



EXECUTIVE PATHWAYS

Registration Guide

January 13, 2026 • Hilton Downtown Des Moines

EXECUTIVE PATHWAYS

Inspiring Leaders, Igniting Growth.

The Executive Pathways Conference equips General Managers and their teams with management practices that enhance leadership and drive organizational growth.

Join us for a day of impactful sessions on HR best practices, financial management, performance management, industry trends, and key updates. Through expert-led workshops, interactive discussions, and peer networking, attendees will gain practical solutions to tackle daily challenges with confidence.

This event is an ideal space to build connections, exchange ideas, and prepare for the opportunities 2026 will bring.

We encourage General Managers, CEOs, Managerial Teams, HR Leaders, and Operations Staff to attend. Save the date and get ready for an inspiring experience!

JANUARY 13TH • HILTON DOWNTOWN DES MOINES



THE VOICE FOR
CONNECTIVITY

AGENDA

Tuesday, January 13, 2026



8:00 AM

Registration & Breakfast

9:00 AM

Welcome

9:10 AM

Opening Keynote

Coaching That Changes Everything: A Practical Approach to Stronger Leadership

Courtney Smock

This opening session introduces a powerful leadership skill that can elevate how you communicate, guide teams, and navigate change. Courtney Smock will break down the misconceptions around coaching and demonstrate why it has become a critical competency for today's leaders. Attendees will learn practical coaching techniques they can apply immediately to strengthen team performance, enhance decision-making, and lead with greater clarity and confidence.

10:10 AM

Short Break

10:25 PM

Roundtable Discussion:

Practical Strategies for Today's Leaders

Moderated By: Andrew Randol, Panora Fiber

This roundtable focuses on applying the keynote themes to everyday leadership. Attendees will discuss common workplace challenges, explore new approaches to guiding their teams, and identify next steps to strengthen performance and communication.

11:30 AM

Networking Lunch

12:30 PM

General Session

Cyber Incident – Ransomed

Roger Kregel, Dumont Telephone

ProCircular

Roger Kregel will share what Dumont Telephone Company experienced when hackers accessed their network and attempted to ransom their files, offering a firsthand look at how a real incident unfolded from the inside. Joined by experts from ProCircular, this session will connect that experience to the broader reality facing communications and broadband providers today. When networks go down, communities, governments, and businesses still expect reliable connectivity. As broadband professionals, you don't just install lines—you provide safety, access, and resilience under high-pressure conditions and rapid technology shifts. This keynote will highlight how technology may power the connection, but people and leadership power the trust behind it, especially as AI and emerging tools continue to change the systems you rely on.

1:25 PM

Roundtable Discussion:

Building Readiness and Response in a New Cyber Landscape

This discussion invites attendees to reflect on the real-world lessons shared during the “Cyber Incident – Ransomed” keynote and explore how leaders can strengthen preparedness, communication, and decision-making during a cyber event.

Participants will examine what it means to respond effectively under pressure, support their teams, and maintain community trust when systems are disrupted.

This conversation is designed to help organizations translate Roger’s experience and ProCircular’s insights into practical strategies that elevate readiness across broadband and communications environments.

2:00 PM

Legislative Primer

2:30 PM

Break

3:30-5:30 PM

Welcome Back Reception

Embassy Suites Downtown

ICA is co-hosting the annual Legislative Welcome Back Reception. Join your fellow colleagues in attending the reception for an opportune time to connect with your legislators on important topics within the broadband industry.



Cost:

This event is exclusive to ICA voting members. Due to limited capacity, registration is \$90 per person.

Accommodations:

A block of hotel rooms is available at the Hilton Des Moines Downtown for \$129 plus tax.

The cut-off date to reserve your room is December 14, 2025. To reserve, call (515) 985-2066 and mention the Iowa Communications Alliance Conference, or [click here](#). Please book your room early, as the hotel is not extending the room rate.

Parking:

Hilton Des Moines Downtown offers self-parking for \$30.00 per day. In/out privileges are available for hotel guests. Please note the property does not offer valet parking, secured parking, or covered parking. EV charging is available on-site.

Additional parking garages and metered street parking are also located throughout downtown Des Moines.

Consent to use Photographic Images:

Registration and attendance at, or participation in, ICA meetings and other activities constitutes an agreement by the registrant to ICA's use and distribution (both now and in the future) of the registrant or attendee's image or voice in photographs, video, electronic reproductions and audio of such events and activities.

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