

# 2012 Diversity Women's Business Leadership Conference & Mosaic Woman Awards Luncheon



PHOTOS OF PARTICIPANTS AT LAST YEAR'S CONFERENCE

**Register  
NOW!**

## Lead With Passion, Power & Profits October 29-30, 2012

*(plus, Pre-conference Kick-off Reception, October 28, 7-9pm)*

The Gaylord Resort, National Harbor, MD

### Who Should Attend

Women professionals, executives and entrepreneurs of all races, cultures and backgrounds, seeking to benefit from strategies and resources to support their leadership and executive development.

### Why You Should Attend

Policy makers, industry leaders, and the media proclaim that women are fast becoming the leading force for change on our planet. It is critical that we are prepared to lead well.

Prepare yourself by learning from visionary and resourceful women at The Diversity Woman conference. Designed to support the leadership and executive development of women of all races, cultures and backgrounds, this conference promises to spark your imagination, and energize your career.

2012 National  
**DIVERSITY WOMEN'S  
BUSINESS  
LEADERSHIP  
CONFERENCE**

& Mosaic Woman Awards Luncheon

DIVERSITY  
**WOMAN**

[www.diversitywoman.com](http://www.diversitywoman.com)

# Pre-Conference Kick-Off Reception Celebrating Women in Leadership

Sunday, October 28, 2012 7:00 – 9:00 PM



Often the best opportunities for forming professional relationships and creating mentoring opportunities are during informal meetings. Please join us before the start of our formal program at our kick-off reception! This is a great way to catch up with old friends,

make new connections and discuss your professional development objectives.

**We encourage you to arrive pre-conference** so you can relax, focus on learning, and be guaranteed not to miss out on any sessions!

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

## 2012 Speakers



Dr. Rohini Anand, Senior Vice President and Global Chief Diversity Officer, Sodexo



Dr. Johnnetta B. Cole, Pres. Emerita Spelman College & Bennett College for Women, Exec. Dir., Smithsonian African American Museum



Dr. Cheryl Crazybull, President, Northwest Indian College



Pamela Culpepper, Senior Vice President, Global Diversity and Inclusion Officer, PepsiCo



Deborah Dagit, Vice President and Chief Diversity Officer, Merck



Dr. Shirley Davis, Vice President, Global Diversity & Inclusion and Workplace Flexibility, Society of Human Resource Management



Ambassador Harriet Elam-Thomas, Director, Diplomacy Program, University of Central Florida



Darys Estrella, Former CEO, Dom. Rep. Stock Ex., VP, Corporate Sustainability, Vicini Group



Anna Ewing, CIO, NASDAQ



Jackie Glenn, Global Chief Diversity Officer, EMC



Stedman Graham, Best selling Author, Educator, and Entrepreneur



Leonora Billings Harris, Author, Consultant and Founder, Leonora Speaks



Carla Harris, Managing Director, Morgan Stanley and Author



Jeff Halter, President, YWOMEN



Shaunce Hawkins, Former Vice President, MPA and Founder and CEO, Evolutions Consulting



Marsha Haygood, Author, The Little Black Book of Success™



Gwen Houston, General Manager, Global Diversity & Inclusion, Microsoft



Audrey Lee, Principal, Executive Coach, Leadership and Diversity Strategist, Hyun & Associates



Paula Madison, Ret. NBC Universal Executive and President, Los Angeles Sparks



Dr. Julianne Malveaux, President Emerita, Bennett College for Women



Dr. Laura Morgan Roberts, Author, Professor, Leadership and Organizational Consultant



Marilyn Nagel, CEO, Watermark



Soledad O'Brien, Journalist and CNN Anchor for "Starting Point"



Steve Pemberton, Divisional Vice President and Chief Diversity Officer, Walgreens



Sheila Robinson, Publisher & CEO Diversity Woman Magazine and Conference Founder



Emma Sabin, Vice President, Advisory Services, Partnerships, Catalyst



Carmen Smith, Vice President, Creative Development & Inclusive Strategies, Walt Disney Imagineering



Susan Taylor, Founder, National CARES Mentoring Movement and Essence Magazine Editor-in-Chief Emerita



Lynn Tilton, Founder & CEO of Patriarch Partners, LLC



Cuc Vu, Chief Diversity Officer, Human Rights Campaign



Farnaz Wallace, Former Chief Marketing Officer, Church's Chicken, Author and Founder, FarnazGlobal



Dr. Suzan Wasik, Professional Counselor, educator and consultant



Mark Williams, Founder, Williams Identity Network



Mei Xu, Co-Founder and President of Chesapeake Bay Candle, Creator & CEO of Blissliving Home

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

## 2012 Mosaic Woman Award Honorees & Keynote Speaker



### MOSAIC WOMAN LEADERSHIP

**Pat Harris**  
Global Chief Diversity  
Officer, McDonald's  
Corporation



### MOSAIC WOMAN TRAILBLAZER

**Michele Kang**  
Founder & CEO  
Cognosante



### MOSAIC WOMAN LIFETIME

**ACHIEVEMENT**  
**Soledad O'Brien**  
Journalist and Anchor  
CNN, *Starting Point*



### MOSAIC WOMAN LEGEND

**Lynn Tilton**  
Founder & CEO,  
Patriarch Partners, LLC



### KEYNOTE SPEAKER

**Steve Pemberton**  
Divisional Vice Presi-  
dent and Chief Diversity  
Officer, Walgreens

## Conference Agenda

### PRE-CONFERENCE

Sunday, October 28, 2012

7:00 –9:00 pm

#### Kick-Off Reception, Celebrating Women in Leadership

This networking reception will offer an opportunity for participants who arrive early to meet up with peers and colleagues, hear tips and insights on how to take full advantage of the conference and avoid the morning rush by picking up registration packet.

### DAY ONE

Monday, October 29, 2012 7:30 am – 5:00 pm

7:00 am

Registration Opens

7:30 am

Exhibit Hall Opens

7:30 am

Continental Breakfast

#### WELCOME:

**Jackie Glenn**, Global Chief Diversity Officer, EMC

#### OPENING REMARKS:

**Sheila Robinson**, Publisher & Conference Founder, Diversity Woman Magazine

8:00–10:00 am

**OPENING KEYNOTES:** "Lead With Passion, Power & Profits"

**Darys Estrella** Former CEO, Dominican Republic Stock Exchange, VP Corporate Sustainability, Vicini Group

**Dr. Cheryl Crazy Bull**, President, Northwest Indian College

**Mei Xu**, Creator & Owner, Chesapeake Bay Candle

**Farnaz Wallace** Former Chief Marketing Officer, Church's Chicken, Author & Founder, Farnaz Global

DIVERSITY

**WOMAN**

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# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

10:00—10:15 am	<b>15 minute break</b>
10:15–11:45 am Maryland Ballroom	<b>OPENING PLENARY PANEL</b> <b>Strengthening Impact: the Power and Potential of Women</b> This session will leverage the expertise of researchers, and practitioners discussing the current state of women in business, channels to the top as well as the actions we can all take to move the needle in this area. One of the biggest challenges we face is determining how to grow our economies and ensure shared prosperity for all people. As Secretary of State Hillary Clinton has said “we need to unlock a vital source of growth that can power our economies in the decades to come. And that vital source of growth is women.” The panelists will address this challenge and how women can change the landscapes of business, make our indelible mark on companies, education, government, and society as a whole. <b>PANELISTS INCLUDE:</b> <b>Dr. Rohini Anand</b> , Senior Vice President and Global CDO, Sodexo <b>Darys Estrella</b> , Former CEO, Dominican Republic Stock Exchange <b>Nnena Ukuku</b> , CoFounder of Black Founders, blackfounders.com <b>Emma Sabin</b> , Vice President, Advisory Services, Partnerships, Catalyst <b>Nicole Sanchez</b> , Chief People, Values & Culture Officer, Kapor Enterprises
11:45–12:00 pm	<b>15 Minute Break</b>

## LEADERSHIP & EXECUTIVE DEVELOPMENT BREAKOUT SESSIONS

12:00 – 1:00 pm Maryland 1	<b>Ready, Aim, Fire! Leadership Insights from Wimlink Women and Leadership Study</b> Are you on the right track for leadership? What makes a great leader, and can this be learned (by you, or others)? In a recent study, Wimlink surveyed women professionals, executives and entrepreneurs across a variety of fields, and the results were surprising: there is a startling disconnect between the qualities they rated as those of exceptional leadership, and those that they rated highly in themselves. Join us for an overview of the Women and Leadership Study, and learn which attributes we need to let go of and which to focus most on to fast-track our own leadership success, and to stop holding ourselves back.
12:00 – 1:00 pm Maryland 2	<b>Unlocking Your Potential</b> All of us are endowed with the possibility of potential...the possibility of setting positive visions in motion to achieve desired full and meaningful lives. Potential is in itself invisible, yet it can guide and inspire us to live influential lives.. In this session, you will examine the process and skills you will need to move toward the unknown by seizing opportunities, getting out of your own way, being persistent, and responding with positive actions that break down barriers toward self-directed results.
12:00 – 1:00 pm Maryland 3	<b>Empathetic Listening Is an Art &amp; Leadership Skill</b> Communicating with diverse communities is a two-way process. The role of the listener is as important as the speaker's. Whether you are in congruent dialogue or communicating in the global marketplace, building relationships with business partners, opinion leaders and foreign audiences are goals. In this session, you will learn more about active listening, non-verbal listening, hidden messages, subtle actions, and sensitivity to apply these tools in our daily encounters within the U.S. or abroad. There is a positive relationship between successful leadership and strong listening skill.

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

12:00 – 1:00 pm Maryland 4	<b>The 10 Lenses - The keys to unlocking hidden bias toward women</b> The 10 Lenses are ten distinctly different belief systems that influence how individuals view and respond to personal, cultural and organizational identity. The Identity Lenses are a decoding device — a key to managing conflict, increasing effectiveness and creating positive change in individual employees as well as institutional systems, organizations and communities. In this session, you will experience three of the 10 Lenses in a dynamic interactive experience and address some of the attitudinal and systemic issues women face in advancing their careers in organizations. You will also learn how these strategies can break through barriers and shift attitudes to promote greater opportunities.
12:00 – 1:00 pm Maryland 5	<b>Purpose, Power &amp; Passion: The 3 Ps to Chart Your Own Course</b> Why do some people seem so clear about where they are headed? Why do some people exude “power,” personally and professionally? Why are others consistently engaged with their emotions and are able to demonstrate passion and commitment? In this session, you will examine how to be intentional about why and how you do what you do, the benefits that come with that knowledge in terms of influence and power, and how to identify what motivates you to succeed which translates to passion.
	<b>Pearls of Wisdom: Our Braided Lives</b> “Pearls of Wisdom: Our Braided Lives” is a mentoring initiative centered around STEM (Science, Technology and Math) and designed to nurture a deeper relationship between professional women and high school girls through the use of quotes from well-known women from all generations and by embracing diversity. This initiative encourages women and girls to bond and find a commonality through these quotes. The “braided lives” objective pairs women and girls as mentor/mentee and engages them in conversation using the quote of a well-known woman as a discussion point. The selection of the quote fosters an opportunity for open dialogue as well as an appreciation of the common thread that unites the mentor/mentee together for selection of the quote. Since our future rests with how we inspire our young women to become the next generation of innovators solving society’s challenges, established and professional women can often be the catalyst that sparks a young person’s pursuit of exploration through the foundation of science, technology, engineering, and math. This community outreach sponsored by KPMG will bring in high school students giving attendees an opportunity to give back by participating as a mentor in this session.
1:00 – 1:15 pm	<b>15 minute break</b>

## LUNCH

1:15–2:15 pm Maryland Ballroom	 <b>Keynote Speaker:</b> <b>Dr. Bertice Berry</b>  <b><i>Becoming Your Best Self</i></b>
2:15 – 2:30 pm	<b>15 minute break</b>

# Conference Agenda: Leadership & Executive Development

## LEAD WITH PASSION, POWER & PROFITS

2:30 – 4:00 pm Maryland Ballroom	<b>Women, Leadership &amp; STEM (Science, Technology, Engineering, Math)</b> Women continue to face a significant disparity in advancement opportunities in the field of science, technology, engineering and math. This plenary Session will cover systems and strategies for moving women to equality in STEM fields today and in the future. <b>MODERATOR:</b> <b>Susan Taylor</b> , <i>Founder</i> , National CARES Mentoring Movement, <i>Editor-in-Chief Emerita</i> , Essence Magazine <b>PANELIST:</b> • <b>Dot Harris</b> , <i>Chief Diversity Officer</i> , Department of Energy • <b>Gwen Houston</b> , <i>Chief Diversity Officer</i> , Microsoft
4:00 – 4:15 pm	<b>15 minute break</b>

## LEADERSHIP & EXECUTIVE DEVELOPMENT BREAKOUT SESSIONS

4:15–5:15 pm Maryland 1	<b>Mentors, Advocates and Sponsors, What You Don't Know May Really Hurt You!!</b> Behind many successful women, you will sometimes find a powerful backer, often male, who so believes in his protege that he has put his own reputation on the line to promote her. Often you will also find a deep and broader network of backers, cultivated from within and outside of their industry over the course of decades. In this session, you will explore the business case for building such networks, define the roles of mentors/advocates/sponsors, identify why men garner more sponsorship than women, and recognize barriers that women face in securing mentoring, advocacy, and sponsorship.
4:15–5:15 pm Maryland 3	<b>Community, Leadership &amp; Service: Non-Profit Power &amp; Purpose</b> As nurturers, women have unique natural potential to engage others and to apply their talent and time to lead in collaborative ways across stakeholder communities of corporate social responsibility, non-profit, higher education, and government service. Some of the competencies to do so include charisma, holistic thinking, building relationships, values-driven behaviors and responsiveness to opportunities for collaboration. This session will examine the competencies that are needed now and in the future for those who manage and lead powerfully and purposely in non-profit environments.
4:15–5:15 pm Maryland 4	<b>Visibility Mini Boot Camp: 5 Things You Need to Get Your Personal Brand Into Shape</b> Want to know how to be visible and stay visible online, offline and/or in-person? Regardless as to whether you're pursuing your next promotion or your next customer, these days it's not enough to work hard, do great work and hope to get noticed. You have to be both seen and heard, relevant and engaging. Get ready to stretch yourself! Your personal brand is about to get a makeover.
4:15–5:15 pm Maryland 5	<b>Take Control of Your Success</b> Committed to investing in your own success? Then this interactive presentation is for you. No matter your industry, or what stage you are in your career, you can take charge of your success by changing your mind-set, thinking strategically and facing career challenges head-on. In this session you will hear straightforward and practical strategies to encourage, inspire, motivate and help you navigate the hallways of success.

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

4:15–5:15 pm Maryland 6	<b>Leading With Differences: Inclusive Perspectives</b> The definitions of diversity are infinite. The mix of these differences enhance and enable us to lead, collaborate and follow others in our own ways. In this session you will learn how diverse perspectives from the complexities of these differences brings unique value to leadership and management across all workplaces.
5:30 – 6:30 pm	<b>Networking Reception</b>

## DAY TWO

Tuesday, October 30, 2012

7:00 am	<b>Registration Opens</b>
7:30 am	<b>Exhibit Hall Opens</b>
7:30 am	Continental Breakfast & Welcome Remarks <b>Valerie Rainford</b> , <i>Managing Director</i> , J.P. Morgan Chase 2012 Diversity Women's Business Leadership Chair
7:45–9:30 am	<b>OPENING KEYNOTES</b> <b>Lynn Tilton</b> , <i>Founder &amp; CEO</i> , Patriarch Partners <b>Dr. Laura Morgan Roberts</b> , <i>Author &amp; Professor</i> , Women, Leadership & Change, Antioch University <b>Dr. Julianne Malveaux</b> , <i>President Emerita</i> , Bennett College for Women
9:30 – 9:45 a.	<b>15 minute Break</b>
9:45 – 11:00 am	<b>OPENING PLENARY PANEL</b> <b>Biases and Un-Biases Between Men &amp; Women</b> The need for men and women to work together more effectively is more important now than ever. The business case is more obvious than ever before and yet many organizations still struggle to break through barriers to equity and collaboration. This presentation will focus on the unconscious patterns that impact gender dynamics and will propose strategies for creating a greater sense of alignment across gender lines. In addition, we will hear from CEOs who will share how they are addressing day to day challenges in order to build more inclusive workplace cultures. <b>MODERATORS:</b> <b>Howard Ross, Leslie Traub, Cook Ross</b>
11:00–11:15 am	<b>15 Minute Break</b>

# Conference Agenda: Leadership & Executive Development

## LEAD WITH PASSION, POWER & PROFITS

### LEADERSHIP & EXECUTIVE DEVELOPMENT BREAKOUT SESSIONS

<p>11:15 am – 12:15 pm</p> <p>Maryland 1</p>	<p><b>Managing The Monkey Mind</b></p> <p>Did you know that you have 60,000 or more thoughts per day? As we walk through this world in a typical day, we actually spend an inordinate amount of time in an imaginary world within our heads, entertaining random thoughts, ideas, and concerns -some real, mostly imagined. Learn how to effectively manage monkey mind in your professional and personal life. Become more productive while being less busy. Find out how to make more intentional and strategic choices in your life by taming monkey mind- edness at home and at work.</p>
<p>11:15 am – 12:15 pm</p> <p>Maryland 2</p>	<p><b>From Adversaries to Allies:3 Secrets to Powerful Gender Communication in the Workplace</b></p> <p>Gender communication differences sometimes derail career advancement and self development. In this session, you will recognize how to communicate without judging value and striving for clarity; how to identify your on hidden communication strengths; and how to apply the following tools: 3 major male/ female communication tendencies; explore the 5 habits that hinder communication; and improve your personal brand as an effective leader.</p>
<p>11:15 am – 12:15 pm</p> <p>Maryland 3</p>	<p><b>Identity: Your Passport to Success</b></p> <p>Have you ever thought about the connection between knowing who you are and success? Identity can serve as your greatest asset. Enduringly successful people know who they are, are clear about what matters to them, have established powerful identities, and create value in the world. In this workshop, the process for discovering and understanding your identity is brought to life through Stedman Graham's personal experiences and the stories of individuals who've resolved their questions of identity, building a life that matters to themselves and those around them. Take control of who you are. Take control of your life. Achieve lasting success.</p>
<p>11:15 am – 12:15 pm</p> <p>Maryland 4</p>	<p><b>Communicating Across Cultures and Differences</b></p> <p>How effective are you at interfacing with your managers, colleagues and clients who have different styles than you? Do you come across as assertive and confident or unsure and tentative? Is your executive presence a dealmaker or dealbreaker? What are the cultural influences that affect the way you relate with your colleagues? If so, how can you manage these influences while developing a relational style that is effective and yet does not undermine your deeply ingrained values? This session is highly interactive and offers an opportunity to practice these skills in a low-risk environment. Key content of this session will include: Understanding Your Personal Cultural Relating Style, De-Mystifying Executive Presence and Building Constructive Dialogues</p>
<p>11:15 am – 12:15 pm</p> <p>Maryland 5</p>	<p><b>Men At Work: What Are They Thinking, Saying and Doing</b></p> <p>We know but often find it very challenging to recognize how gender differences affect our working collaboratively in the workplace, and especially how to adapt our behaviors to enable successful team work, build ongoing relationships, and achieve common goals. How we communicate, express feelings, give feedback,solve problems, think, and what men and women say about each other, will all be explored in this session.</p>
<p>12:15–12:30 pm</p>	<p><b>15 minute Break</b></p>

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

## MOSAIC AWARDS LUNCHEON

12:30 – 1:45 pm • Maryland Ballroom

### 2012 Mosaic Woman Award Honorees & Keynote Speaker



**MOSAIC WOMAN  
LEADERSHIP**

**Pat Harris**

Global Chief Diversity  
Officer, McDonald's  
Corporation



**MOSAIC WOMAN  
TRAILBLAZER**

**Michele Kang**

Founder & CEO  
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**MOSAIC WOMAN  
LIFETIME**

**ACHIEVEMENT**

**Soledad O'Brien**

Journalist and Anchor  
CNN, *Starting Point*



**MOSAIC WOMAN  
LEGEND**

**Lynn Tilton**

Founder & CEO,  
Patriarch Partners, LLC



**KEYNOTE SPEAKER**

**Steve Pemberton**

Divisional Vice Presi-  
dent and Chief Diver-  
sity Officer, Walgreens;  
Author, *A Chance in  
A World*

During the Mosaic Woman Awards Luncheon, *Diversity Magazine* and its supporters will honor and pay special tribute to the many military women who lost their lives in the line of duty.

1:45 – 2:00 pm

15 minute Break

2:00 - 3:30 pm

**Thought Leadership Panel**

**Soledad O'Brien**, *Journalist and Anchor* CNN's "Starting Point"

**Paula Madison**, Former EVP and CDO, NBC Universal and CEO, Los Angeles Sparks

**Dr. Johnnetta B. Cole**, Executive Director Smithsonian National Museum of African Art

**MODERATOR: Dr. Shirley Davis**, *Vice President and Global Chief Diversity Officer*, SHRM

3:30 – 3:45

15 minute Break

# Conference Agenda: Leadership & Executive Development

LEAD WITH PASSION, POWER & PROFITS

## BREAKOUT WORKSHOPS: LEADERSHIP & EXECUTIVE DEVELOPMENT

3:45 – 4:15 pm Maryland 1	<b>Changing Courses: Women Inspiring Change and Growing Their Careers</b> Women are inspiring others in increasing numbers every year. As leaders, they present themselves to the world authentically by demonstrating their unique value, their self-knowledge and their capacity to see around corners and self-reflect. Women understand that authentic comfortable self-promotion can't be faked. In this session, you will consider how to discover your own value for career success and fulfillment.
3:45 – 4:15 pm Maryland 2	<b>Taking Your Career to Its Next Stage: Journeying to Find the Right Mentors and Sponsors</b> The roles of mentors and sponsors are different and both can be advantageous. A mentor advises with career strategies, how to navigate the landscape and culture, and provides advice while a sponsor is often a high level executive who assists in shepherding you through your journey to advance, communicates about you and helps identify opportunities to enable skills development and cultivation of relationships across the organization to get you to where you want to be.
3:45 – 4:15 pm Maryland 3	<b>Full Figured Woman to a 7 Figure Woman...A Woman's Guide to Shifting Her Assets</b> Checks and Balances in your life...This workshop will be an interactive session that will discuss creative ways lower your debt balances and weight and increase your assets, increasing your bottom line while decreasing your bottom with strategies that you can put into your everyday life. <ul style="list-style-type: none"><li>• Diversify your assets and time and how to pull together a Diversified Board of Directors for your financially balanced life.</li><li>• How to make layoffs in your life and create 5 diversified avenues of income.</li><li>• Balance + Peace + Power = Diversity</li></ul>
4:15 – 4:30 pm	<b>15 minute Break</b>
4:30 - 5:00 pm	<b>Inspiring and Motivating Closing Keynote</b> <b>Carla Harris, Managing Director, Morgan Stanley and Author</b>

# Thank You Sponsors

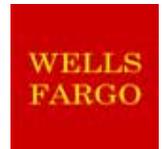
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