



# LEADERSHIP DEVELOPMENT SUMMIT

November 13-14, 2023 | Buckhead-Atlanta, GA

## AGENDA

**LEADERSHIP | OPERATIONS | GOVERNANCE**  
**FINANCE/HR | CLINICAL | STAKEHOLDERS**

- Monday, November 13<sup>th</sup> 9:00 AM – 5:00 PM
- Tuesday, November 14<sup>th</sup> 9:00 AM – 5:00 PM

Monday, November 13 <sup>th</sup>		All Times Listed are Eastern Time
7:30 AM – 9:00 AM	Breakfast and Registration	
9:00 AM – 12:00 PM	<p><b>Leadership Happens Through Language: Understand, Use &amp; Master the Language of Leadership</b></p> <p>Language is one of the key domains of leadership. Leadership happens through language. Learn and experiment with the handful of key Leadership Speech Acts that leaders can use with system and method to generate action and forward momentum. Just as important, learn to identify and eliminate undesirable speech acts that often take us and others backwards.</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;">  </div> <div> <p><b>Dennis Wagner</b>  <i>Principal and Managing Director            Yes And Leadership, LLC</i></p> </div> </div> <div style="display: flex; align-items: flex-start; margin-top: 20px;"> <div style="margin-right: 20px;">  </div> <div> <p><b>Moderator:</b>  <b>Leonard Licina</b>  <i>President/CEO            Legacy of Life Hawai'i            AOPO Leadership Development Committee Chair</i></p> </div> </div>	
12:00 PM – 1:30 PM	Networking Lunch	

**Monday, November 13<sup>th</sup> (cont'd)**

**1:30 PM – 2:15 PM    How To Manage and Influence Stakeholders**

Trust and rapport are essential for influencing both internal and external stakeholders. Learn strategies used to facilitate conversations, maintain buy-in, and develop clear goals.



**Dorrie Dils**  
*President/CEO*  
*Gift of Life Michigan*  
**AOPO President-Elect**



**Kevin Stump**  
*President/CEO*  
*Mississippi Organ Recovery Agency*  
**AOPO Leadership Development Committee**



**Jan Finn**  
*President/CEO*  
*Midwest Transplant Network*  
**AOPO Leadership Development Committee**

**2:15 PM – 3:00 PM**  
**Monday, Nov. 13<sup>th</sup>**    **OPO Budgeting and Finances**

Budgeting is a critical aspect of financial planning that provides a roadmap to achieving financial goals. Budgets serve as the translating tool to help guide financial decision-making and managing costs by which to measure progress towards the OPOs objectives.



**Todd Hubler**  
*Vice President, Executive Director, OPO*  
*LifeNet Health*  
**AOPO Leadership Development Committee**



**Moderator:**  
**Barry Massa**  
*Executive Director*  
*LifeCenter Organ Donor Network*  
**AOPO Past President**

**3:00 PM – 3:20 PM    Break**

**Monday, November 13<sup>th</sup> (cont'd)**

**3:20 PM – 5:30 PM**

**Hardwiring DEI+B: How to Weave Inclusion into Operations**

Diversity is not a single point of effort. It's not as simple as requiring training classes or building an internal committee. To support diversity, equity, inclusion and belonging (DEIB) in the long run, these initiatives must be integrated into processes throughout an organization. That means incorporating DEIB into every strategy and solution in place, including the HR tech stack.



**Donyale Padgett, PhD**

*Associate Professor of Diversity, Culture, and Communication  
Wayne State University  
Founder and Lead Consultant  
Legacy Communication and Research*



**DeAndre Lipscomb**

*Consultant and Strategist  
Legacy Communication and Research*

**5:30 PM – 6:30 PM**



**AOPO Networking Reception  
Wine and Cheese “Mix & Mingle”**





# LEADERSHIP DEVELOPMENT SUMMIT

November 13-14, 2023 | Buckhead-Atlanta, GA

Tuesday, November 14 <sup>th</sup>		All Times Listed are Eastern Time
7:30 AM – 9:00 AM	<b>Breakfast and Registration</b>	
9:00 AM – 9:05 AM	<b>Welcome Back to Day 2!</b>	
	<b>Michelle Reef</b> Vice President, Family, Partner & Tissue Services <i>Mississippi Organ Recovery Agency</i> <b>AOPO Leadership Development Committee Vice Chair</b>	
9:05 AM – 10:10 AM	<b>Strategic Planning: A Framework for Sustained Success</b> Learn ways on how to build a comprehensive model of strategic planning and align resources with organizational and process improvement.  <b>Speaker TBA</b>	
10:10 AM – 10:30 AM	<b>Break</b>	
10:30 AM – 11:15 AM	<b>Promoting Good Governance: Principles, Practices, and Perspectives</b>  Building an effective board involves much more than just its structure. Learn strategies on how to create a climate of trust and candor whose members can challenge one another and engage directly with senior managers on critical issues.   <b>Mark C. Franco, ICE-CCP</b> <i>Counsel</i> <i>Whiteford, Taylor &amp; Preston LLP</i>	

**Tuesday, November 14<sup>th</sup> (cont'd)**

**11:15 AM – 12:00 PM**



**Labor & Employment Law: The Essentials**

Employment laws change often. Staying on top of them is essential to running an efficient, fair workplace and heading off expensive lawsuits. Learn an overview of U.S. workplace laws, regulations, and court decisions that employers are likely to face as well as what pitfalls to anticipate and when to seek professional advice.

**Sara Levinson**

*Vice President of People, Culture & Development  
Nevada Donor Network  
AOPO Leadership Development Committee*

**12:00 PM – 1:30 PM**

**Networking Lunch**

**1:30 PM – 2:15 PM**



**AOPO – Your Association At Work For YOU!**

Learn how AOPO, as your association, is saving and enhancing lives by leading the nation’s organ donation process through innovation, advocacy, and education. AOPO’s initiatives are focused on the pillars of:  
Advocacy | Data Sharing | Improvement.

**Colleen McCarthy**





*Vice President of Organ and Tissue Donation  
Versiti  
AOPO President*




**Steve Miller**

*CEO  
AOPO*

**Tuesday, November 14<sup>th</sup> (cont'd)**

<p><b>2:15 PM – 3:00 PM</b> <b>Tuesday, Nov. 13<sup>th</sup></b></p>  	<p><b>Cost Reports and OPO Financial Model: An Overview</b></p> <p>The OPO cost report is filed annually with CMS and presents the organization's operational expenses, compliance with regulations, and documentation to support the costs claimed for reimbursement. Learn more about the OPO financial model and how the cost report is a vital tool for organizational financial planning.</p> <p><b>Dara Washburn</b> <i>Chief Financial Officer</i> <i>New England Donor Services</i></p> <p><b>Joe Weber</b> <i>Chief Financial Officer</i> <i>Center for Organ Recovery &amp; Education</i></p>
<p><b>3:00 PM – 3:20 PM</b></p>	<p><b>Break</b></p>
<p><b>3:20 PM – 4:30 PM</b></p>  	<p><b>Crisis Communication: Protecting Your Most Valuable Asset – Your Brand</b></p> <p>Leading an OPO is part of an interconnected, always-on world with an expanding number of stakeholders and audiences. The pendulum of brand perception can swing from positive to negative in the blink of an eye. Learn what you need to do to develop a holistic crisis management strategy.</p> <p><b>Amy Seigenthaler Pierce</b> <i>Managing Partner</i> <i>Finn Partners</i></p> <p><b>Moderator:</b> <b>Jill Grandas</b> <i>Corporate Executive Director</i> <i>DCI Donor Services</i></p>

**Tuesday, November 14<sup>th</sup> (cont'd)**

<p><b>4:30 PM – 5:00 PM</b></p> 	<p><b>Key Takeaways and Resources to Assist You on Your Leadership Journey</b></p> <p>The Leadership Development Summit will wrap up by providing attendees with tools and resources to continue building upon their leadership skills. Current senior leaders have shared the books, podcasts, blogs, and other resources they rely on to grow and be successful leaders at their organizations.</p> <p><b>Michelle Reef</b> Vice President, Family, Partner &amp; Tissue Services <i>Mississippi Organ Recovery Agency</i> <b>AOPO Leadership Development Committee Vice Chair</b></p>
<p><b>5:00 PM</b></p>	<p><b>Adjourn</b></p>
<p><b>5:00 PM – 6:30 PM</b></p>	<p><b>AOPO Networking Reception</b></p>

