

November 16–17, 2026 · Annapolis, MD · Facilitated by Innivee Strategies

For executive-level leaders of organizations serving the Deaf, DeafBlind, and hard of hearing communities.



FORMAT

A peer-to-peer format built for candid dialogue, with **no panels and no keynotes**.

Facilitated roundtables

Peer exchanges

Open-space discussions

Case studies

12

CONTACT HOURS

Professional development. Certificate on request.



ACCESS

ASL/English interpretation & captioning.

Every DOES gathering is shaped by what participants tell us they need beforehand. This tentative agenda reflects that approach: themes, sequence, and timing will continue to evolve as we hear from this year's participants.

DAY ONE Monday, November 16

8:00–9:00 Registration & Breakfast

9:00–9:45 Welcome, Framing & Warm-Up

9:45–11:15

Session 1

Leading Through Disruption

With funding, technology, and politics all shifting at once, how do you lead meaningful change without exhausting the people you are counting on to carry it?

11:15–11:30

Break

11:30–1:00

Session 2

Where the Funding Lands

Funding moves through service contracts and large institutions. What would it take to build lasting capacity in the organizations closest to the people we serve?

1:00–2:00

Lunch

2:00–3:30

Session 3

The Evidence We Don't Have

What are we deciding in the dark, and what are we unable to argue for, because reliable numbers on our own field don't yet exist?

3:30–3:45

Break

3:45–5:15

Session 4

AI and the Future of Our Work

AI is already reshaping interpreting, relay, and signed-language technology, often without the community in the room. How do we use it to extend our capacity, name the risks to those we serve, and shape what comes next?

DAY TWO Tuesday, November 17

8:00–9:00 Breakfast

9:00–10:30

Session 5

The Next Generation

Who will be leading these organizations ten years from now, and what are we doing today to make sure they are ready?

10:30–10:45 Break

10:45–12:15

Session 6

Collaboration and Collective Power

What keeps organizations serving the same community working in isolation from one another, and what would real collaboration ask each of us to give up?

12:15–1:15 Lunch

1:15–2:45

Session 7

Sustaining the Leader

The hardest part of this work is often carrying every relationship at once: board, staff, and community. How do you stay whole while holding all of it?

2:45–3:00 Break

3:00–4:00

Synthesis & Commitments to Action

Turning two days of dialogue into commitments each executive carries back.

4:00 Close

REGISTER

Seats are limited. Request your invitation today.

Scan the code or visit innivee.com/does to reserve your place.

