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Succession Planning & Leadership Development

Wednesday, January 21, 2009

9:00 am- 12:30 pm

Coffee and registration beginning at 8:30 am.

CCPA Office

35 Cold Springs Road, Suite 522, Rocky Hill, Connecticut

This program will provide you with some key questions that will help assess your organization's readiness for the future. Succession planning addresses the immediate needs and key person dependencies, as well as the long-term issue of building bench strength. Succession Planning is not something that can be left to the last minute, or the last year. Succession planning for senior leaders' positions would be best started several years in advance of any vacancies. This session will help you begin the process.

Who Should Attend:

CEO's, Management Teams and Board Members

Registration Information:

We encourage teams from the same agency to attend.

CCPA Members 1st from agency \$75	Nonmembers \$110
CCPA Members 2nd or more from same agency \$65	

NOTE: In case of poor weather conditions, please call the CCPA office after 7:15 a.m. the morning of this seminar. If a delay or cancellation is necessary, news will be posted on our main voice mail system.

About CCPA

The Connecticut Community Providers Association represents organizations that provide services and supports for children and adults with disabilities and significant challenges including people with substance-use disorders, mental illness, developmental and physical disabilities.

CCPA operates three divisions: Adult Behavioral Health, Children's Mental Health & Substance Abuse, and Developmental Disabilities, and is the lead advocate for community human service providers at the state legislature and with state agencies. Visit us online at www.ccpa-inc.org

If you have questions regarding CCPA's training events, or would like information on how your organization can become a CCPA member, please contact Kendra Maigarie, Member Services Coordinator at (860) 257-7909 or kmaigarie@ccpa-inc.org.

About the Presenter

Loretta Symons, with Center Stone Consulting, has successfully integrated an understanding of business issues with the personal and professional development needs of clients in her roles in Organizational Development and Executive Coaching with Non Profit organizations and Fortune 500 companies. Her diverse experience, understanding of people and respect for the individual provide insights that her clients find useful both personally and professionally. Executive coaching clients have included senior executives and all levels of management. She has worked with teams and their managers on a variety of critical development and communication issues in variety of settings including Financial Services, Health Care, Insurance, Pharmaceutical, and Manufacturing and several non-profit organizations. She also serves as adjunct faculty in the management department at University of Hartford, teaching Group Dynamics and Leadership and Management classes.

Ms. Symons' areas of expertise include leadership development, communication and public speaking, strategic thinking, stress management, career development, team building, training, and individual coaching. She holds a Masters Degree in Counseling Psychology with a concentration in Organizational Behavior. Ms. Symons has also done an extensive amount of work using personality and behavioral style inventories including the Myers Briggs Type Indicator, DISC and the Enneagram.

In the coaching arena, her focus is on bringing out the best in individuals while increasing effectiveness within the requirements and culture of the specific workplace. This approach enables the leader to build on strengths and uncover new ways of operating that fit naturally within the leader's style and value system.

Please contact Kendra Maigarie at (860) 257-7909 or kmaigarie@ccpa-inc.org with any questions.

REGISTRATION FORM

Succession Planning & Leadership Development
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CCPA requires pre-registration and pre-payment for all events. To pre-register, please complete the registration form and return it with payment to CCPA, 35 Cold Springs Road, Suite 522, Rocky Hill, CT 06067-3165 **no later than one (1) week prior to the event**. If you cancel your reservation up to three working days before the event, we will give you a full refund, less a \$35 service charge. We're sorry, but if you cancel with less than three working days notice, we cannot give a refund.

Please complete a separate registration form for each person attending (copy as needed).

Name _____

Title _____

Agency _____

Address _____

Phone _____ Fax _____

Email _____

Accessibility Needs _____

2nd Person Name _____

2nd Person Title _____

2nd Person Email _____

Accessibility Needs _____

*Please let us know in advance if you need sign language interpreting (ASL or English).
The deadline for requesting sign language interpreters for these events is three weeks prior to the event.
We cannot guarantee provision of interpreters if the request is not received two weeks prior to the event.*

CCPA Members – first from agency	\$75
2nd or more CCPA members from the same agency	\$65
Nonmembers per person	\$110

TOTAL PAYMENT ENCLOSED \$ _____

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