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| **Meeting summary for Leading and Managing Your Executive Education Team in Today’s Turbulent Times (06/25/2025)** | |
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| **Quick recap**  The meeting began with introductions and logistics for an upcoming webinar on leading teams with integrity and supporting faculty in turbulent times, addressing challenges in executive education due to geopolitical conflicts and technological disruptions. Discussions focused on creating inclusive learning environments, managing anxiety, fostering positive organizational cultures, and the role of management education in addressing social, economic, and moral challenges. The session concluded with breakout groups for participants to reflect on the discussion and consider its implications for their work, with plans for future webinars on strategy and business management.  **Next steps**   * [Unicon to schedule another webinar focused on strategy and business management aspects of executive education.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1afc8-51d6-11f0-9ec4-aaf0145bc90b) * [Attendees to consider implementing small moves or rituals in their organizations to build momentum for positive change.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1b4f0-51d6-11f0-9ec4-aaf0145bc90b) * [Attendees to reflect on how to empower the next generation of leaders in their executive education programs.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1b7b6-51d6-11f0-9ec4-aaf0145bc90b) * [Attendees to explore ways to balance business priorities with people management in their organizations.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1ba0e-51d6-11f0-9ec4-aaf0145bc90b) * [Attendees interested in continuing the discussion to reach out to Melanie or other participants.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1bc3e-51d6-11f0-9ec4-aaf0145bc90b) * [Attendees to look out for information about upcoming Unicon events, including the Team Development Conference.](https://tasks.zoom.us?meetingId=h5QMtcbpTiuflBvibD%2FmIA%3D%3D&stepId=39b1be5a-51d6-11f0-9ec4-aaf0145bc90b)   **Summary**  **Integrity in Executive Education Leadership**  Melanie introduced a webinar focused on leading teams with integrity and supporting faculty in turbulent times, highlighting the impact of geopolitical conflicts, rising nationalism, and technological disruptions on executive education. She invited Gretchen Spreitzer and Gianpiero Petriglieri to discuss strategies for managing these challenges, including creating inclusive learning environments and taking care of oneself and one's team. Gianpiero shared insights on the volatility affecting global operations, noting increased anxiety and the need to balance rapid changes with academic stability.  **Thriving Culture in Times of Uncertainty**  The meeting focused on the challenges of creating a thriving culture in times of uncertainty and disruption. Gianpiero and Gretchen discussed how anxiety and multiple interdependent crises can lead to threat rigidity and impact organizational culture. They emphasized the importance of purpose, building strong relationships, and fostering positive emotions to counteract these effects. Gianpiero added that leaders need to balance interpersonal care with institutional care, ensuring that difficult decisions are communicated as acts of care for the organization's future.  The discussion highlighted the need for both individual support and structural stability to maintain a thriving work environment.  **Management Education for Social Challenges**  Melanie led a discussion on the role of management education in addressing social, economic, and moral challenges, with Gianpiero and Gretchen sharing their insights. Gianpiero emphasized the need to shift from creating aligned and efficient organizations to fostering pluralism without polarization, highlighting the importance of generating dissonance and connections. Gretchen discussed the concept of psychological safety, noting that it does not mean ideas won't be challenged or that everyone will be completely in their comfort zone at all times, and the role of executive education providers as trusted advisors, encouraging clients to build learning communities and tap into the wisdom of their people. The session concluded with an open Q&A session.  **Navigating Political Challenges in Education**  A participant expressed concerns about the political challenges facing higher education, including executive education, and sought perspectives on navigating these difficulties. Gretchen suggested focusing on "bright spots" within organizations to find solutions and draw inspiration, while Gianpiero emphasized the historical relevance and importance of education, noting that its relevance and potential for liberation make it a target for opponents. Melanie acknowledged the pressures institutions face and expressed gratitude for the discussion, while a participant appreciated the conversation and preparation.  **Global Space Diplomacy Initiatives**  The group discussed the growing trend of diplomacy among space agencies worldwide, with a participant highlighting this as a positive development. Gretchen and Melanie explored ways to reinforce diplomatic efforts through rituals and mentoring, while Gianpiero emphasized the importance of developing psychological and political skills in leadership. The conversation ended with breakout sessions for participants to reflect on the discussion and consider its implications for their work.  **Breakout Group Discussion Strategy**  Melanie announced that breakout groups would be created with small groups for discussion, lasting 10 minutes, with the option to stay longer. After the official webinar ended, participants were encouraged to continue conversations and reach out to Melanie for further discussions. It was mentioned that another webinar with a focus on strategy and business management would be scheduled, separate from the people-focused discussions. Participants expressed appreciation for the session and discussed their experiences in the breakout groups. | |
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