



SDREA Co-op Board Leadership Summit

August 20-21, 2023

Ramkota Hotel & Conference Center
Held in Gallery D&E
920 W. Sioux Ave., Pierre SD

Logistical Information

Room Reservations:

Contact the Ramkota Hotel at 605-224-6877 or Clubhouse Hotel and Suites at 605-494-2582 and ask for the SDREA Board Leadership Summit room block. The room rate at the Ramkota is \$94 per night plus tax and the room rate at the Clubhouse is \$128 plus tax. Cut-off date is **July 19**.

Meeting Registration:

To register for the meeting, go to www.sdrea.coop and click on "For Members," then "Events and Trainings." Then, click on "Board Leadership Summit." If you have any questions, please contact Kristie Hauck at 605-224-8823 or kristie.hauck@sdrea.coop

NOTE: THIS IS A "BILL BACK" WORKSHOP WHICH IS NOT A PART OF PACKAGE A.

Sunday, August 20, 2023

6 p.m. Indoor Picnic and Social, Ramkota, Gallery D&E

Monday, August 21, 2023

The 2023 Board Leadership Summit will be facilitated by Kelly McDonald, President at McDonald Marketing.

- 7:30 a.m. Continental Breakfast (Gallery D&E)
- 8:30–9 a.m. Introduction, Ice Breaker Exercise, Three Agreements for the Day
- 9–10 a.m. **The Definition of "People Not Like You"**
 - How it applies to business
 - Why it matters
 - The Diversity Index for SDREA footprint
 - Interactive exercise: ways people can be "not like you"
- 10–10:30 a.m. **Why It Can Be So Hard to Work With and Lead People Who Are Different**
 - The science behind our discomfort
 - Our discomfort is normal
- 10:30 a.m. BREAK
- 10:45 - 12 p.m. **Eight Ways to Work With & Lead People Not Like You**
 - Interactive exercise/ discussion
 - Q&A on the morning's content
- 12:00 p.m. LUNCH (Gallery F&G)
- 1 p.m. **Our Imaginations Have Nothing to Do With What's Real – Diversity of Thought and the Value of It Within Teams**
- 1:15 - 2 p.m. **Interactive Exercise – Build a Rocket Ship**
 - Pivot with new parameters
 - Share outs and learning recap
- 2 - 2:30 p.m. **12 Do's & Don'ts for Working With and Leading People Not Like You**
- 2:30 – 2:45 p.m. BREAK
- 2:45 – 3:15 p.m. **Six Ways to Start Difficult Conversations on Our Differences**
- 3:15 – 3:30 p.m. **We're Not Racist, But We Have Blindspots**
 - Our biases are normal – and in us – we can't scrub them away
 - How our biases affect business (and not in a good way)
 - How to make better decisions to avoid biases driving us in the wrong direction
- 3:30 – 4 p.m. **The Bystander Effect**
- 4 – 4:15 p.m. **Interactive Exercise – Write a Bumper Sticker With Your Table**
- 4:15 – 4:30 p.m. **Q&A, Final Thoughts, Wrap-up**
- 4:30 p.m. **ADJOURN**