

Ripple Effect for Leadership Practitioners

Session Descriptions

PROGRAM BLOCK 1 | 1:00 – 2:00 p.m.

Breaking Barriers, Building Trust: An Experiential Workshop for Leadership Cohorts

Jennifer Landers, Executive Director at Colorado Young Leaders

Kate Jordan Little, Student at University of Colorado Boulder

This interactive workshop is designed to help leadership development practitioners experience a simple, adaptable exercise that fosters connection, trust, and deeper collaboration within leadership cohorts. The session will walk participants through an experiential activity they can take back to their communities. Through shared vulnerability, active listening, and structured dialogue, participants will explore how to create inclusive spaces that break down barriers across differences. This session will be accessible, practical, and immediately applicable across a range of leadership settings, from youth to adult programs.

Collegiate Service Requirements From Inception to Tracking

Cody Parish, Program Director of the Chancellor's Leadership Class and UCCSlead at University of Colorado Colorado Springs

Building a holistic student service requirement with robust support and assessment measures is a challenge for many university leadership programs. This presentation will provide a detailed case study of the service requirement for the Chancellor's Leadership Class (CLC) at University of Colorado Colorado Springs (UCCS), illustrating the ways in which the program has structured its requirement to promote holistic student leadership practices. The presentation will consist of an overview of the program's service requirement and how it is introduced to new scholars, as well as how staff connect scholars to volunteer opportunities on and off campus via strategic partnerships, support scholar progress through timely touchpoints, and utilize technology to assess key learning outcomes.

Powerful Conversations

Kyle Majchrowski, Founder at NexIntent

This workshop is grounded in the belief that intentional conversations foster genuine human connection. By integrating self-awareness, personal exploration, small group dialogue, and collective sharing, we create space for deeper engagement. Through discussions on topics such as trust, authenticity, communication, connection, engagement, and compassion, we begin by understanding ourselves, our values, beliefs, and behaviors. This self-knowledge becomes the foundation for application of our awareness and support of others. As we examine ourselves and explore together, we open the door to meaningful relationships and deeper connection through conversation.

The Inner Strength of a Leader: Mastering Resilience

Candice Bataille, President and Founder at Glowmundo

Scott van Loo, Owner and Principal Consultant at Culturas Consulting Group, Inc

As a leader, your ability to remain steady and focused under pressure directly impacts your team's performance and overall organizational success. This workshop delves into the science of resilience and provides leaders with proven techniques to build their personal capacity for navigating adversity. You will learn how to manage your resilience capacity, apply proven resilience-building techniques, and create a supportive environment that empowers your team to thrive amidst change and challenge. Leave with a personalized action plan to strengthen your resilience and lead with greater impact.

PROGRAM BLOCK 2 | 2:15 – 3:30 p.m.

Envisioning the Future of Leadership Development

Stephanie Scott, Founder at Scott Solutions Consulting

Ashley Seeley, CEO at Excellence Advantage

Envisioning the Future of Leadership Development is an interactive workshop designed to help practitioners reflect on their personal and professional evolution while exploring the changes shaping the field of leadership development. Through storytelling, group dialogue, and targeted reflection, participants look at leadership development from the lens of past, present, and future - identifying the mindsets and behaviors needed to thrive in the decade ahead. The session includes partner conversations, individual journaling, and collaborative analysis of trends shared by the group. Participants will leave with greater clarity about their personal path forward and shared commitments to navigate and lead future change in the field. This workshop will be nothing short of fun and empowering!!

From Community Input to Co-Design: Reimagining Leadership Development

Andrea Palm-Porter, Executive Director at Roaring Fork Leadership

Patti Schmitt, Community Development Director for the Office of Engagement and Extension at Colorado State University

Reimagine leadership development by shifting from designing for communities to co-designing with them. This interactive workshop explores practical approaches for elevating community voice, lived experience, and local wisdom as core drivers of civic change through unbiased facilitation. Discover real-world examples of community-led initiatives and engage in hands-on design challenges to learn methods for centering trust, inclusion, and co-learning. Leave with practical tools and frameworks to deepen community partnership and embed unbiased, facilitative, community-led practices into your leadership programs.

State of Leadership: A Forum for Reflection, Insight, and Influence (2 sessions)

Seth Lindsey, Project Manager at White River Strategy

Steve Ludwig, Lead Coach and Facilitator at White River Strategy

Kurt Wilson, President at Effect X

As leaders committed to developing others, it can be difficult to find space for your own reflection and growth. This session offers an opportunity to step back, connect with peers, and reflect on how your leadership is evolving in this rapidly changing environment.

The Boettcher Foundation's State of Leadership initiative is hosting these sessions to learn from your personal insights as we collectively shape a broader understanding of what leadership in Colorado looks like today—and what it must become.

Whether you work in education, business, government, or the nonprofit sector, your perspective is essential. Your participation helps your communities identify emerging patterns, persistent gaps, and inclusive opportunities to elevate leadership statewide.

Together, we'll explore:

- The leadership dynamics and trends you're seeing in the communities and systems you serve
- How you're adapting your leadership in response to evolving needs
- Opportunities to bolster collaboration and collective impact across Colorado

This is an invitation to think out loud, learn from one another, and contribute meaningfully to a shared understanding of what's next for Colorado's leadership ecosystem.

PROGRAM BLOCK 3 | 3:45 – 4:30 p.m.

Death by Disengagement: How Unspoken Expectations Kill Great Leadership Programs

Melanie Sue Hicks, Vice President of Programs at Denver Metro Chamber Leadership Foundation

Ever had a brilliant leadership program start strong... and then suddenly the engagement fades, the energy dips, and a few key participants disengage or ghost entirely? It might not be the curriculum. It might be the unspoken promises you didn't know you broke. This session dives deep into the concept of psychological contracts – those invisible expectations participants hold around how they will be treated, what the experience will offer, and what it means to "belong" in your space.

From Youth Voice to Systemic Change: Redesigning Leadership Through Data and Co-Creation

Sheila Van de Graaph, Executive Director at YouthRoots

This workshop explores how youth voice can be leveraged as a catalyst for systemic change. Drawing from the YouthScan Project at YouthRoots, this session will share tools and practices for collecting and translating youth-generated data into actionable strategies for leadership programming, policy-making, and community engagement. Participants will walk away with a replicable model for engaging youth in civic leadership and concrete strategies for co-creating solutions that respond to the needs of those furthest from opportunity.

Leadership Playtime

Meredith Badler, Deputy Director at Colorado Business Committee for the Arts

This session is a chance to PLAY! Well, learn by playing. Learn how playing can help others learn. Improvisation and theatre games are often deployed for icebreakers, team-building exercises, and leadership skill development. This session is an opportunity to discuss why that works, discover games to try, and practice those skills together. But to be honest, it's really an opportunity to move, stretch, laugh, explore and play together.

Scaling Leadership Education: An Innovative Model for Collective Impact

Jessi Follett, Program Manager at the Center for Leadership at University of Colorado Boulder

Global challenges demand ethical, effective leaders, and institutions must evolve to meet that need. While many organizations offer leadership education through academics or co-curricular programs, few successfully bridge the two or foster true cross-disciplinary collaboration. To address this gap, the Center for Leadership at CU Boulder created the PEAK model: a scalable, integrative framework that unites leadership efforts across departments and communities. Impacting over 12,000 students annually, PEAK blends experiential learning, research-based practices, and inclusive access to cultivate leaders of character. This session will explore how the model scales leadership development while preparing individuals to navigate today's complex world.

Staying Nimble in Uncertain Times: Leading Through Uncertainty with Revenue Innovation, Trauma-Informed Team Care, and Strategic Realignment

Tania Chairez, CEO and Founder at Convivir Colorado

Amanda Gonzales, Managing Director of Schools and Programs at Moonshot edVentures

Richard Maez, Executive Director at Ednium: The Alumni Collective

Anataly Uribe, Director of Alumni and Partnerships at Moonshot edVentures

In today's fast-changing political, financial, and social climate, staying nimble is no longer optional; it's essential. This workshop brings together dynamic executive directors from Convivir Colorado, Moonshot edVentures, and Ednium to share the creative, courageous, and values-rooted strategies they've used to navigate uncertainty. From innovative revenue approaches to building legal and emotional protections for staff and youth, these leaders will offer real-world insight on adaptive leadership. Participants will hear candid stories of trial, error, and evolution, and leave with practical inspiration and networks to apply in their own organizations.