



# **SYSTEMS THINKING FOR LEADERSHIP RESILIENCE**

**JUNE 3 - 6  
TORONTO, ON**

Presented By



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# CALIBR 2025 SUMMER LEADERSHIP CONFERENCE AND GLOBAL EXECUTIVE FORUM

## CALIBR Summer Conference Purpose

CALIBR believes investing in leadership development enhances organizational performance by preparing senior mid-level leaders to motivate, inspire, respond, and work with people to build strong teams that can navigate volatility, uncertainty, complexity, and ambiguity (VUCA), such as the current global market dynamics. Investing in developing diverse leaders helps to retain talent and ensure a pipeline that drives growth.

## How To Register For Sessions

Registration is \$2,200 for members who are not all-inclusive or summer-plus. Registration is \$2,300 for guests.

[CLICK TO REGISTER](#)

Note: If you are a sponsored member or paid the all-inclusive rate, you will not be charged at checkout. Additional costs may apply for coaching.

### Tuesday, JUNE 3rd

10:00 AM – 8:00 PM EST

- Registration and Check In
- Women LEAP Coaching Program
- New Member Meet and Greet

### Wednesday, JUNE 4th

9:30 AM – 9:00 PM EST

- Coaching
- New Member Orientation

### Thursday, JUNE 5th

10:30 AM – 9:30 PM EST

- Black ERG Leaders Summit
- Power Circle Forums
- Sexes Unplugged
- Summer Welcome Reception with Health Cooking Segment

### Friday, JUNE 6th

9:30 AM – 9:00 PM EST

- Global Executive Forum Sessions
- Navigating Sticky Leadership Situations
- Corporate Tai Chi Strategy
- Closing Reception

### Saturday, JUNE 7th

10:00 AM – 9:00 PM EST

- Attendees Depart

## CALIBR Rules Of Engagement

**H**ere and now—no (war) stories

**E**xplore the possibilities—suspend disbelief

**R**espect and responsibility for the group

**O**penness—the spirit of inquiry

**E**nergy – be positive and upbeat

**S**trategic thinking and listening

**P**articipation without side conversations

**A**ttack challenges, not each other

**C**onfidentiality – share what, not who

**T**imeliness – please arrive on time



**SHERATON CENTRE TORONTO HOTEL**

**123 Queen Street**

**Toronto, Ontario Canada M5H 2M9**

**Phone: (416) 361-1000**

[MAKE A HOTEL RESERVATION](#)

CALIBR's Summer Leadership Conference will be held in person from June 3 to 6 at The Sheraton Centre Toronto Hotel. A limited number of rooms are being held at the **\$267.00 USD**. Reserve your room today.

## Health and Safety

The health and safety of our members and guests remain our top priority. Accordingly, all attendees are encouraged to take appropriate safety precautions to protect themselves and guests.

# CALIBR 2025 SUMMER LEADERSHIP CONFERENCE AND GLOBAL EXECUTIVE FORUM

Lead Sponsor



**TUESDAY, JUNE 3<sup>RD</sup> – WOMEN LEAP, COACHING AND NETWORKING**

## SYSTEMS THINKING FOR LEADERSHIP RESILIENCE

### Important Event Information

- Professional attire required
- For members, see Member Portal for Member Code of Conduct. CALIBR reserves the right to remove any member who does not conduct themselves respectfully.
- For non-member participants, please refer to CALIBR Rules of Engagement. CALIBR reserves the right to remove any participant who does not conduct themselves respectfully. No refunds will be granted.
- Data Privacy is important to CALIBR. We will not disclose your information without express written permission

TIMES ARE SUBJECT TO CHANGE

#### EASTERN TIME

#### SESSION

10:00 AM – 5:00 PM

#### WOMEN LEAP PROGRAM

(ADDITIONAL FEE REQUIRED – EMAIL [INFO@MYCALIBR.COM](mailto:INFO@MYCALIBR.COM) IF INTERESTED)

CALIBR Women L.E.A.P. is a leadership development experience that focuses on career-enrichment and personal fulfillment by increasing the self-efficacy of Black women. By raising awareness of specific "empowering behaviors" that promote mastery of high-impact leadership performance and positive individual outcomes, participants will experience a greater level of career success.

ALL DAY

#### COACHING

30-minute coaching discussions are available to CALIBR members and guests. If you are interested in scheduling time with a coach to learn more about CALIBR's coaching program or to discuss a career strategy or challenge, please email [info@mycalibr.com](mailto:info@mycalibr.com).

12:00 PM - 1:00 PM

#### LUNCH AND REGISTRATION (CHECK-IN)

Registered guests should check in to receive a name badge and agenda. Leadership team members and program management staff will be onsite to answer questions about how to get the most out of the conference and sessions.

5:00 PM – 8:00 PM

#### NEW MEMBER MEET AND GREET: BLACK TORONTO AND ESCAPE ROOM OUTINGS

(OPEN TO ALL MEMBERS AND GUESTS)

CALIBR members and guests who arrive early are invited to build relationships before participating in Summer Conference sessions. Expect food, libations and socializing.



# SUMMER LEADERSHIP CONFERENCE AND GLOBAL EXECUTIVE FORUM



**WEDNESDAY, JUNE 4TH – NEW MEMBER ORIENTATION,  
COACHING AND NETWORKING**

TIMES ARE SUBJECT TO CHANGE

| EASTERN TIME       | SESSION   |
|--------------------|---|
| 8:00 AM - 9:30 AM  | <b>BREAKFAST AVAILABLE</b><br>(OPEN TO ALL MEMBERS AND GUESTS)  |
| 9:30AM – 12:00 PM  | <b>BUSINESS ACUMEN SESSION: YOUR PLAN</b><br>(NEW MEMBERS)<br>Taking control of your career involves a purposeful leadership development strategy that frequently reassesses your business acumen to determine what skills are needed to contribute at higher levels of leadership. This session will help you strengthen your plan as you set your goals for advancement.<br><b>Facilitator:</b> Steven Haines, Business Acumen Institute  |
| 12:00 PM – 1:00 PM | <b>LUNCH</b>  |
| 1:15 PM - 2:15 PM  | <b>THE EMOTIONALLY EFFECTIVE LEADER (EMOTIONAL INTELLIGENCE)</b><br>(NEW MEMBERS)<br>You will explore how Emotional Intelligence (EI) and courageous authenticity can enhance your leadership success.  |
| 2:30 PM - 4:30 PM  | <b>A LEADER'S STRATEGIC NETWORK FOR LEADING AT THE NEXT LEVEL</b><br>(NEW MEMBERS)<br>Ambition is a good thing. This session will teach you strategies for thinking about self-advocacy and building and leveraging your network to achieve your leadership and career goals. Topics covered include: 1) developing your goals playbook, 2) engaging and building relationships with senior leaders and executives, and 3) increasing your professional visibility.<br><b>Facilitator:</b> David Greene, CALIBR Chief Program Officer |
| 5:00 PM – 6:00 PM  | <b>NEW MEMBER INDUCTION</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br>New CALIBR members are inducted and participate in a pinning ceremony with individual photo op with officers and a class photo.  |
| 6:00 PM - 9:00 PM  | <b>SUMMER CONFERENCE WELCOME RECEPTION FEATURING A HEALTHY COOKING SEGMENT</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br>CALIBR members and guests are invited to build relationships before participating in two days of exciting content. Will include a healthy cooking segment and tasting.  |

# SUMMER LEADERSHIP CONFERENCE AND GLOBAL EXECUTIVE FORUM



**THURSDAY, JUNE 5TH – BLACK ERG LEADERS SUMMIT,  
PERSONAL POWER CIRCLES AND SEXES UNPLUGGED**

TIMES ARE SUBJECT TO CHANGE

| EASTERN TIME       | SESSION   |
|--------------------|---|
| 8:30 AM - 9:30 AM  | <b>BREAKFAST AVAILABLE</b><br>(OPEN TO ALL MEMBERS AND GUESTS)  |
| 9:30 AM - 12:30 PM | <b>BLACK ERG LEADER SUMMIT SESSION: A WHOLE SYSTEMS APPROACH TO INFLUENCE AND TRUST</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>This session is designed for Black ERG leaders to share strategies on professionalizing ERG operations, maximizing its impact on the organization's bottom line, and creating opportunities for black talent to advance to higher levels of leadership.</p>   |
| 12:30 PM – 1:45 PM | <b>LUNCH</b>  |
| 2:15 PM - 3:45 PM  | <b>CALIBR EXECUTIVE MATURITY SESSION: PATH TO PROMOTION</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>CALIBR continues to elevate the importance of helping members and conference participants create pathways to promotion by understanding 1) systems thinking in leadership promotions, 2) how to shift from subject matter experts to expert generalists, and 3) the character traits, areas of substantive focus, and behavioral style that garner the most resonance with peers, direct reports, and senior leadership. Enjoy this interactive discussion.</p> |
| 4:30 PM - 6:00 PM  | <b>CALIBR POWER CIRCLES</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>Voluntary groups/forums of 6-8 members will begin CALIBR's leadership development/group learning initiative. This initiative will allow members to collaborate in power circle communities across regions, industries, and areas of expertise.</p>  |
| 6:15 PM - 9:30 PM  | <b>THE SEXES UNPLUGGED</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>In these popular, gender-based sessions, members will have an open and honest discussion on current topics and issues that are impacting their lives. This is time for enrichment and discovery as you begin to realize the challenges that you may be grappling with are not unique, and the solutions can be found in the room. Hors d'oeuvres and drinks will be available.</p>   |

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Refreshments and Drinks  
Will Available



# SUMMER LEADERSHIP CONFERENCE AND GLOBAL EXECUTIVE FORUM



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FRIDAY, JUNE 6TH – GLOBAL EXECUTIVE FORUM

TIMES ARE SUBJECT TO CHANGE

| EASTERN TIME        | SESSION   |
|---------------------|---|
| 8:00 AM - 9:30 AM   | <b>BREAKFAST AVAILABLE</b><br>(OPEN TO ALL MEMBERS AND GUESTS)  |
| 9:30 AM - 11:00 AM  | <b>YOUR LEADERSHIP REPUTATION: MAKING IT WORK FOR YOU</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>When thinking about leadership reputation, we often focus on performance and accomplishments. But have you ever considered that, unlike branding, your leadership reputation isn't what you say about yourself—it's what others say when you're not in the room? This session will uncover how we perceive ourselves versus how others perceive us by exploring reputational winners and losers through a series of exercises, giving greater insight into the gaps you might not even realize exist.</p> <p><b>Speaker:</b> David Greene, CALIBR Chief Program Officer</p> |
| 11:15 AM - 12:30 PM | <b>A GLOBAL BLACK BUSINESS LEADER'S PERSPECTIVE ON WINNING SPONSORSHIP</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>A fireside chat with Mike Chapman, Senior Partner for Kearney's Communications, Media &amp; Technology (CMT) global industry practice. He was recognized as One of the Most Influential Executives in Corporate America in 2024 by Savoy. He is a current ELC Member and a former CALIBR member.</p> <p><b>Speaker:</b> Michael Chapman, Kearney, Senior Partner and Americas Media Lead (Invited)</p>   |
| 12:30 PM - 1:30 PM  | <b>LUNCH</b>  |
| 1:45 PM - 3:15 PM   | <b>NAVIGATING STICKY LEADERSHIP SITUATIONS</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>In today's work environments, it can be challenging to know how to respond to any number of situations as a leader. When indecision is not an option, how can you feel confident about what to do and when? This session will offer strategies on how to respond to sticky situations in a safe and fun environment designed to help you sharpen your leadership and interpersonal skills.</p> <p><b>Speaker:</b> CK Hoffler, Managing Attorney, Hoffler &amp; Associates, Others TBA</p>  |
| 3:30 PM - 5:00 PM   | <b>FEATURED SESSION: THE AUDACITY EQUATION: A FRAMEWORK FOR BOLD LEADERSHIP ACTION</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>Scan the topics covered by business conferences and publications these days, and it's obvious that organizations are preoccupied with a failure to lead. This fireside chat with Marty McDonald of Boss Women Media will inspire you with powerful how-to insights gleaned from instances of Marty's stories of vision and audacity. <i>A book signing will follow.</i></p> <p><b>Speaker:</b> Marty McDonald, Founder, Boss Women Media Group</p>   |
| 5:00 PM - 9:00 PM   | <b>CALIBR CLOSING RECEPTION</b><br>(OPEN TO ALL MEMBERS AND GUESTS)<br><p>Attendees will celebrate and continue building relationships with other members and guests. Heavy hors d'oeuvres will be available with drinks, music and fun activities.</p>   |

