



## 2014 Conference Agenda THE FUTURE IS NOW FOR WOMEN TRANSFORMATIONAL LEADERSHIP, STEM AND INCLUSION AS A CULTURAL COMPETENCE

### Wednesday, October 8, 2014

7:00 – 9:00 pm                      **PRE-CONFERENCE KICK-OFF RECEPTION**

### Thursday, October 9, 2014

7:30 am – 5:00 pm                      Registration

7:30 am – 8:00 am                      Continental Breakfast

8:00 am – 8:30 am                      Welcome by Disney and Diversity Woman  
Sheila Robinson / Founder / Diversity Women's Business  
Leadership (DWBL) Conference & Publisher and CEO of  
Diversity Woman Magazine

Emcee: **Rosalind L. Hudnell** / Vice President of Human Resources  
& Director of Global Employee Communications & External  
Relations / Intel Corporation

8:30 am – 9:30 am

#### **MORNING KEYNOTES: EMPOWERMENT**

Empowerment. That feeling of confidence, of ownership over one's work and other activities, of control over one's career, life balance and personal journey. Every woman strives for it but few actually realize it.

Join this year's keynote speakers for an in depth look at the keys to your empowerment success.

How can women support one another, at work and at home, in taking the bold and sometimes major risks toward a life of confidence, ownership and control? When is the optimal time, and what mechanisms can we use, to empower those we mentor and sponsor? Consider tools and techniques that successful women across all sectors have leveraged to empower themselves and their colleagues. If not NOW, when?

**Dr. Annie McKee** / Bestselling Author, Leadership  
Advisor & Co-Founder/ Teleos Leadership Institute

**Simon T. Bailey**/ Author

**9:30 am - 10:45 am**

**GENERAL PLENARY PANEL**

**The Role of Men as Allies**

Our male colleagues play a central role in breaking the glass ceiling, collectively and individually, once and for all. Catalyst's study points out that in 2012, though women comprised over a third of the workforce in the United States, they held a mere 14.3 percent of executive officer positions at *Fortune 500* companies and only 8 percent of executive officer top-earner positions.

To increase these numbers, men must sponsor us, open doors for us, and they must step up to the plate in bold, perhaps risky ways. Not just because we face gender barriers, but because women have exceptional leadership potential that will launch business operations to new levels.

This panel discussion includes successful male executives who have leveraged social capital with each other to attain executive positions. It addresses the role of men as allies in cultivating and nurturing female talent in the workplace.

**Tyronne Stoudemire**/ Principal Senior Consultant/ Mercer

**10:45 am – 11:15 am**

Networking Break and Book signing

**11:15 am – 12:30 pm**

**LEADERSHIP & EXECUTIVE DEVELOPMENT  
SESSIONS**

The following workshops educate, inform, and generate fellowship opportunities through shared learning and discussion. They emphasize tools, and strategies that the participants can apply back at the workplace to overcome hurdles and soar personal and professional success. Witness business and community leaders present case studies and offer impactful solutions.

**EXECUTIVE PRESENCE – DO YOU HAVE IT?**

According to the Center for Talent Innovation recent findings offer new insight into why less women make it to the C-suite. Senior executives surveyed stated that executive presence counts for 26% of what it takes to get promoted. Furthermore, nearly 60% of the surveyed said sounding uneducated negatively impacts the way others perceive you.

Women and racial minorities were found to struggle more with executive presence, likely because corporate culture has long been influenced by men. The findings also shows that 56% of minority-race professionals feel they are held to a stricter code, compared to 31% of white professionals.

So, what is executive presence? Join this session to learn what it takes to build executive presence, and to identify key characteristics that YOU need to further develop.

**Sylvia Hewlett**/ Founder and President/ Center for Talent Innovation

### **WOMEN'S MENTORING WISDOM – ACT WITH INTENT**

Effective mentoring relationships are a definite asset to career advancement for women. BUT the key ingredient to the success comes from the mentee NOT the mentor. According to WOMEN Unlimited the three drivers to a powerful mentorship are:

- Intentionally preparing for the mentoring relationship
- Intentionally leveraging mentors' insights
- Intentionally building relationships

Join this session to identify the implications and opportunities of what your mentor relationship CAN be. Learn how to increase involvement with key players in order to build a “better line of sight” of the corporate big picture. Gain insights in how to become proficient at enhancing your visibility, and pinpointing the right risks to take.

**Dr. Rosina L. Racioppi**/ President and Chief Executive/  
WOMEN Unlimited, Inc.

### **FLEX: TAPPING YOUR TALENT**

How can companies best tap the talent of their diverse workforce? How can leaders adjust their leadership style to do so? This session will explore the next level of diversity and inclusion to uncover how multicultural women, and younger generations can get the right management they need to rise through the ranks and offer their employer the best they've got.

Learn first hand from lading practitioner and author the concept of “flexing”-- the art of switching between leadership styles to more effectively communicate with and lead people who are different from you.

**Jane Hyun** / Founder / Hyun Associates

### **TRANSFORMING YOUR SELF AT WORK AND LIFE**

Transformation manifests itself in various tangible and no-tangible forms. You exert so much time and effort in your professional life, so why not do the same for YOUR health and well being? What role does your spirit, mind and body play when preparing for your next stretch assignment? Join leading executive coach, fitness and wellness guru in identifying tools, strategies and insights to build your journey in finding your sweet spot.

**A.J. Johnson/** Fitness & Wellness Guru and Founder/ The AG Zone

### **EMPOWERING YOURSELF FOR YOUR FUTURE MISSION: WILL IT BE RETIREMENT?**

In today's society, retirement at 62 years of age means for most of us – "MY next journey". Women in the U.S. live healthier and extra-long lives 8% longer than men, and these "bonus" years may be a blessing of extra living. So the day you retire, how do you envision spending your immediate years, or perhaps next 15 years? What blind spots should you look for as you seek out potential opportunities?

Explore ways you can approach your resources in preparing the very beginning of your next move. Join Carmen Ortiz-McGhee's workshop and learn how to utilize your valuable hard and soft skills, executive presence, your deep network and empower yourself starting a new chapter, perhaps as becoming the CEO of your own company.

**Carmen Ortiz-McGhee/** Executive Vice President Sales/ Aon Hewitt

**11:15 am – 12:45 pm**

### **LEADERSHIP COACHING SESSIONS**

One on one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy in. Advance sign up required.

**12:45 pm – 2:00 pm**

### **LUNCHEON WITH KEYNOTE**

Join our keynote to glean ideas on how we can leverage all forms of inspiration to enhance our lives and, more importantly, how we can pay it forward to benefit the lives of others. As rising women leaders, we know that positivity is a key ingredient to surpass barriers, both at work and at home. Indeed, positivity not only increases workplace satisfaction, it also benefits workplace outcomes. Examine techniques how to channel it in a way that impacts ourselves and the world we live and work in.

Opening: Sheila Robinson / Founder / Diversity Women's Business Leadership (DWBL) Conference & Publisher and CEO of Diversity Woman Magazine

**2:00 pm - 2:30 pm**

**KEYNOTE: FINDING YOUR PURPOSEFUL PATH - DARE TO TAKE CHARGE**

A challenge to define your purpose and passion. How do you transform your dreams into reality? Judge Hatchett conducts a discussion about life's journeys – how do you find your life's purpose and how do you connect that purpose with a meaningful legacy. What are you doing now that will live beyond your lifetime? Judge Hatchett will help you form a blueprint for a purposeful life, by setting goals, reaching possibilities beyond anything one could imagine and stressing that your past does not have to dictate your future. You control what is next and possible in your life. She will conduct a conversation about the potential range of the magnificent path awaiting you.

**Judge Glenda Hatchett**, author

**2:30 pm – 3:00 pm**

**Networking Break and Book signing**

**3:00 pm – 4:30 pm**

**LEADERSHIP & EXECUTIVE DEVELOPMENT SESSIONS**

*Morning Sessions Repeat*

**3:00 pm – 4:30 pm**

**LEADERSHIP COACHING SESSIONS**

One on one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy in. Advance sign up required.

**4:30 pm - 6:00 pm**

**ANNUAL DIVERSITY LEADERSHIP**

**“STARS WHO MEAN BUSINESS” PEER AWARDS**

**Celebration & Reception**

The “Stars Who Mean Business” awards celebrate individuals who advance diversity and inclusion (D&I) within their company and within the D&I field at large. Awardees demonstrate the passion, commitment and results that positively impact this growing movement. These awards honor diversity executives who share Diversity Woman’s vision and commitment to leadership empowerment for women.

**Anise D. Wiley-Little** / Diversity Woman Star Award  
Committee Chair & Author

**Tena Clark**/ Grammy Award recipient & Founder/  
DMI Music & Entertainment

## **Friday, October 10, 2014**

**7:30 am – 9:00 am**

Registration

**8:00 am – 8:30 am**

Continental Breakfast

**8:30 am – 9:30 am**

**MORNING KEYNOTES**  
**WHERE INSIGHTS MEETS INFLUENCE -**  
**How Great Woman Lead**

Leadership has evolved from being command-driven to inspiration-driven. Sheryl Sandberg even calls inspiring others the most important, universal principle of leadership. Experience Bonnie St. John's 's amazing journey into the lives, and life lessons, of some of today's most fascinating women leaders including: Hillary Clinton, Condoleezza Rice, the President of Liberia, movie stars, fashion designers, CEOs, and many more.

**Bonnie St. John/** Author and Paralympic Medal Winner

**9:30 am – 9:45**

**Transition to Break Out Sessions**

**9:45 am - 11:00 am**

**EARLY MORNING SESSIONS**

**Leveraging Cultural Competencies to Drive Leadership Results**

In today's dynamic and global business world, leaders are realizing that cultural competency skills are important for influencing across a matrixed business, managing group dynamics and optimizing performance. Join us as we share winning ways to understand and leverage cultural competency skills and use them to achieve superior business results across a wide range of stakeholders within and outside your organizations.

In this session, participants will learn:

- The accelerating business changes demanding cultural competence
- Strategies for applying these skills to increase leadership effectiveness in a diverse and global business environment
- How to build these competencies into their leadership toolkit

**Gwen Houston /** Chief Diversity Officer / Microsoft

**Peggy Hazard /** Principal / Global Novations, LLC

### **2014 Women in the C-Suite: STEM and opportunity for Women**

The future is NOW. Empowering girls and young women early on is key to positioning them for C-Suite positions. An education focused on science, technology, engineering and math (STEM), for example, better prepares girls for the careers and mindset that translate into executive jobs. Indeed, over the past decade, growth in STEM jobs was three times as fast as growth in non-STEM jobs (Girlstart).

What else can we do NOW to help develop and shape the leadership capacities of our young, rising female stars? What can teachers, parents, mentors and coaches do to bring out their strongest potential? What is the most successful education track for them to take to become a CEO?

Join a panel of experts for an in-depth look at techniques and strategies that we can employ with our young girls and women to prepare them for success in the corner office.

**Eddie Fraser** / CEO / STEM Connector

**11:00 am – 11:15 am**

**Networking Break**

### **LEADERSHIP & EXECUTIVE DEVELOPMENT**

**11:15 am – 12:30 pm**

#### **D&I LEADERSHIP SESSION:**

**Training Leadership a Peer to Peer Forum**

**Leveraging Diversity and Inclusion in Innovative Cultures**

*by Invitation only*

This session will continue Diversity Woman's Leadership initiative on "The Next iteration of Diversity & Inclusion". Business executives will hold a roundtable discussion on the impact D&I has in today's global marketplace, and identify tomorrow's key drivers to position D&I front and center.

**Deb Dagit** / Founder / Deb Dagit Group

**Candi Castleberry Singleton** / Chief Diversity Officer /  
University of Pittsburgh Medical Center

**Steve Pemberton** / Chief Diversity Officer / Walgreens

**Shari Slate** / Chief Inclusion & Collaboration Strategist / CISCO

**Wendy Lewis** / Chief Diversity Officer / MLB

**11:15 am – 12:30 pm**

**General Session: Transformational Leadership  
Transformational Leadership — It's Yours for the Taking!  
Going from Good to Great!**

This engaging session will outline the critical factors that are essential for leadership - leading one's career, one's aspirations, one's life. Attendees will engage in a candid discussion highlighting the key challenges that women face - and examine the corresponding skills and behaviors demonstrated by effective leaders. Reflection, critical thinking and practice will make this a workshop not to be missed. The opportunity to utilize the concepts shared in the class will happen right in the session. It is not about waiting. It will be a in the moment "real time" experience.

*What does transformational leadership mean to you? How do you show up each and every day? How successful are you in making an impact? Are you leading your life with Purpose?*

**12:30 pm – 2:30 pm**

**MOSAIC AWARDS' LUNCHEON**

The Mosaic Woman Award recognizes diverse and multicultural women for their unique vision and leadership, as well as their cultural and global influence. The Mosaic Woman Awards are presented in the following categories: Legend • Lifetime Achievement • Trailblazer • Leadership • Pioneer

Invocation: **Susan Stith**/ Senior Director, Diversity and Inclusion,  
Human Resources / Express Scripts

Mosaic Awards Emcee: **Jackie Glenn** / Global Chief Diversity  
Officer / EMC

Mosaic Woman Trailblazer Award Recipient:  
**Bonnie St. John**/ Author and Paralympic Medal Winner

Remarks: Mosaic Woman Legacy Award Recipient:  
**Frances Hesselbein** former CEO of the Girl Scouts

**2:30 pm – 3:00 pm**

**Charting Our Next Steps – Findings Forum**