

K E N N E B E C
LEADERSHIP 2.0
I N S T I T U T E

*Transforming Leaders
Strengthening Communities*



A Kennebec Valley Chamber of Commerce Program

2026
PROGRAM
OVERVIEW

What is Kennebec Leadership Institute 2.0?

Are you ready to elevate your leadership impact and drive meaningful change in your organization and community?

The 2026 KLI 2.0 Advanced Leadership Program is designed to inspire, empower, and equip leaders with the tools, insights, and strategies they need to thrive in an ever-evolving world.

Our world is marked by volatility, uncertainty, complexity, and ambiguity (VUCA), and effective leadership is more crucial than ever. Backed by research and tailored to the unique challenges faced by leaders today, KLI 2.0 offers an immersive, interactive, and results-driven experience.

Why Invest in Leadership Development Now?

According to the Gallup State of the Global Workplace 2025 Report:

Leaders and managers remain central to team engagement and organizational performance. Gallup finds that globally only 21% of employees are engaged at work, down from 23% in 2023, and manager engagement has dropped as well with just 27% of managers globally reporting they are engaged at work. Gallup estimates this decline in engagement cost the world economy \$438 billion in lost productivity in 2024. Manager engagement continues to be a critical driver of team engagement, reinforcing that strong leadership is foundational to performance and retention.

Gallup's workplace management data also show a continuing leadership confidence challenge in U.S. organizations: only 19% of U.S. employees strongly agree that they trust the leadership of their organization. This metric underscores persistent gaps in leadership communication, trust, and connection.

The new Wiley Workplace Intelligence Report: Employees are dealing with continuous change and growing stress; this report recommends organizations work to build a change-resilient culture. The combination of ongoing disruption and elevated stress signals a growing risk of change fatigue. According to Wiley, when employees are perpetually in reactive mode, their ability to adapt, innovate, and perform diminishes.



Overview of Program Sessions

Session 1: Strategic Decision Making

This session equips leaders with the tools needed to navigate complex decision-making with confidence and clarity. It integrates cognitive awareness, problem-solving methodologies, strategic execution, and the ethical use of Artificial Intelligence (AI).

Key Learning Areas:

- **Understanding Decision-Making Profiles:** Identifying personal decision-making styles (Adventurer, Detective, Listener, Thinker, Visionary) and recognizing how they influence strategic choices.
- **Unconscious Bias in Decision-Making:** Exploring 15 key biases that impact leadership decisions and learning how to mitigate their effects.
- **Strategic Problem-Solving Framework:** Adapting Cheryl Strauss Einhorn's methodology to approach decisions through research, relational analysis, and scenario planning.
- **Risk Appetite and Data Utilization:** Assessing comfort levels with risk, evaluating data sources, and understanding how different perspectives influence decision outcomes.
- **Critical Decision-Making Process:** Breaking down a strategic decision into research targets, competitive analysis, stakeholder perspectives, and feasibility evaluation with an understanding of AI-generated inputs and the need for validation.

Session 2: Building Cohesive Teams

This session focuses on the fundamental elements required to create and sustain a high-performing, cohesive team. Participants will explore the dynamics of trust, vulnerability, productive conflict, commitment, accountability, and results-driven collaboration.

Key Learning Areas:

- **Understanding Cohesion in Teams:** How cohesive teams enhance decision-making, improve communication, and create competitive advantages.
- **Building Trust Through Vulnerability:** Psychological safety, emotional transparency, and fostering an environment where team members feel empowered to share ideas without fear.
- **Productive Conflict:** Encouraging open debate focused on ideas rather than personal attacks, helping teams move beyond fear and toward constructive discussions.
- **Commitment and Alignment:** Ensuring clarity around decisions, securing buy-in from all members, and implementing strategies to drive alignment even in disagreement.
- **Accountability and Ownership:** Addressing barriers to holding team members accountable, establishing expectations, and encouraging peer-to-peer accountability.
- **Driving Results:** Aligning personal ambitions with team goals, overcoming stagnation, and ensuring collective success through goal-setting and performance metrics.

Session 3: Navigating Change with Confidence

This module equips leaders with the knowledge and strategies needed to guide their teams through complex organizational changes effectively.

Key Learning Areas:

- **Understanding Change in the Fourth Industrial Revolution:** Navigating complexity, uncertainty, and rapid transformation in today's business landscape.
- **VUCA (Volatility, Uncertainty, Complexity, Ambiguity):** Strategies for leading with agility and resilience in unpredictable environments.
- **Reactions to Change:** Understanding how individuals and teams typically respond to significant shifts, using the Kubler-Ross Change Curve to anticipate emotional and behavioral patterns.
- **Three-Step Approach to Change Management:**
 1. *Direct the Rider (Logical Perspective)*
 - ▷ Establish clear organizational goals and expected benefits.
 - ▷ Identify a compelling vision to align stakeholders.
 2. *Motivate the Elephant (Emotional Perspective)*
 - ▷ Stakeholder analysis: Identifying allies, adversaries, and opponents.
 - ▷ Building trust and alignment through targeted engagement strategies.
 - ▷ Effective communication using the TLC approach (Talk, Listen, Communicate).
 3. *Shape the Path (Structural Perspective)*
 - ▷ Identifying behaviors that need to change and ensuring necessary systems, processes, and incentives support the transition.
 - ▷ Addressing the psychological impact of change, recognizing that stress can reduce information processing capacity by up to 80%.
 - ▷ Developing a Change Communication Plan, including stakeholder mapping, messaging strategies, and execution timelines.

Session 4: Leadership Action Plan

This closing session ensures that participants use what they learned to refine their leadership action plans, and receive peer feedback.

Reflection, Refinement & Execution

- Guided Self-Assessment
- Prompted Reflection Questions
- Peer Coaching & Feedback Exchange
- Commitment & Accountability Exercise



Program Schedule

Day 1	March 19, 2026	Key Takeaways & Goals
8:30AM - 11:30AM	Program Welcome Session 1: Master Strategic Decision Making KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Identify your decision-making style • Understand the impacts of unconscious bias • Improve outcome with structured problem solving • How to set and execute clear, measurable goals
11:30AM - 12:30PM	Lunch Guest Keynote Speaker KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Gain insights from an industry expert • Build connections with like-minded leaders
12:30PM - 4:00PM	Session 2: Building Cohesive Teams KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Trust and psychological safety drive success • Productive conflict leads to better decisions • Accountability and commitment build strength • Focus on collective results
4:00PM - 5:00PM	Evening Social, Meet your Cohort KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Get to know your cohort • Share thoughts about completed sessions • Grow your network

Day 2	March 20, 2026	Key Takeaways & Goals
8:30AM - 11:30AM	Overview of Day 2 Session 3: Navigating Change with Confidence KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Recognize common resistance to change • Balance rational and emotional approaches • Communicate effectively to drive clarity and buy-in • Develop a structured change management plan
11:30AM - 12:00PM	Lunch Guest Keynote Speaker KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Gain insights from an industry expert • Build connections with like-minded leaders
12:00PM - 3:00PM	Session 4: Leadership Action Plan - Reflection, Commitment & Execution KV Chamber Event Space, 105 Second St, Hallowell	<ul style="list-style-type: none"> • Finalize and refine Leadership Action Plan • Gain feedback and insights from peers • Identify key accountability steps for growth • Commit to implementing leadership strategies



What Makes KLI 2.0 Unique?

Experiential Learning: Engage in hands-on activities, simulations, and reflective exercises that make learning stick.

Tailored Assessments: Gain personal insights through pre-program assessments like Wiley's Five Behaviors to accelerate your growth.

Expert Facilitation: Benefit from the guidance of Ellen Miller, an experienced leader and facilitator with a proven track record of empowering leaders across industries.

Community Connection: Strengthen ties to the Kennebec Valley region while broadening your network of influential peers and mentors.

Who Should Attend KLI 2.0?

The perfect candidate for this workshop is an alumni of the Kennebec Leadership Institute or is:

- An established leader in their organization aiming to make a greater impact through developing strategies to lead through change, enhance adaptability, and inspire team resilience.
- Eager to build strategic relationships, expand their network, and gain insights from like-minded leaders and dynamic guest speakers who are shaping industries and communities.
- Committed to implementing the Leadership Action Plan to drive meaningful change, be confident making decisions under pressure, and strengthen team relationships and performance.

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