



Growth, Connection, & Innovation
for Leaders

WELCOME TO EXECUTIVE LEARNING NETWORKS

We're excited to have you join us in the Network this year!

What are the unique VALUE PROPOSITIONS of ELN?

Developing meaningful relationships that assist in building a network in the community.

Executive learning series prompting innovative, actionable steps to bring back to your organization.

Exclusive speaker access: Sparking a connection with an author, expert in their field, or local/national personality.

Conduit for business and non-profit connections.

Flexible network that offers both in-person and virtual formats allowing companies who work more remotely or have employee groups across the US and abroad to actively participate.

Have it your way: 12 organization members per session split between in-person and virtual formats that fit the needs of your associates.

VIRTUAL AND IN-PERSON OFFERINGS

"Zoom is easy, in person is special..."

When you're looking for that personal connection with the speaker, broaden your network, and connect with new ELN members attending in person is a unique experience. When you need to stay at the office, or have pressing engagement to get to, zooming is easy!

With efforts to provide convenient, high-quality events, and content to the membership in this fluid, always changing "new normal," we offer both in-person and virtual sessions —most speaker events will offer both options, while some will be virtual only.

SOUNDVIEW AND VIDEO LIBRARIES

We are excited to continue offering exclusive and unlimited access to the Soundview library, an online executive learning database with over 2200 assets including executive book summaries, webinars, podcasts, and skill-based newsletters. Individuals from our ELN member organizations can download the Soundview app to their device to have access to the catalog at any time. Additionally, ELN hosts virtual small group discussions built around topical themes, correlating with resources available in the Soundview library.



Grow employee engagement and productivity

Establish a learning culture within your organization

Produce rewarding results and a measurable ROI on your e-learning investment

Align your business strategies with custom learning initiatives

As in years past, videos from each speaker event will be made available on the ELN Library YouTube Resource, adding to our extensive video library from the past 12 years.

MAIN SPEAKERS, COFFEE CONNECTS, AND WORKSHOPS

The 2023 ELN speaker series consists of nationally recognized speakers presenting cutting edge business ideas, smaller coffee connects, virtual and in-person group discussions, and workshop style sessions to dig deeper into learning.

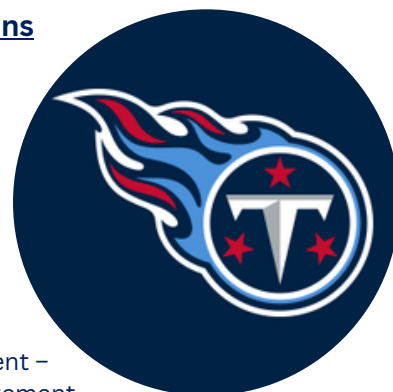
2024 ELN SERIES OF LEARNING

Wednesday, March 6, 2024 – Fireside Chat Discussion on Leadership Lessons and Community Advocacy with Greg Jones, President, Belmont University and Burke Nihill, President and CEO, Titans

Burke Nihill is in his eighth season with the Titans, and his fourth as the team's President and Chief Executive Officer. He joined the organization as General Counsel in 2016. During his time with the Titans, Burke has overseen the team's bid for Nashville's record-breaking 2019 NFL Draft, the expansion and renovation of the practice facility, and more recently, the approval of a public-private partnership to build a new, enclosed stadium in the midst of a transformational new town center on Nashville's East Bank.

Among his first projects as CEO, Burke led the team's development of a new mission statement – "Win, Serve, Entertain" – which has become a centering statement for the franchise. The statement guides strategy and decision-making throughout the organization, from the football team and content creators to human resources and fan engagement.

In his previous roles with the team, Burke led the club's legal and human resources functions and worked on club initiatives related to state and local government, company culture, and general business planning and strategy for both the Titans and Nissan Stadium.



Tuesday, April 16, 2024 – Red Helicopter and Next Level Conference Access with James Rhee, Chairman and CEO, Ashley Stewart

In kindergarten, James Rhee received a toy red helicopter in gratitude for a simple act of kindness—the innocent generosity of sharing his lunch. Nearly four decades later, the true meaning and lesson from this memory helped him overcome indescribable hurdles as both a first time CEO and son to a dying father. Combining the radical common sense of a child with the knowledge of an experienced private equity investor and law school graduate, James led one of the most dramatic reinventions in business history.

Partnering with Black women across America, James led Ashley Stewart, a twice-bankrupt retailer with no Wi-Fi, from the jaws of liquidation to a transcendent success that inspired a world seeking a different way. And, in the process, he was able to reconcile his own complicated world seeking a different way. And, in the process, he was able to reconcile his own complicated past and see his mom for who she truly was. Combining the clarity and imagination we had as children with some basic business metrics, Rhee composed a system he calls "Kindness and Math." It's a simple solution to the dissatisfaction and worry so many of us feel, an intuitive response to the gnawing uncertainty we face daily as we meander through our lives and struggle to understand why we might feel so out of control in our professional and personal lives.

Red helicopter—a parable for our times exposes the root cause for these feelings and encourages us to embrace a few key principles to reorient our lives, organizations, and the world to reflect the best in us. In this remarkable book, Rhee provides the tools we can use to:

- Embrace agency by identifying the obstacles quietly holding us back
- Construct a balance sheet of our true assets and liabilities
- Create and measure "goodwill," the ultimate collective good
- Lead systems transformation with a framework comprised of small, scalable acts
- Drive financial profitability with little to no investment of money
- Unlock the value of difference and the unpredictable and more

Coffee Connect Sessions

Join ONE of these smaller meetings off-site hosted by a member organization, have coffee, and engage in the topics that mean most to you. There will be two offered in May and one in August.

Friday, May 10, 2024 - Late Life Career and Legacy

Discussion with Dr. Sarah Gardial, Dean of the Jack C. Massey College of Business.

Hosted By: The Jack C. Massey College of Business at Belmont University

May, Date TBD - Effective Ways to Engage with the Hybrid Workforce

It was easy for most employees moving from in-office to remote, but with the pandemic clearly behind us, where do we go from here? How do we continue to foster a healthy culture, getting employees to feel as though they are part of the bigger picture and belonging through improved communications and strategic HR initiatives?

Hosted By: FINN Partners



August, Date TBD - Burnout and Mental Health Awareness

Burnout is a complex issue from stress in the workplace that contributes to mental, physical, and emotional exhaustion. Join this group in August to discuss the importance of mental health awareness inside and outside of the workplace.

Hosted By: Second Harvest Food Bank



Thursday, June 27, 2024: The Experience Mindset: The Flywheel of Growth with Tiffani Bova, former Growth and Evangelist, Salesforce

Ranked for the last 6 years in the Top 50 Business Thinkers in the world by Thinkers50, Tiffani Bova is a leading thinker who Forbes says, “reshapes our perception of growth.” As both a practitioner and academic she offers a unique perspective and has helped lead the tech industry through several evolutions over her nearly 30-year career as Salesforce’s former Growth and Innovation Evangelist, previously as a Research Fellow at Gartner a sales, marketing and customer service executive for start-ups and Fortune 500 companies. She is the author of two Wall Street Journal bestsellers: GrowthIQ and The Experience Mindset. For years, companies have operated under the illusion that positive customer satisfaction scores and moderately good growth rates were enough to conceal a lurking issue: the silent suffering of the employee experience (EX) in the relentless pursuit of customer experience (CX) perfection. It’s true; you can have good CX and a subpar EX and still manage to grow.

You can even maintain a state of “good enough” for both EX and CX and eke out growth. But to truly soar, to break through the limits of the status quo, you must do more. You must enhance both in tandem, nurturing the symbiotic relationship between employee and customer experience, where both flourish and propel each other to new heights.

Tiffani helps us discover how to unlock a new paradigm of growth from the inside out. Drawing from the insights encapsulated in her Wall Street Journal best-selling book, The Experience Mindset, and groundbreaking global research, Tiffani will guide us on the path to harmonizing these two essential dimensions, challenging the self-imposed tension between EX and CX, paving the way for a new, harmonious operating philosophy that challenges the status quo and leads to a future where the fusion of EX and CX accelerates explosive growth.

Learning Goals:

- How to identify and eliminate the unconscious tension between internal efforts focused on employees and customers that prevents organizations from leveraging both to create a flywheel of momentum.
- Identifying biggest challenges by both employees and the C-Suite to company growth.
- Learning the aspects of employee experience having greatest impact on customer experience.
- Learning how companies can, will, and are designing effective people-centered growth strategies.
- Knowing where to begin to maximize organizational efficiency across people, process, technology, and culture [PPTC] in a more balanced and intentional way.

Wednesday, August 28, 2024: Enneagram Workshop: How to Utilize the Enneagram at Work with Hunter Mobley

The Enneagram is a centuries old tradition that describes nine personality-based approaches to life. Focusing on motivation, rather than behavior, the Enneagram helps us discern both our brokenness and our path toward healing. By understanding our Enneagram type (one of nine numbers, 1-9), we begin a lifelong journey of moving beyond episodic meanings and inherited patterns of behavior to wholeness and transformation. Hunter’s teaching style is winsome, conversational, and based in the narrative tradition of storytelling.

Hunter completed a multi-year old-fashioned apprenticeship with Suzanne Stabile as formation for his Enneagram teaching ministry at conferences, retreats, corporate events, and churches. Hunter is a teacher at Suzanne and Joe Stabile’s teaching center, The Micah Center, in Dallas, Texas.



Hunter is the former Executive Pastor at Christ Church Nashville, home of the Grammy-nominated Christ Church Choir. In addition to his Enneagram teaching, he maintains an estate planning law practice in Nashville and teaches as an adjunct professor at Belmont University College of Law. With degrees from Davidson College (B.S.), University of Kentucky (J.D.), and New York University (LL.M.), Hunter combines experience and insights from ministry, academia, and law practice as he teaches the Enneagram.



Tuesday, September 24, 2024: *THE PROBLEM WITH CHANGE: And the Essential Nature of Human Performance* with Ashley Goodall Cisco and former Chief Learning Officer for Leadership and Professional Development at Deloitte

Ashley Goodall is a leadership expert who has spent his career exploring large organizations from the inside, most recently as an executive at Cisco. He is the co-author of *Nine Lies About Work*, which was selected as the best management book of 2019 by Strategy + Business and as one of Amazon’s best business and leadership books of 2019. Prior to Cisco, he spent fourteen years at Deloitte as a consultant and as the Chief Learning Officer for Leadership and Professional development. His book, *The Problem with Change* publishes May 7, 2024.

While shaking things up is the first thing a new leader is expected to do, and while generations of executives have been taught that change is an unalloyed good, the reality on the ground is very different. Change isn’t always good, and it often fails to achieve what we expect it to (resulting in yet more change)—and a big part of the reason for this is that change makes it harder for people to do their jobs.

In *THE PROBLEM WITH CHANGE: And the Essential Nature of Human Performance* (Little Brown Spark, May 7, 2024), *Nine Lies About Work* author Goodall vividly captures the downside of the constant upheaval most people experience in the corporate world—which feels, on a daily basis, like living life in a blender. Drawing on extensive research into human psychology and decades of experience leading HR teams at organizations like Cisco and Deloitte, Goodall will present on how the ongoing turmoil of corporate life creates uncertainty, a lack of control, a sense of unbelonging and of displacement, and a loss of meaning, and shows how each of these, in turn, undermines our ability to get things done. He argues that the recent increases in employee activism and quiet quitting, and the intractably low levels of engagement at work, are in fact symptoms of these problems with change—and that to address them, companies need to look beyond wellness and corporate cheerleading, and instead at the fundamental environment they create at work every day. And he suggests that stability—of the sort that paves the way for improvement at work—emerges from a clear understanding of what humans need in order to perform at their best, and that this can be found in how we lead, how we talk, and how we value teams, ritual, and predictability. As Goodall says, “The ultimate job of leadership is not disruption and it is not to create change; it is to create a platform for human contribution, to create the conditions in which people can do the best work of their lives.”

Moderated by Dr. Sarah Gardial, Dean JCMCB



Wednesday, October 23, 2024: *Templosion: The Accelerator Effect and Thinking Like a Futurist* with Erica Orange, Vice President & COO, The Future Hunters

Templosion describes the fact that the biggest of things and the biggest of events are happening in shorter and shorter periods of time. Everything from corporate lifespans to financial planning cycles to the way in which we communicate is becoming more abbreviated. And technological innovation is happening at breakneck speed. Time is being truncated, and our experience of time is in overdrive.

Being future ready requires not just lifelong learning...but forgetting. How do we begin to forget the stuff we’re holding onto that doesn’t serve us for where the future is moving? This requires getting out the “mental cobwebs” and seeing through new eyes. It’s about leaving past assumptions behind and approaching the ways in which we see the world and our organizations in a new light.

Erica Orange is Executive Vice President & Chief Operating Officer of The Future Hunters, one of the world’s leading futurist consulting firms. She analyzes emerging sociocultural, technological, economic, geopolitical, and environmental trends – and identifies the strategic implications (the “So what?”) of those trends for several of the most influential Fortune 500 companies, trade associations and public sector clients. Erica’s ability to spot patterns, think critically, and translate that into actionable strategies is what has made her an asset to clients for over 15 years.

Erica speaks to a wide range of global audiences about the macro trends that are shaping and impacting today's landscape. She has spoken at TEDx and keynoted over 200 conferences around the world, including across Europe, Latin America and Asia. She has authored numerous industry white papers, and has been featured in news outlets including Forbes, NPR, Time, Inc, Wired, Bloomberg, and CBS This Morning. In 2020, she was named by Forbes as one of the world's 50 Top Female Futurists.

November, Date TBD: Sustainability and Taylor Guitars with Bob Taylor, Founder of Taylor Guitars

Headquartered in El Cajon, California, Taylor Guitars was founded in 1974 by Bob Taylor and Kurt Listug. The two first met while working at a hippie guitar shop in San Diego called the American Dream and partnered to buy the business when owner Sam Radding announced he was selling the shop. Though young when they started (Bob was 19, Kurt was 21), their shared passion for guitar making, along with their gritty resolve to make a living doing what they loved, nurtured the company's gradual transformation from a struggling shop into the leading global manufacturer of premium acoustic guitars.



Today, Taylor employs over 1,200 people and produces hundreds of guitars per day exclusively in two factory complexes in the U.S and Mexico: El Cajon, California, and in Tecate, Baja California, Mexico. The company maintains an active dealer network, with Taylor guitars sold through hundreds of retail locations in North America and with international distribution to 60 countries, including a distribution warehouse and factory service center in the Netherlands.

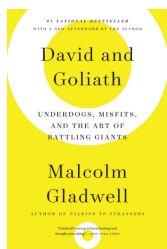
An Industry Innovator

By blending innovative manufacturing techniques with tone-enhancing designs, Taylor has set industry-leading standards for playability, craftsmanship and musical performance. Bob Taylor's pioneering use of computer mills, lasers and other high-tech tools and proprietary machinery helped transition guitar making from its old-world heritage into the modern era and enabled the company to produce guitars with unprecedented precision and consistency.

Along the way, Bob and Kurt have attracted many talented, likeminded people as employees, shaping a widely admired culture of creativity and innovation that has never lost sight of the company's underlying commitment to improving the guitar-playing experience. In 2011, Bob Taylor hired luthier Andy Powers to lead Taylor's guitar design efforts forward for another generation. As Master Guitar Designer, Andy has continued to advance Taylor's product designs with groundbreaking innovations like V-Class® bracing architecture and many other award-winning guitar models. In 2019, Andy joined Bob and Kurt as a third ownership partner.

Looking to preserve Taylor's culture and values for the long-term future, Bob, Kurt and Andy announced in 2021 that they had transitioned ownership of the company to Taylor's employees through an ESOP (Employee Stock Ownership Plan). Rather than selling the company to another guitar company or outside investor, they felt the best way to position the company for future success was to entrust it to the people within who are the lifeblood of its innovative culture and have directly contributed to its growth and success.

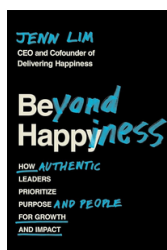
Taylor Guitars is now proudly 100% employee owned. Bob and Kurt continue to steward the company as President and Chief Executive Officer, respectively, Andy Powers continues as the creative wellspring of guitar development, and Taylor's established leadership team, comprised of seasoned Taylor managers, continues to oversee day-to-day operations. And with a direct stake in the company's future success, Taylor's employee owners are more committed than ever to providing customers with the best possible Taylor experience.



December, Date TBD: Fall Leadership Breakfast

The Fall Leadership Breakfast is a special opportunity to foster innovation, network, and empower leaders from all backgrounds and stages of their careers. Each year, a special keynote is invited to inspire and launch leaders of the Nashville community into the new year. Here are some examples of amazing speakers that have been invited to speak at Fall Leadership Breakfast in the past:

Malcolm Gladwell, author of five New York Times bestsellers – *The Tipping Point*, *Blink*, *Outliers*, *What the Dog Saw*, and *David and Goliath*. Gladwell has been included in the TIME 100 Most Influential People list and touted as one of Foreign Policy's Top Global Thinkers.



Jenn Lim, Founder of Beyond Happiness & Cofounder, CEO & Chief Humanity Officer of Delivering Happiness a company she and Tony Hsieh [the late CEO of Zappos.com] cofounded to create happier companies for a more profitable and sustainable approach to business.

General Charles Bolden Jr., a retired United States Marine Corps Major General, Astronaut, and Former NASA Administrator.

