

# 2023 LEADERSHIP ACADEMY

June 26 - 28

## EXPLORE THE DEEP WORK OF LEADERSHIP

IN PARTNERSHIP WITH THE KELLOGG SCHOOL  
CENTER FOR NONPROFIT MANAGEMENT



Diverse, rich, and meaningful  
insights into the efforts, mindsets,  
and skill sets required of  
effective independent  
school leaders

Northwestern University's Chicago Campus  
[isacs.org/leadershipacademy](https://isacs.org/leadershipacademy)

## SESSIONS

### Brave Voices: Creating Inclusive Cultures, Michelle Buck

Teams, schools, and organizations thrive when all voices are welcomed and leveraged in conversations that matter. Success is dependent upon inclusive environments where individuals feel valued and safe to speak up about innovative ideas, problems or concerns, and diverse perspectives. However, research documents that employee engagement and productivity decrease in the presence of "organizational silence," the ubiquitous phenomenon in which individuals often have legitimate incentive to stay quiet rather than speak up. This session identifies ways leaders can build inclusive cultures, grounded in individual and organizational values, which encourage courageous conversations, thereby enhancing motivation and performance. This session provides workshop opportunities for real-life applications.

### The Paradox of Leadership: No Easy Decisions

Timothy Dohrer

As a school leader, none of the decisions you will be faced with will be easy. This session will explore three protocols for processing decisions so you and your team can employ these strategies to help move forward with positive momentum as you work through tough decisions. Participants will practice these protocols using school-based case studies.

### Navigating Board Dynamics

Megan Kashner

Today's independent schools and their board members face a changing environment with increased competition, sophisticated donors, and the need to address the challenges while planning for the future. How can leaders change their approach to help board members react to this environment more effectively and provide leadership that supports their school? Participants will uncover best practices and critical principles for effective boards and understand the potential pitfalls and importance of a successful partnership between staff and the board.

### Race, Racism & Structural Oppression Work in Independent Schools

Omari Keeles

This session will offer practical strategies in the journey of becoming an anti-racist organization. Pulling from his experience as director of diversity, equity, and inclusion for Poly Prep (NY), as well his years of experience as assistant director of diversity, equity and inclusion at Northwestern University's Searle Center for Advanced Learning and Teaching, Keeles will begin with a discussion of the systems and structure of oppression in our society that create barriers to equity. Participants will then explore challenges and opportunities specific to the work of leaders of independent schools.

### Finance & Accounting for Leaders

Marian Powers

Many independent school leaders have moved into leadership roles because of their commitment to the mission of the organization. Often, these leaders have not had significant management or business training in specific skills like financial management. This session will address the key principles of financial management including understanding financial statements and the trends represented by the numbers, predicting the financial implications of managerial decisions, and learning to work more effectively with financial executives. Participants will explore opportunities for aligning school finances more closely with their mission to support fundraising, board discussions, and governance.



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Questions? Contact Karen Zeitlin: [karen@isacs.org](mailto:karen@isacs.org)

## FACULTY



**MICHELLE BUCK, PhD** is clinical professor of leadership at the Kellogg School of Management at Northwestern University. Previously, she served as the school's first director of leadership initiatives, designing and coordinating opportunities for personal leadership development. Buck has served as academic director of numerous Kellogg executive programs and teaches in Kellogg's Advanced Management Program, the Senior Women's Leadership Program, the Leading Family Enterprises Program, and the Master of Science Program at Northwestern. She has a PhD from Princeton University and a bachelor's from the University of Michigan.



**TIMOTHY DOHRER, PhD** is the director of the Master of Science in Education program at Northwestern University. He is the former principal of New Trier Township High School (IL). In a career spanning more than 25 years, he has taught middle school, high school, and college students in rural, urban, and suburban settings. As a New Trier teacher, administrator, and later as principal, Dohrer led one of the largest and most successful schools in the country, supervising a staff of 450 employees and a student population of 3,100 sophomores, juniors, and seniors. His current areas of research include teacher education, teacher leadership, curriculum & instruction, assessment, literacy, school climate, and social & emotional learning.



**MEGAN KASHNER** serves as the director of social impact at Northwestern University's Kellogg School of Management. In her leadership of Kellogg's Social Impact offerings, Kashner focuses on the areas of impact investing, social entrepreneurship, sustainability, nonprofit management, policy, global development, values, and ethics. She has spoken at the White House and at national conferences on social innovation, philanthropy, and entrepreneurship. She has been featured on CNN and in FastCompany, Mashable, MSNBC, The New Yorker, and The New York Times. Kashner holds an MBA from Northwestern's Kellogg School of Management, a master's from the University of Chicago's School of Social Service Administration, and a bachelor's from Brown University.



**OMARI KEELES, PhD** is adjunct faculty at the University of Miami and Northwestern University Feinberg School of Medicine. He previously served as director of diversity, equity, and inclusion at Poly Prep, an independent school in Brooklyn, NY. He also has served as assistant director of diversity, equity and inclusion for Northwestern University's Searle Center for Advanced Learning and Teaching. Keeles grew up in Oakland, CA, where he attended an independent high school, which informs his perspective on the experience of being a minoritized student in an independent school. Keeles earned his PhD from the University of Michigan, master's degrees from George Washington and Teachers College at Columbia University and a bachelor's from Howard University. He serves as a counselor, advisor, and consultant to many organizations.



**MARIAN POWERS, PhD** serves on the faculty of the Kellogg School of Management's Executive Education Program. She specializes in teaching financial reporting and analysis to executives. Powers has designed and delivered customized finance and accounting training for corporations and nonprofit organizations. She is co-author of several college accounting textbooks. Her research has been published in The Accounting Review, The International Journal of Accounting, The Journal of Accountancy, The Journal of Business Finance and Accounting, and Financial Management.



## DETAILS & REGISTRATION

### WHO SHOULD ATTEND

Leaders of Independent Schools; we encourage schools to send teams if possible.

### LOCATION

The Academy will take place at the Kellogg School Center for Nonprofit Management at Northwestern University, Wieboldt Hall, 339 East Superior Street, Chicago, IL.

### DATES & TIMES

- Monday, June 26 – Wednesday, June 28
- Daily: 8:00 am – 5:00 pm

### REGISTRATION FEE

- \$2,000/person for ISACS members & non-members.
- Includes: three breakfasts, three lunches & Monday evening's dinner.
- Through the Claudia M. Daggett Memorial Grant, generously funded by the Skilling and Andrews Foundation, ISACS was able to subsidize the registration fee for all participants.

### HOTEL ACCOMMODATIONS

ISACS has secured a discounted room rate at the Courtyard by Marriott, 165 East Ontario, Chicago, less than two blocks from Northwestern University's Chicago Campus. The special rate is: \$230/night plus tax (single or double occupancy) for the nights of June 25, 26 & 27. To reserve, call the hotel directly at (312) 573-0800, press 2 for reservations, and mention the group name ISACS. To reserve online, use the ISACS Online Booking Link. Reservations must be made by Friday, June 2, and before the room block reaches capacity. If availability allows, the hotel will honor extended reservations three days before and three days after the Academy. If you have a problem securing the rate, please email [karen@isacs.org](mailto:karen@isacs.org).

### CERTIFICATE OF COMPLETION

The Kellogg School Center for Nonprofit Management will provide a certificate of completion to each participant who completes the Academy in its entirety.

### HEALTH & SAFETY PROTOCOLS

For Northwestern's Health & Safety Protocols, visit: [isacs.org/leadershipacademy](https://isacs.org/leadershipacademy).

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