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Seminar #2 Agenda

Los Poblanos, New Mexico: October 19-22, 2026

Monday, October 19: Day One

12:00 – 1:45pm	**Check-in and Optional Lunch** *La Quinta Grand Portal (indoor back-up: La Quinta Ballroom)* Fellows are invited to join us for an informal lunch before the seminar officially begins at 2:00pm.
2:00 – 2:20pm	**Welcome and Opening Reflection** *La Quinta Gallery* *Unless otherwise noted, all seminar sessions will take place in the La Quinta Gallery.* We'll welcome each other back to the seminar table and set our intentions for the days to come.
2:20 – 2:45pm	**A Look at Los Poblanos** A discussion of the venue and surrounding area.
2:45 – 3:45pm	**Project Updates** Each Fellow will be asked to share a brief story in response to the following prompt: *As you look back over the last four months, tell us about your best day — a moment when you felt you were really making progress toward your project objectives. Then tell us about your worst day — a time when the challenges, resistance, or setbacks felt especially heavy.*
3:45 – 4:00pm	**Break**
4:00 – 5:00pm	**Project Updates (cont'd)**
5:00 – 6:00pm	**Small Group Discussion**
6:00 – 6:30pm	**Break**
6:30 – 7:00pm	**Welcome Reception** *La Quinta Grand Portal (indoor back-up: La Quinta Ballroom)*
7:00 – 8:30pm	**Dinner** *La Quinta Ballroom*

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Tuesday, October 20: Day Two

7:00 – 7:45am **Morning Movement (optional)**

Amy will lead a group walk or jog around the property. Meet in the reception area at 7am.

7:00 – 8:15am **Breakfast**
La Quinta Ballroom

8:30 – 9:15am **Morning Reflection**
La Quinta Gallery

9:15 – 10:30am **Highlighting the Power of Small Wins**

Mary Gentile will lead a discussion of the small wins article and the ways in which small wins can be leveraged to advance your projects.

Background reading: *Small Wins* by Karl Weick.

10:30 – 11:00am **Break**

11:00 – 12:30pm **Making the Financial Case**

In this session, we will explore strategies for developing and communicating a financial case for your project, based on insights from Bill Marquard, Managing Director, Strategy at Deloitte.

Be sure to complete the assigned pre-readings and reflection prompt before this session.

12:30 – 1:30pm **Lunch**
La Quinta Grand Portal (indoor back-up: La Quinta Ballroom)

1:30 – 3:30pm **Open Space**

Free time to connect, recharge, and explore the property. There are walking trails, lawn games, spa treatments and more available on the property and in town. The Design Team is also available for office hours.

There will be an optional tour through the Los Poblanos farm and garden. Meet Rachel outside La Quinta at 1:30pm if you would like to join.

3:30 – 4:30pm **Listening: Why It Matters and How to Develop Listening Mastery**

Becoming a more intentional and skilled listener is a critical skill for corporate social intrapreneurs. Megan Shea will guide us through a session to examine how listening mastery can help you drive change in your organization.

Background reading: *In a Crisis, Great Leaders Prioritize Listening* by Erika James and Lynn Perry Wooten

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4:30 – 4:45pm	**Break**
4:45 – 6:00pm	**Peer Consulting** In small groups, we'll provide feedback to three Fellows facing a pressing challenge using a structured peer consulting technique.
6:00 – 6:30pm	**Break**
6:30 – 7:00pm	**Reception** *La Quinta Grand Portal (indoor back-up: La Quinta Ballroom)*
7:00 – 8:30pm	**Dinner** *La Quinta Ballroom*

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Wednesday, October 21: Day Three

7:00 – 7:45am **Morning Movement (optional)**

Our fellow Fellow, Vinayak Gorur, will lead a group bodyweight exercise session, borrowing workout practices from his time in the Army. Meeting plans will be announced onsite.

7:00 – 8:15am **Breakfast**
La Quinta Ballroom

8:30 – 9:15am **Morning Reflection**
La Quinta Gallery

9:15 – 10:45am **Adaptive Leadership: Resisting the Pressures to Fix and Solve**

As disruption and uncertainty settle in as "the new normal", leaders need to hone skills to efficiently manage change, organize for learning, and manage risks. Michael Koehler will help Fellows deepen their adaptive skills and strengthen their capacities to make progress on their projects and their larger impact work, especially in the contexts of setbacks and resistance.

Background reading: *The Theory Behind the Practice – A Brief Introduction to the Adaptive Leadership Framework* by Ronald Heifetz, Alexander Grashow, and Marty Linsky

10:45 – 11:00am **Break**

11:00 – 12:30pm **Prototyping Change**

Organizations like to spend years planning big changes before implementing them. But enduring transformation requires real-time and real-world application early in the design process.

That's why IDEO believes in prototyping change—launching small pilots and experiments to de-risk our biggest assumptions and overcome barriers before committing to whole hog. In this session, Michelle Lee walks us through some tools you can use to uncover and overcome your project's biggest barriers.

12:30 – 1:30pm **Lunch**
La Quinta Patio (indoor back-up: La Quinta Ballroom)

1:30 – 3:30pm **Open Space**

Free time to connect, recharge, and explore. There are hiking trails, lawn games, spa treatments and more available on the property and in town. The Design Team is also available for office hours.

Amy will lead an optional bike ride along the Rio Grande River to a local coffee shop, Bike In Coffee. Meet out front of the reception area at 1:15pm if you want to join.

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3:30 – 4:15pm **Project Statements & CEO Letters**

We'll discuss the process of crafting public project statements and the possibility of sending a letter from Aspen's President & CEO to your CEO or other senior leadership.

4:15 – 5:30pm **Energy Audit**

We will each conduct a personal 'energy audit' to more clearly understand the stresses we face in this moment - and to develop shared strategies for finding better balance in our lives.

Background reading: *Manage Your Energy, Not Your Time* by Tony Schwartz

5:30 – 6:30pm **Break**

6:30 – 8:00pm **Dinner**
La Quinta Ballroom

8:00pm **Firepit Gathering**
La Quinta Gazebo

Option to gather at a firepit in the Gazebo after dinner.

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Thursday, October 22: Day Four

7:00 – 8:15am	**Breakfast** *La Quinta Ballroom*
8:30 – 9:00am	**Morning Reflection**
9:00 – 10:15am	**Question Crafting: A Strategy for Building Listening Mastery** Asking probing questions and listening deeply to responses can help you engage with others and lead change more effectively. Megan Shea will lead us through this session to learn to craft better questions. Background reading: *My Dinner with Dr. King* by William Hood
10:15 – 10:30am	**Break**
10:30 – 10:45am	**Question Crafting: Debrief** We'll take a few minutes to discuss the previous exercise and consider how questions can transform next steps in your projects.
10:45 – 12:00pm	**My Seminar Story & Second Seminar Wrap-up** We'll discuss what we've learned and gained during our time together as we look toward next steps in the Fellowship journey.
12:00pm	**Adjourn** *Lunch available in La Quinta Grand Portal (indoor back-up: La Quinta Ballroom)*