating a thriving and successful business. Join Ryan McPherson, chief sustainability officer at UB, Nira Desai, sustainability director at Rich Products and Ali McPherson, principal, Niagara Share, for this intriguing and insightful dialogue.

Workshop C 12:30-1:30 p.m.

1. The “Leading Edge”: How to Effectively Lead Creativity and Change

Tim Maynes, PhD

Associate Professor of Organization and Human Resources, UB School of Management

As a leader, have you ever needed an infusion of creative ideas to help solve a persistent challenge or problem on your team, but very few were willing to speak-up and share ideas? Have you ever been asked to lead a change initiative and found that some people refuse to change or even acknowledge that change is needed despite strong evidence to the contrary? Learn to effectively lead creativity and change in your organization based on findings from the most compelling scientific research.

2. The Manager of the Future: What's Changed?

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What are the key responsibilities of managers? What has changed in terms of how we think about work? We'll discuss what we think and how it has (or hasn't) impacted the role of the manager.

3. Women and Health Care Leadership: Promoting Equity

R. Lorraine Collins, PhD

Associate Dean for Research and Professor, Department of Community Health and Health Behavior, UB School of Public Health and Health Professions

Although women are just above half of the U.S. population, they have been underrepresented in almost all aspects of health care. In medical research (heart disease, for example), males have been studied as the most representative patient population. In medical practice, there has been a tendency to downplay women's physical and mental health issues as being "hormonal" or "in their heads". Women in health care may face a range of challenges that result from these practices as well as the stereotypes related to the traditional male dominance of health care leadership. How do we promote women's influence in health care leadership? What are the approaches that women and men can use to create and support gender equity in health care?

4. Emotional Intelligence and Its Impact on Leadership

Marsha King, PhD

Co-Facilitator, CLOE Leadership Coaching Certification Program and President and Founder, SkillPoint Consulting

Learn about the four elements of emotional intelligence (EI) and how they impact leaders. Discover strategies to improve your EI and enhance your career.

5. What We Really Think About Leaders: Assumptions, Stereotypes and the Surprising Role of Gender

Jim Lemoine, PhD

Assistant Professor of Organization and Human Resources, UB School of Management

Talking heads in the media have lots of opinions on gender and leadership. Some say that women face unfair disadvantages in leadership positions. Decades ago most people believed men made the best leaders, but now others claim that women are fundamentally better equipped to be leaders than men. What if rather than a political perspective, we used a scientific viewpoint to examine the issue? Explore what we know about men, women and leadership, and learn the best practices for both leadership recruiting and leadership execution.

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8. Leading Us Out of the Health Care Wilderness: The Role of Primary Care in a Post-Pandemic World **Lawrence J. Zielinski, Executive in Residence for Health Care Administration, UB School of Management and Executive Director, Primary Care IPA**

The COVID-19 pandemic has magnified deficiencies in America's dysfunctional health system: health inequities, our chronic disease epidemic, our emphasis on sick care, and the misaligned incentives inherent in fee-for-service payment structures. This session will discuss the future role of primary care physicians in transforming our health system towards one based on wellness, prevention and value-based care.

9. Digital Leadership

Jeanne M. Myers, PhD

Adjunct Instructor, UB School of Management

The events of the past year illuminated for many their capacity to adopt new technologies or lead a digital transformation. What is digital leadership and how do we harness new technologies to our advantage and to achieve goals or promote new ways of working? An overview of technology tools, strategies, samples of digital projects, and leading virtual teams and collaboration will be discussed.

Workshop D 1:45-2:45 p.m.

1. Getting Ready for—and Taking Advantage of—Artificial Intelligence

Kate Bezrukova, PhD

Associate Professor of Organization and Human Resources, UB School of Management

Artificial intelligence will eliminate, augment, or alter jobs across a wide range of industries—learn how to leverage your skill set to protect yourself from computerization or automation. Specific applications will include the issues related to interaction and negotiations in the AI environment with a robot or teams of robots.

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impede organizational progress and transformation. In this session, you will learn how to identify and use high-impact analytics to drive future-of-work and leadership goals.

3. Emotion in Teams: How it Works and What it Means for Leaders

Evangeline Yang

PhD Candidate in Organization and Human Resources, UB School of Management

Decades ago, many managers tried to create an emotion-free workplace—something that is simply impossible to do because emotion is a natural part of employees' work experience. We should be thinking about how to best manage employees' emotions, not how to avoid it. To achieve this, we need to understand why employees feel the way they do—and one of the main causes is the emotions experienced in work teams. Learn what we know about group emotion in the workplace and what you can do to effectively manage emotion in teams.

4. Are Leadership and Teamwork Mutually Exclusive?

Ekaterina (Katia) Noyes, PhD, MPH

Director, Division of Health Services, Policy and Practice, Department of Epidemiology and Environmental Health, UB School of Public Health and Health Professions

Leadership is often described as a lonely adventure, but does it have to be? Many industries have shifted their priorities from identifying effective leaders to improving efficiency of teamwork and collaboration. Open-office layouts have become the norm and team productivity tools have exploded in popularity. A growing body of research also confirms that when people work together smartly, it can unleash energy that boosts creativity, productivity, engagement, communication and efficiency. Using a series of case studies, this session focuses on the unique aspects of team leadership in health care and helps the audience discover their hidden talents as leaders of effective clinical, administrative and public health teams.

5. How Leaders in Anchor Institutions Can Play Key Roles in Reducing Health Inequities

Heather Orom, PhD

Associate Dean for Equity, Diversity and Inclusion and Associate Professor, Department of Community Health and Health Behavior, UB School of Public Health and Health Professions

The primary driver of health inequities are the social determinants of health (SDOH)—the conditions in which we live, work, play and learn. Leaders of anchor institutions—the large, stable employers in our communities such as health care systems—can play a disproportionate role in influencing the SDOH in their surrounding communities. Using case studies (such as the Cleveland Model) and empirical evidence, we will explore how leaders in anchor institutions can contribute to improving the SDOH in their neighborhoods by investing their institutions, spending locally, supporting educational initiatives, and innovative investments in community development and community health.

6. How to Ensure You're Ready for the Future of Work

Courtney J. Walsh, MBA

Assistant Dean of Professional and Executive Development and Adjunct Instructor, UB School of Management

The next 10 years will usher in the Fourth Industrial Revolution, bringing with it a wave of new, high-demand jobs, as well as the need for continuous learning—beyond your specialization. To ride this wave, you'll need to be resilient and agile in uncertain times. In this session, you'll hear about new research that shows how adults want to learn, and discover actions you can take to be sure you're ready for the future of work.