Association Wellness & Leadership Retreat

Thursday, September 27-28, 2012
Turning Stone Resort & Casino
Verona, New York

FEATURING:

Leadership Symposium for Association Elected Volunteer and Staff Leaders by Bob Harris, CAE

Why Can't We All Just Get Along? Cross-generational Office Dynamics by Elizabeth A. Sears, Ph.D.
Balance is necessary to succeed both personally and professionally. ESSAE has designed an event for association staff, volunteer leaders and associate members, where you can accomplish both—relaxation and networking on Thursday and two excellent learning opportunities on Friday, all in a luxurious and fun setting. Bring your key staff and incoming leaders to prepare for 2013!

**SCHEDULE**

**Thursday, September 27**
- Noon Golfer Registration Shenendoah Golf Course
- 12:30 p.m. Check-in for tours & other activities Main Lobby
- 12:30 p.m. Tee-off for Golfers Shenendoah Golf Course
- 1:30 - 6:00 p.m. Museum Tours/Shopping/Spa Treatments
- 6:30 p.m. Cocktail Reception/Dinner/Dancing Shenendoah Clubhouse

**Friday, September 28**
- 8:30 a.m. - 3:00 p.m. Leadership Symposium presented by Bob Harris, CAE
- 10:00 a.m. - noon Why Can’t We All Just Get Along? by Elizabeth Sears, Ph.D.

**SITE TOURS** - Planners interested in taking a tour of the expansive Turning Stone facility are asked to call Kim Keenan in the sales office (315-361-8505) to schedule an appointment.

**WELLNESS ACTIVITIES**

**GOLF TOURNAMENT** - ESSAE’s golf tournament (‘scramble format’), using the team’s “best shot,” affords the most fun for novice and ace golfers alike. The Turning Stone’s Shenendoah course offers 18 holes of PGA-quality golf in a spectacular natural setting. The course layout was built and is maintained to comply with stringent Audubon International standards for environmental protection and preservation. Designer Rick Smith used the natural landscape to create wooded parkland holes, open pastures and beautifully simple, low country-style holes.

Foursomes are assigned on an A-B-C-D level basis to ensure an equitable tournament. Requests for pairings or foursomes will be considered but cannot be guaranteed, and must include players at each level.

**GOLF AWARDS** - Awards will be given during dinner for: Closest to the Pin (Men & Women), Longest Drive (Men & Women), Straightest Drive/Closest to Line (Men & Women) and Lowest Team Score (1st & 2nd prize).

**TOURS/ACTIVITIES**

**ONEIDA COMMUNITY MANSION HOUSE & ONEIDA SILVERSMITH HOME STORE SHOPPING** - Oneida Community Mansion House, a national historic landmark, was built in stages between 1861 and 1914 as the Oneida Community grew to more than 250 people. In plan and decoration it reflects popular architectural styles of the mid-19th century, but its large scale (over 200 rooms) reflects the need of a society that lived as one family. Then enjoy shopping at the Oneida Silversmith Home store.
the world's largest manufacturer of stainless steel and silverplated flatware, and a leading supplier of a variety of crystal, glassware and metal serveware for the tabletop industries.

DISCOVER THE MYSTERY OF OUR SPHINX, SARCOPHAGUS, & SARANAC - SARANAC BREWERY/MUNSON WILLIAMS ART INSTITUTE

The Munson Williams Art Institute is a renowned art collection, fascinating exhibitions, and education programs for all ages are presented in a landmark 1960 International-style building designed by Philip Johnson and in historic Fountain Elms, a superbly restored 1850 Italianate mansion. The exhibit Shadow of the Sphinx will be open. True to their German brewing heritage, the Matt Brewery Company has earned its reputation as one of the country's most respected brewers of specialty beers. In each bottle of Saranac, you'll find a commitment to quality and patient attention to detail that is the signature of the Matt Brewing Company.

1 PM – Depart Turning Stone
1:40 PM – Arrive at Munson Williams, begin tour (tour lasts approximately one hour & cost is $8.00 pp and 10 person minimum to receive discount)
3 PM – Depart Munson
3:15 PM – Arrive at Saranac and begin tour and tasting (tour lasts approximately one hour & cost is $5.00 and 20 person min for discount)
5 PM – Depart Saranac

SKANA SPA & SALON (www.turning-stone.com/spa) - Enjoy 20% off (just mention ESSAE group! Pamper yourself at the upscale Health Spa at Turning Stone. Take a dip in the heated indoor swimming pool, relax in the sauna or enjoy a muscle-and-mind-soothing massage. Men and women have their own locker facilities, steam rooms, saunas and massage rooms. See the enclosed form for details and fees, and BE SURE TO BOOK WELL IN ADVANCE!!

Dinner, Drinks and Dancing (and Doorprizes) - Join us following your day of wellness for a fabulous reception and dinner, followed by a night of cocktails and dancing in the Shenendoah Clubhouse!

ACCOMMODATIONS

The Lodge at Turning Stone is a 92-suite luxury boutique hotel. Pleasure in the lavish furnishings, the sumptuous pillow-topped beds dressed in European-style linens, and Egyptian cotton sheets. Thoughtful in-room amenities provide a grand sense of convenience and ease with just the right touch of home.

At 19 stories, The Tower at Turning Stone is the tallest building between Albany and Syracuse. The 285-room hotel features spacious guest rooms and elegant suites with panoramic view. All rooms have just received a splash of updating and are now 100% nonsmoking.

For qualified association attendees, Turning Stone is offering a complimentary Lodge suite or Tower room.

For Associate Members (suppliers) Turning Stone is offering rooms on Wednesday and Thursday nights at a special rate of $129 for a Tower standard room, and $220 per room per night for a Lodge suite.

To make your room reservation you must call 1-800-771-7711 and identify yourself with the ESSAE group. All reservations will require a one night room deposit to guarantee the reservation. Cancellations must be made within 48 hours prior to arrival or forfeiture of the deposit will occur.
FRIDAY CONCURRENT WISDOM SESSIONS:

8:30 a.m. - 3:00 p.m.  Leadership Symposium for Association Volunteer and Staff Leaders

Bob Harris, CAE, will present practical, relevant information to make volunteer leaders more effective. Through the use of examples, tips, tools and templates, he’ll share information and encourage input and questions. The session is interactive — based on the core knowledge of nonprofit management and governance. Bob has more than 30 years experience in serving associations and chambers. Registrants receive the Board Excellence Manual and the laminated Guide to Board Responsibilities.

Designed for: Elected leaders of nonprofits, with a focus on the incoming leadership and the CEO/senior staff partnership.

What to Bring: To encourage sharing, registrants are asked to bring their organization’s mission statement, strategic plan and leadership manual.

Agenda: The Role & Importance of the Board of Directors

- Impact of Associations and Trends
- The Roles of Boards
- Board Staff Distinctions
- Responsibilities of Individual Directors
- Duties of Loyalty, Care & Obedience

12:00 Lunch

Maintaining a Healthy Association & Risk Management

- Protecting the Association
- Forms of Risk & Risk Management

Strategic Direction and Planning

- Goal Setting
- Implementing and Maintaining the Plan

10:00 a.m. - noon “Why Can’t We All Just Get Along?” by Elizabeth A. Sears, Ph.D.

Attendees will learn how communication skills can help your credibility and skills to deal with others in a more productive way. The goal is to get people to think about how they currently communicate, and empower them in a way which improves their relationships. This session will also include an understanding of the different generations in the workplace and how communication skills can improve relationships and minimize misunderstanding between the generations. Objectives for this presentation include:

- Develop an understanding of the 4 generations currently in the workplace and identify why the different generations behave the way they do.
- Create an awareness of issues that create problems in interpersonal communication
- Learn communication techniques to help create a strategic part-
nership between upper management and others in the workplace

- Encourage people to think about their communication styles and how to improve their ability to be seen as a credible resource while accomplishing the goals of the organization

Sears brings a diverse background and a great deal of experience to Workplace Communication. She has been an adjunct faculty at the State University College at Buffalo and was at Cornell University School of Industrial Labor Relations for 15 years, where she taught a multitude of human behavior seminars. She is a member of the Rochester Professional Consultants Network, Rochester Business Council, and the Labor Assistance Professionals where she holds the LAP-C certification.

**Room Reservation deadline:**

Be sure to make your room reservations with The Turning Stone Resort (1-800-771-7711) by **August 31**!

**Credits:**

This course is qualified for up to 7 credit hours toward the Certified Association Executive (CAE) designation and recertification.

“I think this [leadership symposium] is a great program and have found it incredibly helpful both times I have attended. Additionally it provided excellent guidance to our chief elected officer and the information provided will help him strengthen our board and association.”

Kendra Adams, executive director, NY Motor Truck Association

**HOST, RECEPTION AND AFTER PARTY SPONSOR**

**Turning Stone Resort**

**SESSION SPONSORS**

Fairfield Inn & Suites Verona

The Sagamore

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The Sagamore

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**DOOR PRIZE SPONSOR**

Turning Stone Resort
ESSAE Wellness & Leadership Symposium

Registration Form

Name(s):  
Organization:  
Address:  
City, State, Zip:  
Telephone:  
e-mail:  

Leadership Symposium  $99 - $79
$99 first attendee from organization; $79 each additional attendee

Why Can’t We all Just get along?  $79 - $59
$79 first attendee from organization; $59 each additional attendee

Golf: (includes greens fees, cart, & box lunch)  $120

Box lunch for Activities  $18

Reception & Dinner  $45

Total amount enclosed  

Important: Tournament space is limited to 12 foursomes! Foursomes will be assigned on an A-B-C-D level to ensure an equitable tournament. Requests for specific pairings or foursomes will be considered but not guaranteed and must include players of each level.

Player Level Key:

A - Average score of 84 or better       D - 100+
B - Average score of 85 to 92       Your Average 18-Hole Score:  
C - Average score of 93 to 100

"Please check selected activities/services so we can plan appropriately."

☐ Leadership Symposium
☐ Why Can’t We All Just Get Along?
☐ Golf/Box Lunch
☐ Saranac/Munson Art Institute Tour
☐ Mansion/Silversmith Tour/Shopping
☐ Skana Spa & Salon*  

☐ Box Lunch (for tours, shopping, etc.)
☐ Reception & Dinner

Registrations must be made and paid for by August 31, 2012. No refunds will be made after August 31, 2012. No-shows will be billed!

Mail your registration and payment to: ESSAE, 99 Troy Road, Suite 200, East Greenbush, NY 12061 by August 31, 2012 or register online at www.essae.org. Questions? Call 518-463-1755; e-mail: Alaina amaldonado@essae.org

* Be sure to call 1-800-771-7711 to make reservations!!! View hours, rates and services at www.turningstone.com/spa/skana.php
ESSAE attendees receive 20% off!

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