

RF Leadership Elevation Sessions

A 6-month master class for conscious, effective, and high-impact leaders

Select Mondays, 1:00–3:00pm | January–June 2026 | Live Online

About the Program

Leaders are responsible for guiding, motivating, and developing others—while navigating complexity and competing priorities. But who supports *them* in growing their own capacity to lead with clarity and confidence?

The **RF Leadership Elevation Sessions** is a six-month immersive program designed to help managers expand their self-awareness, elevate their leadership presence, and strengthen their ability to develop high-performing teams.

Each 2-hour, interactive session blends cutting-edge research, practical tools, and experiential exercises—ensuring participants don’t just learn *about* leadership, but actively *practice* it. Between sessions participants apply new skills, reflect on real-world experiences, and engage in peer coaching to reinforce their growth and accountability.

What You’ll Experience

- **Six Monthly Live Workshops** – Actionable, research-backed learning you can apply immediately
 - **Interactive Format** – Expert facilitation, applied discussions, and group coaching
 - **Peer Coaching Practice** – Build coaching and feedback skills while deepening cohort connection
 - **Resources for Real Change** – Curated tools, templates, and follow-up assignments to sustain progress
 - **Expert Guidance** – Sessions are led by Dr. Moshe Ovadia or other world-class experts in leadership development
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Design Team: Paulette Ziff, UB | Sabrina Cerezo, SBU | Mary Kraft, UB | Jennifer Rudes, UMU | Kate Edwards, ESF | Jenna Lehr, CO | Nadia Digges, CO

Program Dates & Topics

Know Thyself: Charting Your Own Leadership Journey: *Jan 12th 1-3PM*

Leadership starts with self-awareness. This session helps you identify your unique strengths, values, and growth edges through a self-directed 360° process and guided reflection. You'll clarify your leadership "North Star," set focused development goals, and learn how to weave continuous self-assessment into your daily leadership practice—building the foundation for all future growth.

Feedback to Reinforce & Redirect: *Feb 9th 1-3PM*

Feedback is one of the most powerful—and most underused—tools a leader has. This module provides actionable strategies for delivering feedback that inspires peak performance while strengthening trust. You'll practice formulating feedback that is both specific and motivational, learn to conduct refocusing conversations that shift unproductive behaviors, and align your feedback timing and tone with your team's goals.

Developing & Motivating Others: *March 9th, 1-3PM*

Cultivating the growth of those you lead is at the heart of leadership. In this session, you'll learn a strengths-based approach to managing and motivating your team—helping people stretch into their best selves. You'll explore how to empower team members to own their development, tailor your approach to different motivation styles, and coach individuals across comfort, stretch, and panic zones to unlock performance and engagement.

Building Psychologically Safe, High-Performing Teams: *April 13th, 1-3PM*

High-performing teams thrive when members feel safe to speak openly, take risks, and bring their full selves to work. This session unpacks the research on psychological safety and its link to innovation and trust. You'll explore behaviors that build (or erode) safety, practice language for encouraging candor and inclusion, and assess your team's current climate using a simple diagnostic tool. The result: a more resilient, aligned, and high-impact team.



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Situational Leadership: Coaching, Telling, or Listening?: May 11th, 1-3PM

Great leaders flex their style to meet the moment. This session explores the Situational Leadership model—helping you discern when to coach, when to direct, and when to listen. You'll learn the four core leadership styles, assess your team members' readiness and needs, and practice coaching and listening skills that are often underdeveloped in leaders. You'll leave equipped to adapt seamlessly and lead with greater precision and empathy.

Embodied Presence: From Drama to Flow: June 8th, 1-3PM

When leaders are stressed or reactive, their teams feel it. This closing session teaches how to recognize and shift out of the “Drama Triangle” of victim, villain, and hero—and move toward grounded, centered presence. Through somatic and mindfulness practices, you'll learn to regulate emotions under pressure, access clarity and flow, and model calm, intentional leadership that elevates your entire team.

Closing Reflections & Celebration: June 8th, 3-4PM

Who Should Attend

Research Foundation for SUNY managers interested in deepening their leadership practice, strengthening team dynamics, and elevating their impact are welcome to apply.



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Facilitators Bios



Moshe Ovadia, PhD (Lead Facilitator)

Moshe is an executive coach, strategic advisor, and expert in conscious leadership. Moshe brings together relational, human-centered partnership with a strategic lens to grow both business and person. This includes developing clarity and values-driven alignment; improving interpersonal and team dynamics; and claiming personal power.

Moshe began in management consulting at Monitor Deloitte, where he led complex projects for CXOs and Prime Ministers across four continents. Since then, Moshe worked as a senior manager at Bridgewater Associates (the world's largest hedge fund), overseeing Learning & Development and DEI innovation. Moshe was also on the founding team of two web3 startups, RChain and Coordinape.

Moshe's coaching and consulting integrates cutting-edge organizational research, experiential education, and world wisdom traditions. Moshe holds an MBA, MA in Sociology, and PhD in Organizational Behavior from Stanford University, as well as a BA from Harvard University. Moshe's doctoral work examined how consciously-designed tech products foster greater trust, psychological safety, and social cohesion. Since 2012, Moshe has facilitated the flagship course Interpersonal Dynamics at Stanford's Graduate School of Business and taught design thinking at Stanford's "d.school".



Jenna Lehr, Deputy Learning Officer (Program Manager)

Jenna has nearly 20 years of expertise in training, employee communications, facilitation, leadership, recognition, and project management. She inspires, trains, and retains loyal employees who deliver outstanding results. Throughout her career, she has found success by having an unwaveringly positive attitude and tremendous tenacity. Leading employees, teams, and organizations to achieve their greatest potential is her passion. She holds several professional credentials, including CTT+, SHRM-SCP & SPHR. She is the mother of two children, and when she has the time, she likes to

read, swim, listen to podcasts, and travel.



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Nadia S. Digges, Learning & Development Coordinator

Nadia has 15 years of experience in compliance and learning and development focusing on learning management system (LMS) administration, engagement, and process optimization. Nadia has and continues to serve on many design teams, is an active participant of the well-being team, and regularly provides cross-functional support throughout the Research Foundation.

Nadia is a Certified Compliance and Ethics Professional and a member of the Society of Corporate Compliance and Ethics. She is also a certified SHRM-CP. She lives in upstate NY with her husband and two daughters. They love to cook, read, and adventure together.



Samara Zelniker (Guest Facilitator)

Samara Zelniker is an executive coach and facilitator who supports senior leaders, founders, and high-growth teams in navigating complexity with clarity, depth, and grounded presence. With a decade of experience in the fashion industry and deep roots in wellness and mindfulness, she brings a unique ability to bridge business strategy with emotional intelligence and resilience.

Her coaching helps leaders connect more deeply with themselves to elevate their leadership, communication, and EQ. Samara specializes in working with executives at *key transitions*—whether it's navigating co-founder dynamics, managing burnout, making a career shift, or scaling into greater responsibility.

She's trusted by companies like HBO, Meta, Apple, and Soho House, and is trained through Google's leadership development program and the Institute of Integrative Nutrition. Her clients span high-growth startups and established brands in CPG, health, media, SaaS, and tech. Her work is particularly valued for helping leaders cultivate balance, sharpen presence, and lead with integrity in high-stakes environments.



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Avital Shernoff (Guest Facilitator)

Avital is an executive coach and leadership advisor who helps leaders and organizations bring more humanity into the way they work, lead, and grow. Her work combines deep empathy and creative insight with practical tools for clarity, courage, and alignment.

Before becoming a coach, Avital built a successful career in the creative industry, leading brand strategy and development for global organizations. Today, she draws on that same creative rigor to help leaders clarify their unique brand of leadership—grounded in authenticity and purpose.

Avital partners with CEOs, executives, and teams across startups, creative agencies, academic institutions, and Fortune 500 companies. Her coaching focuses on developing the mindsets, habits, and presence necessary for sustained leadership effectiveness—especially in areas such as team development, role transitions, executive presence, and courageous communication.

A passionate advocate for women in leadership, Avital supports ambitious women in navigating their careers with confidence and designing paths aligned with who they truly are.



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