

5TH

WOMEN AND
LEADERSHIP
CONFERENCE

Capacity Building,
Knowledge Sharing,
Intergenerational
Networking

LEADING DIFFERENTLY

7-10 June 2020
A Live Online Event



International Leadership Association

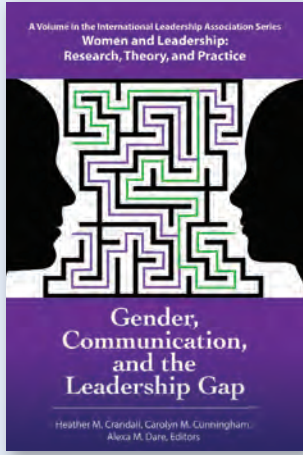
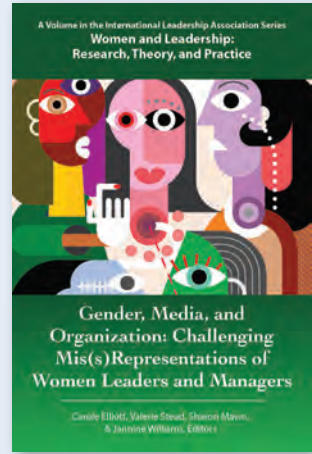
www.ila-net.org/WLC

#ILA2020WLC



Visit the Virtual Tote to download three sample chapters from the series!

Women and Leadership: Research, Theory, and Practice



This cross-disciplinary series from the International Leadership Association, and published by Information Age Publishing, draws from current research findings, development practices, pedagogy, and lived experience to deliver provocative thinking that enhances leadership knowledge and improves leadership development of women around the world.

SERIES EDITORS

Susan R. Madsen
Orin R. Woodbury Professor of Leadership and Ethics,
Woodbury School of Business, Utah Valley University

Karen A. Longman
Professor, Doctoral Higher Education Programs,
Azusa Pacific University

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of Ethics and Leadership, Offutt School of Business at Concordia College



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CONFERENCE HOW-TOS

INSTRUCTIONS FOR ZOOM ACCESS

Each day you will receive an email containing all of the Zoom links for that day's meetings. If you do not receive the email, you may always get the Zoom link for each session you want by logging in to <https://convention2.allacademic.com/one/ila/wlc20/>. After you have logged in, search the online program for the session you wish to join. Click into the session details to find a black ZOOM VIRTUAL MEETING button near the top left. Clicking the Zoom button will open a popup containing a button to join the session as well as the meeting id, password, and a link to call-in numbers for those dialing in for audio. Please note, in honor of our original in-person host for the conference, all Zoom meeting locations are named after physical locations at the Women's Leadership Institute at the College of Saint Rose or the surrounding area of Albany, New York.

CREATING COMMUNITY ON PADLET

In addition to utilizing the Zoom chat function during the conference and using #ILA2020WLC on social media, join us virtually on ILA's Padlet where we will be creating community and engaging each other virtually! Please join us there as we connect, chat, and communicate about our experiences at the conference.

To get started: 1. Visit www.padlet.com to create a free account; 2. Review [how and what to post to Padlet](#); 3. Visit <https://padlet.com/TheILA> and like all of the conference padlets!

Each Padlet is designed around different types of engagement and learning! We hope you flow freely between all of them as you participate in this virtual aspect of the conference.



[Conference Message Center](#) - Where We Chat, Connect, and Communicate

Introduce yourself and meet other conference attendees here. You can schedule a virtual meet up, create a scholar and practitioner connection, and share about what's happening where you are.



[Where in the World!](#)

Pin Your Location on Our Global Map! Discover who is attending from your corner of the world and from across the globe!



[Streams of Thought](#)

Share your aha moments from the conference and resources pertaining to the different conference streams and activities. Post under: Leading Differently, Capacity Building, Knowledge Sharing, Intergenerational Networking, Women and Leadership, Conversations With, and Open Thoughts



[LinkedIn Business Card Exchange](#)

Exchange business cards and network virtually by linking to your LinkedIn profile from this padlet.



[Conference Weaving](#)

Use this interactive board to post and visually connect your new thoughts and ideas with those of other attendees. Discover new "galaxies" and "clusters" of ideas emerging from the conference based on our collective work.



[Lead Differently](#)

Record and post a 1-minute video sharing how you will lead differently as a result of the 5th Women and Leadership Conference. Please post by 17:00 EDT on Tuesday 9 June 2020.



[Activities, Outings, and Activism](#)

We're not meeting in-person in Albany, New York, but we can still engage virtually with all that NY offers. Each day, we'll post new virtual events and outings corresponding to the following themes: Introduction to NY (Sunday); Get Outside — Virtually! (Monday); Social Justice (Tuesday); Food and Culture (Wednesday).

WELCOME



JOANNE



LISA



CHRYS

Welcome to the fifth Women and Leadership Conference, and ILA's first "Live Online Event"! While we originally had planned to meet together at The College of Saint Rose, founded in 1920 by the Sisters of Saint Joseph of Carondelet in Albany, NY, we know this virtual setting will provide a unique experience for all attendees.

As you navigate this experience, no matter what your generation or role, you will impact those in attendance. Women have been pioneers in all fields. They lead at all levels in academia and education, business, healthcare, government, and so many areas that are critical to the success of a future world. This conference will bring together people of all ages, sharing multiple perspectives on leadership around our conference theme, *Capacity Building, Knowledge Sharing, Intergenerational Networking: Leading Differently*.

We are thankful for those who have come before us to pave the way. We give thanks to College of Saint Rose President Carolyn J. Stefanco, Ph.D., a scholar and visionary in support of women's leadership and a visionary in connecting leaders from around the globe with each other to propel the leadership of women forward. It was President Stefanco's idea to host the 5th Women and Leadership Conference in Albany, in upstate New York, the hub of the dialogue and writing on U.S. women's rights and suffrage, leading to the U.S. women's right to vote in 1920.

In 2020, the centennial year of this historic American voting rights victory, the world today is in a time of change and uncertainty. In this conference, we have the opportunity to build each other up, share what we know across generations, pass the torch on to others, and meet each other in a space that has been created with each of you in mind. Michelle Obama in her book *Becoming* said these words: "Do we settle for the world as it is, or do we work for the world as it should be?" We believe you already know the answer, because you are here at this conference, in this space. So together, we ask you to RISE UP!

As you get ready, enjoy this inspirational song of the same name by Andra Day:
https://www.youtube.com/watch?v=lwgr_IMeEgA

Joanne Barnes, Conference Co-Chair; Dean, Graduate School & Professor of Organizational Leadership, Indiana Wesleyan University

Lisa Thomson, Conference Co-Chair, Chief of Staff, The College of Saint Rose

Chrys Egan, Chair, ILA Women & Leadership Member Community Executive Leadership Team; Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University

WELCOME

Women in Leadership: Leading Differently, Sharing, and Building Capacities

Dear Colleagues,

On behalf of the ILA Board of Directors and staff we are so pleased that you are participating in ILA's 5th Women and Leadership conference. A special thank you to the Women and Leadership member community planning team and executive committee for organizing this virtual conference. ILA's Women and Leadership member community has taken the lead on many things over the years, so it is not surprising that they have also taken the lead on creating our first virtual conference.



CYNTHIA



MIKE

Leaders and leadership face continuous and changing challenges, new contexts and demands, but the global pandemic has sharpened our understanding of needs and forced us to question whether our current leadership approaches can meet these extreme needs. The conclusion: We will need to lead differently.

Greater insecurity is now at the heart of all of our lives. While we are not all in the same boat, we are all metaphorically at sea living in a precarious world. The lack of our collective and shared ability to provide care and wellbeing for families and communities has challenged our basic resilience and continuity.

During this global pandemic crisis, women are on the frontline. Women perform 76% of the total hours of unpaid care work globally. They also carry more of the weight of caring for the sick and helping to stem the spread of the virus. Women do this essential work in spite of obstacles and inequalities. That's why the UN's COVID-19 Global Humanitarian Response Plan, recently updated on 7 May, has women at its heart. We know from experience that investing in women and girls produces dividends for all.

This translates very strongly into questions of leadership. How do we configure ourselves in ways that meet our purpose of leadership for a better world and address these and other new contexts? We need to take the obligation and opportunity we have in this moment to be courageous and think outside and beyond the pandemic.

We will need both context and content as well as focused assessments of local, national, and global systems that appear to be failing. Not all are related to this pandemic, but COVID-19 has amplified the frailties of our interdependent systems. Our discussions must mobilize to ask better questions and propose better approaches. Again, we will need to lead differently.

Women will play a critical role in this new world. In times of so much uncertainty, planning is difficult if not impossible; so, we must prepare. Supporting those with influence who can restore fitness-for-purpose to our financial systems, our health services, our protection of the environment, and to our democratic systems of governance demands new thinking and the creation of new mainstream policies. Furthermore, a call for more care and more empathy can be well served by sitting down, one with another, as we are in this virtual conference, where we can be pleased that we can adapt to a new world, be passionate about fairness and its importance, and be able to truly to embrace a new humanity based on compassionate collaboration. We are all in this together!

Cynthia Cherrey, ILA CEO & President

Mike Hardy, ILA Board Chair; Founding Director, Centre for Trust, Peace, and Social Relations, Coventry University, U.K.

ILA – CULTIVATING A THRIVING GLOBAL COMMUNITY

MISSION

Advancing leadership knowledge and practice for a better world.

OUR MISSION IN ACTION

The world has a deep and pressing need for leadership that inspires and enables us to face the challenges of a complex, diverse, and ever-changing world. Our increasingly interdependent world requires the best thinking about leadership from all perspectives, sectors, disciplines, and cultures to develop innovative ideas and creative solutions. Leadership can make the difference. The ILA is committed to ensuring leadership's evolution and effectiveness by creating trusted spaces for leadership learning across boundaries and providing trusted leadership resources for our members, partners, and the public.

CORE VALUES

Our core values represent our deepest beliefs and highest aspirations regarding who we want to be as an organization and how we aspire to engage with the world.

INCLUSION We foster and promote diversity.

INTEGRITY We expect effective and ethical leadership practices and rigorous scholarship.

INTERCONNECTION We believe that we are part of a global web of interdependence; by bringing people together in meaningful ways, we deepen this interconnection.

INTERDISCIPLINARY We promote and influence leadership as an interdisciplinary field from multiple sectors at the nexus of theory and practice.

INTERNATIONAL We respect cultural contexts and facilitate learning and networking across the boundaries.

IMPACT We encourage leadership initiatives that advance the field of leadership and contribute to the greater good.



International Leadership Association

Contact Bridget Chisholm to find out how you can support ILA's mission.
+1.202.470.4818 x103 or BChisholm@ila-net.org.

ABOUT

The ILA Women and Leadership Member Community

The Women and Leadership member community advances women in leadership by bringing together researchers, coaches, educators, practitioners, and students interested in generating resources, disseminating research, and fostering the development of women leaders.

OUR PRIORITIES

- Enhance the status of women and leadership worldwide by providing a forum for networking, exchanging ideas, and mentoring
- Foster international collaborations and build global partnerships to nurture conversations about women and leadership
- Align our collective interests as change-makers to generate solutions for increasing equality in power and decision-making
- Collaborate with all stakeholders committed to addressing barriers and helping girls and young women become leaders
- Expand leadership education and development opportunities while acknowledging, respecting, and addressing the roles-within-roles of all women
- Facilitate a paradigm shift that advances women in leadership by modeling connectedness, inclusivity, and authenticity
- Contribute to the body of leadership scholarship and leadership development by advancing rigorous research, identifying best practices, and partnering with publishers

FOR MORE INFORMATION CONTACT: womensleadership@ila-net.com

STAY CONNECTED AFTER THE CONFERENCE!

To join our community and listserv on ILA Intersections, log in to ila.memberclicks.net/edit-profile scroll down and click Women and Leadership Member Community under “Edit Your ILA Member Community Settings.” Make sure to click Submit at the bottom of the page in order to save your changes.

If you are on social media, you may also connect via:

LinkedIn group: <https://www.linkedin.com/groups/4190075>

Facebook group: <https://www.facebook.com/groups/202656763561770/>

**Plan to attend Women & Leadership
Stream Sessions at ILA's
22nd annual global conference,
Leading at the Edge, this November.
Details at: ILA-net.org/2020Global**

THANK YOU

With gratitude and appreciation to everyone who contributed to the success of
Capacity Building, Knowledge Sharing, Intergenerational Networking: Leading Differently.

Program Team



YOLANDA



CAROL

Yolanda Caldwell,
Program Co-Chair; Director,
The Women's Leadership Institute
and BOLD Women's Leadership
Network, The College of Saint Rose

Carol Clyde Gallagher,
Program Co-Chair; Assistant
Professor, Organizational Leadership,
Cottey College

Stream: Women as Change Agents

Lazarina Topuzova
Karen Perham-Lippman

Stream: Women Excelling Professionally

Mia Johnson
Misty Resendez

Stream: Emerging Women Leaders: Students and Young Professionals

Sakina Dixon
Chanda Elbert

Stream: Leading Differently

Isabell Camillo
Katherine Temple

Proposal Reviewers

Joanne Barnes, Indiana Wesleyan University
Ingrid Bredenberg, Bredenberg Associates
Isabell Camillo, Goodman School of Business
Carolina Darbisi, University of Georgia
Sakina Dixon, Texas A&M University
Chrys Egan, Salisbury University
Chanda Elbert, Texas A&M University
Shanna Flecha, Southeastern University
Katja Hleb, University of Ljubljana
Mia Johnson, Ivy Tech Community College
Maria Malayter, The Chicago School of Professional Psychology
Janet McNellis, Holy Family University
Mary Ann Pearson, California Baptist University
Karen Perham-Lippman, CenturyLink
Angeline Piskorski, The Nielsen Company
Misty Resendez, Indiana Wesleyan University
Darcia Roache, University of Saskatchewan
Colette Taylor, Seattle University
Katherine Temple, University of Phoenix
Randal Thompson, Dream Connect Global
Lazarina Topuzova, Robert Morris University

Activities Committee



EMILY

Emily A. Daniels,
Dr. Daniels' Academic Consulting;
Adjunct, Global Leadership PhD Program,
Indiana Tech

2020 W&L Member Community Executive Leadership Team Chairs



CHRYS



RANDAL



DENISE

Chrys Egan, Chair; Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University

Randal Joy Thompson, Chair-Elect; Founder & Principal, Excellence, Equity & Empowerment, El Salvador

Denise Thomson, Past-Chair; Executive Coach / Consultant, DeWitt-Thomson LLC

Thank you to **Mike Linville,** Master of Ceremonies

Thank you to our Case Study Reviewers:

Matt Quin, Director, Ivey Publishing

Alison Konrad, Professor, Organizational Behaviour, Corus Entertainment Chair in Women in Management, Ivey Business School, Western University

Nathan Spence, Content Acquisition Representative, Ivey Publishing

Special thanks to all featured speakers, conference presenters, session chairs, and the ILA staff. Thank you for sharing your time and expertise to help us achieve the conference theme — *Capacity Building, Knowledge Sharing, Intergenerational Networking: Leading Differently.*

THANK YOU

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HOME. OF EMPOWERING WOMEN FOR 100 YEARS AND COUNTING.

The College of Saint Rose is HOME to women's leadership – from our Women's Leadership Institute, which connects the brightest minds from the region, nation, and globe to help advance the careers and lives of all women, to our BOLD Women's Leadership Network, an innovative national program for students that develops the next generation of powerful leaders.

Meanwhile, women of all ages grow and learn in our undergraduate and graduate classrooms to become world-shapers and change-makers.

Since our founding, we've worked to open doors for women. Join us in this mission today.

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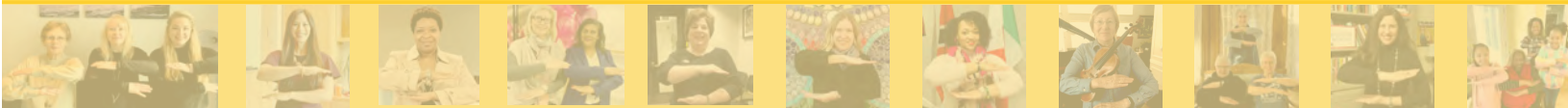
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AGENDA OVERVIEW

Get the Zoom link for each session by logging in to <https://convention2.allacademic.com/one/ila/wlc20/> and clicking on the session you wish to attend.

SUNDAY 7 JUNE

- 9:00 - 9:15 **Engaging the Conference - Zoompresence**
Conference leaders welcome you to ILA's 5th Women and Leadership Conference. Preview the ways for you to engage with the entire conference community virtually. **We Lead Differently and this year we Conference Differently!**
Yolanda Caldwell, Director, The Women's Leadership Institute and BOLD Women's Leadership Network, The College of Saint Rose
Carol Clyde Gallagher, Assistant Professor, Organizational Leadership, Cottey College
Emily A. Daniels, Academic Consultant, Dr. Daniels Academic Consulting
- 9:30 - 10:10 **A Conversation With Joanne Ciulla**
See page 13 for details.
Joanne Ciulla, Professor and Director, Institute for Ethical Leadership, Rutgers University Business School
Moderator: **Belinda Ligotino**, BOLD Fellow, BOLD Women's Leadership Network, The College of Saint Rose
- 10:15 - 10:55 **A Conversation With Parminder Vir**
See page 13 for details.
Parminder Vir, Film Producer, Former CEO, The Tony Elumelu Foundation
Moderator: **Hellen Jumo**, BOLD Scholar, BOLD Women's Leadership Network, The College of Saint Rose
- 11:30 - 13:00 **Virtual Trip to Seneca Falls, NY**
See page 16 for details.
Host: **Emily A. Daniels**, Academic Consultant, Dr. Daniels Academic Consulting
Park Ranger: **Nicole Dibble**, Seneca Falls Women's Rights Park
- 13:15 - 13:55 **A Conversation With Jean Lipman-Blumen**
See page 13 for details.
Jean Lipman-Blumen, Thornton F. Bradshaw Professor of Public Policy and Professor of Organizational Behavior at CGU's Peter F. Drucker and Masatoshi Ito Graduate School of Management
Moderator: **Karen Perham-Lippman**, Diversity, Inclusion and Belonging Manager, Talent Acquisition and Global Diversity, CenturyLink
- 14:30 - 15:30 **Mindfulness Walk**
See page 16 for details.
Host: **Chrys Egan**, Chair, ILA Women & Leadership Member Community Executive Leadership Team; Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University
- 16:30 - 17:30 **Leading Differently - Social Chat**
Grab your favorite beverage, sit in your most comfortable chair, and be a part of an interactive Q&A dialogue about the next few days!
Joanne Barnes, Dean of Graduate School & Professor of Organizational Leadership, Graduate School, Indiana Wesleyan University
Lisa Haley Thomson, Chief of Staff, President's Office, The College of Saint Rose
Bridget Chisholm, Director of Conferences, International Leadership Association
Emily A. Daniels, Academic Consultant, Dr. Daniels Academic Consulting



Throughout the program, you'll find photographs of members of ILA's Women and Leadership community striking the Each for Equal pose. Each for Equal was the theme of this year's International Women's Day.

"An equal world is an enabled world. Individually, we're all responsible for our own thoughts and actions — all day, every day.

We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements.

Collectively, each one of us can help create a gender equal world. Let's all be #EachforEqual."

www.internationalwomensday.com/Theme



Share the conference at    #ILA2020WLC

Join the Virtual Community at: <https://padlet.com/TheILA>

AGENDA OVERVIEW

MONDAY 8 JUNE

8:45 - 10:15

Welcome to the Conference!

Carolyn J. Stefanco, President, The College of Saint Rose
Cynthia Cherrey, CEO & President, International Leadership Association

Opening Plenary Panel: *Places, Spaces, and Challenges Across Generations: Bridging Solutions*

See page 12 for details.

Kehkashan Basu, Founder President, Green Hope Foundation

Phyllis Feder, Owner, Clinton Vineyards and Winery

Hadeel Mustafa Anabtawi, Founder, The Alchemist Lab

Moderator: **Lisa DeFrank-Cole**, Professor & Director, Leadership Studies Program, West Virginia University

10:30 - 12:00

Concurrent Session 1 See page 19 for details.

13:00 - 14:30

Concurrent Session 2 See page 20 for details.

14:45 - 16:15

Concurrent Session 3 See page 21 for details.

16:30 - 17:10

A Conversation With **Barbara Kellerman**

See page 14 for details.

Barbara Kellerman, James MacGregor Burns Lecturer in Public Leadership, Harvard Kennedy School

Moderator: **Morgan Brown**, Co-Founder & CEO, Luminary Leadership; Graduate Student, The New School's Milano School

17:20 - 18:00

A Conversation With **Juana Bordas**

See page 14 for details.

Juana Bordas, President, Mestiza Leadership International

Moderator: **Misty Resendez**, Assistant Professor, DeVoe Division of Business, Indiana Wesleyan University

18:10 - 18:50

A Conversation With **Annette Richardson**

See page 14 for details.

Annette Richardson, Former Special Advisor to the Under Secretary- General and Executive Director of UN Women

Moderator: **Amanda S. Wickramasinghe**, Director of Education, ERA Brokers Consolidated; Adjunct Professor, Brandman University; PhD Student, Pepperdine University



Devotion never runs out

Thank you to the nurses and doctors on the front lines
for your ongoing fight to protect us.

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New York, NY 10017

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AGENDA OVERVIEW

TUESDAY 9 JUNE

- 8:45 - 10:15 **Concurrent Session 4** See page 22 for details.
- 10:30 - 12:00 **Concurrent Session 5** See page 23 for details.
- 12:15 - 12:45 **A Conversation With Katherine Conway Turner & Gerry Gunnings Stroman**
See page 14 for details.
Katherine Conway-Turner, President, Buffalo State College
Gerry Gunnings Stroman, Retired Chief of Staff, Chancellors Office, Indiana University Kokomo
Moderator: **Emily A. Daniels**, Academic Consultant, Dr. Daniels Academic Consulting
- 13:00 - 14:30 **Concurrent Session 6** See pages 24 for details.
- 14:45 - 16:15 **Concurrent Session: Oral Presentations & Developmental Roundtables**
See pages 25-27 for details.
- 16:30 - 18:00 **Fine Tuning Your Message & Perfecting the Pitch**
Presented by New York State Writers Institute (Featured Workshop)
See page 27 for details.
Anette Breindl, Senior Science Editor, *BioWorld*

WEDNESDAY 10 JUNE

- 8:45 - 10:15 **Concurrent Session 7** See page 28 for details.
- 10:30 - 12:00 **Concurrent Session: Interactive Discussions**
See pages 29-31 for details.
- 10:30 - 12:00 **Becoming Board-Ready**
Presented by Deloitte's Center for Board Effectiveness (Featured Workshop)
See page 32 for details.
Deborah McCormack, Managing Director, Center for Board Effectiveness, Deloitte
Dannetta English Bland, Greenhouse Experience Leader for the Energy & Industrials Industry, Deloitte
Tonie Leatherberry, Principal and Board Relations Leader, Risk and Financial Advisory Services, Deloitte & Touche LLP;
2020 Deloitte Board Symposium Co-Dean
- 12:15 - 12:55 **A Conversation With Barri Friedman Rafferty**
See page 15 for details.
Barri Friedman Rafferty, President & Chief Executive Officer, Ketchum
Moderator: **Kehkashan Basu**, Founder President, Green Hope Foundation
- 13:00 - 14:30 **Concurrent Session 8** See page 33 for details.
- 14:45 - 15:45 **Conference Closing**
Joanne Barnes, Conference Co-Chair; Dean of Graduate School & Professor of Organizational Leadership, Graduate School, Indiana Wesleyan University
Yolanda Caldwell, Director, The Women's Leadership Institute and BOLD Women's Leadership Network, The College of Saint Rose
Cynthia Cherrey, CEO & President, International Leadership Association
Carolyn J. Stefanco, President, The College of Saint Rose
- A Conversation With Suzanna Fitzpatrick and Georgia Sorenson**
See page 15 for details.
Suzanna Fitzpatrick, Nurse Practitioner, Department of Surgery, University of Maryland Medical Center
Georgia Sorenson, Leadership Scholar & Fellow, Møller Institute, Churchill College, University of Cambridge
- 16:30 - 18:00 **Adapt Your Scholarship Into a Best-Selling Book**
Presented by New York State Writers Institute (Featured Workshop)
See page 34 for details.
Mary Valentis, Associate Professor, English, University at Albany – SUNY

What did you think? www.ila-net.org/eval



Share the conference at    #ILA2020WLC

Join the Virtual Community at: <https://padlet.com/TheILA>

OPENING PLENARY

MONDAY 8 JUNE • 8:45 TO 10:15AM EDT

Welcome to ILA's 1st Live Online Conference!

OPENING REMARKS



Carolyn J. Stefanco
President, The College
of Saint Rose



Cynthia Cherrey
CEO & President,
International
Leadership Association

Places, Spaces, and Challenges Across Generations: Bridging Solutions

This panel of women, from three different generations, have experiences encompassing over six decades of places, spaces, and challenges. Phyllis, Hadeel, and Kehkashan aspire to inspire you to lead differently, effectively, and intergenerationally. The plenary discussion will send you into the conference and beyond with several ideas to inform your thinking about capacity building, knowledge sharing, and intergenerational leadership as we traverse the future of leading differently.

Panel discussion will feature the themes of: Intergenerational solidarity — We stand on the shoulders of those who came before us; Global Impact — including the importance of cross-cultural mindsets; The benefits of networks; Women as entrepreneurs and business leaders; Gender equity is not just a women's issue — We need to engage men as advocates and allies.



Kehkashan Basu
Kehkashan Basu, iconic youth leader, global influencer, and environmentalist, is the Founder President of Green Hope Foundation. The winner of numerous awards, including the 2016 International Children's Peace Prize and the Turner Prize for Social Change, Basu has spoken at over 125 United Nations and other global fora.



Phyllis Feder
Phyllis Feder is the owner of Clinton Vineyards and Winery in Dutchess County, New York. As the first woman to become President of the Board of Directors of the New York Wine and Grape Foundation, her leadership was honored with the establishment of the Phyllis Feder Industry Unity Award.



Hadeel Mustafa Anabtawi
Hadeel Mustafa Anabtawi, We Empower Winner and DVF international awardee, is a social entrepreneur in the field of girls' empowerment. She founded The Alchemist Lab in 2012 in Jordan and Go Girls! to empower children with the STEM skills and scientific thinking they need to explore the world with confidence and determination.



Lisa DeFrank-Cole (Moderator)
Lisa DeFrank-Cole is Director and Professor of Leadership Studies at West Virginia University and is the Harriet E. Lyon Professor in Women's and Gender Studies. She is the co-editor of Women's Leadership Journeys: Stories, Research, and Novel Perspectives and a forthcoming textbook on Women and Leadership for SAGE Publishing.

CONVERSATIONS WITH...

Learn more about these women and come ready to ask your questions during these cozy conversations!



Joanne

Sunday 7 June | 9:30 - 10:10 EDT

A Conversation With Joanne Ciulla

Moderator: **Belinda Ligotino**, BOLD Fellow, BOLD Women's Leadership Network, The College of Saint Rose

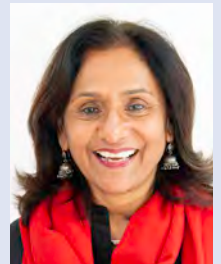
Joanne B. Ciulla is Professor of Leadership Ethics and Academic Director of the Institute for Ethical Leadership at Rutgers Business School. Ciulla is internationally known for her work designing and developing the field of leadership ethics and was one of the founding faculty of the Jepson School of Leadership Studies (University of Richmond). She has published seven books and over 150 articles on ethics and related topics. In 2018, she was honored with ILA's Lifetime Achievement Award.

Sunday 7 June | 10:15 - 10:55 EDT

A Conversation With Parminder Vir

Moderator: **Hellen Jumo**, BOLD Scholar, BOLD Women's Leadership Network, The College of Saint Rose

Parminder Vir OBE was CEO of the Tony Elumelu Foundation from 2014-2019. As the head of Africa's leading philanthropic organization, she launched the TEF Entrepreneurship program, one of the most ambitious entrepreneurship programs in Africa. This 10-year, \$100 million-dollar program identifies, mentors, and provides funding to 10,000 entrepreneurs across the continent. Prior to her work at the Foundation, Vir was an award-winning television and film producer best known for her 1992 film, *Algeria: Women at War*.



Parminder



Jean

Sunday 7 June | 13:15 - 13:55 EDT

A Conversation With Jean Lipman-Blumen

Moderator: **Karen Perham-Lippman**, Diversity, Inclusion and Belonging Manager, Talent Acquisition and Global Diversity, CenturyLink

Jean Lipman-Blumen is the Thornton F. Bradshaw Professor of Public Policy & Professor of Organizational Behavior at Claremont Graduate University's Peter F. Drucker and Masatoshi Ito Graduate School of Management. She is the 2010 recipient of ILA's Lifetime Achievement Award and is the author of the Pulitzer-nominated *The Connective Edge*, Business Book of the Year *Hot Groups*, and *The Allure of Toxic Leaders*, named a top ten business book of 2004 by Fast Company Magazine.

CONVERSATIONS WITH...



Barbara

Monday 8 June | 16:30 - 17:10 EDT

A Conversation With Barbara Kellerman

Moderator: **Morgan Brown**, Co-Founder & CEO, Luminary Leadership; Graduate Student, The New School's Milano School

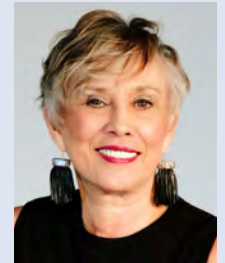
Barbara Kellerman is the James MacGregor Burns Lecturer in Public Leadership at the Harvard Kennedy School and the author of, among others, *Women & Leadership*, *Professionalizing Leadership*, and *Leaders Who Lust* (forthcoming). One of the top leadership thinkers in the world, she frequently appears on the BBC, CNN, and NPR, and is a regular contributor to the *New York Times* and the *Harvard Business Review*. In 2016 she was honored with ILA's Lifetime Achievement Award.

Monday 8 June | 17:20 - 18:00 EDT

A Conversation With Juana Bordas

Moderator: **Misty Resendez**, Assistant Professor, DeVoe Division of Business, Indiana Wesleyan University

Juana Bordas is President of Mestiza Leadership International – a company that focuses on leadership, diversity, and organizational change. Bordas has received numerous awards for her work including ILA's 2019 Lifetime Achievement Award. Juana is the ground-breaking author of *Salsa, Soul, and Spirit: Leadership for a Multicultural Age*, winner of the International Latino Book Award for best leadership book; and *The Power of Latino Leadership* recipient of the Nautilus Award for best indigenous book.



Juana



Annette

Monday 8 June | 18:10 - 18:50 EDT

A Conversation With Annette Richardson

Moderator: **Amanda S. Wickramasinghe**, Director of Education, ERA Brokers Consolidated; Adjunct Professor, Brandman University; PhD Student, Pepperdine University

Annette Richardson is a Founder and Managing Partner at Richardson Partners LLC, a Partner at Ambershore Group, and a former Special Advisor to the Under Secretary- General and Executive Director of UN Women, where she implemented global, multi-stakeholder policy, advocacy, and outreach programs and campaigns in support of the UN SDGs. She has won numerous awards for her work including Ideagen's Empowering Women Award and the 2015 Humanitarian Innovation Award for Global Partnerships and Women's Empowerment.

Tuesday 9 June | 12:15 - 12:45 EDT

A Conversation With Katherine Conway Turner & Gerry Gunnings Stroman

Moderator: **Emily A. Daniels**, Academic Consultant, Dr. Daniels Academic Consulting

Katherine S. Conway-Turner is the ninth president of Buffalo State College, SUNY's largest and only comprehensive college located in an urban setting. Under her leadership, Buffalo State received a Higher Education Civic Engagement Award and earned Carnegie's Advancement of Teaching's Community Engagement Classification. Conway-Turner serves on several boards including the Western New York Women's Foundation and Haiti Outreach Pwoje Espwa. As a first-generation college student, she appreciates the process of education and embraces its transformative aspects.



Katherine



Gerry

Gerry Gunnings Stroman is a retired Chief of Staff at Indiana University Kokomo. She was the first person to hold that position in the history of the campus. During her 32 years on campus, she served in many roles including Affirmative Action Officer and Chief Diversity Officer. Stroman is active in her community and is President of her local chapter of Alpha Kappa Alpha Sorority, Inc. and is a member of the Kokomo Chapter of Indiana Black Expo.

CONVERSATIONS WITH...



Barri

Wednesday 10 June | 12:15 - 12:55 EDT

A Conversation With Barri Friedman Rafferty

Moderator: **Kekhshashan Basu**, Founder President, Green Hope Foundation

Barri Friedman Rafferty is President & Chief Executive Officer of Ketchum where she oversees Ketchum's global offices and affiliates in addition to the firm's complementary businesses Access Communications, Interfuse, Brandziechen, and Harrison & Shriftman. She is especially passionate about promoting equity and eliminating bias, and she helped found a women's leadership network at Ketchum and Omnicom. A speaker at TEDxEast and the World Economic Forum, her posts have appeared in *CNBC*, *Fortune*, *the Dallas Morning News*, and *PRWeek*.

Wednesday 10 June | 14:45 - 15:45 EDT

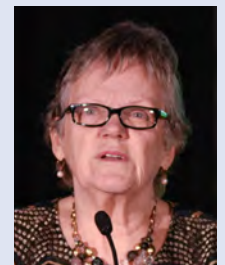
A Conversation with Suzanna Fitzpatrick and Georgia Sorenson (A Part of the Conference Closing)

Suzanna Fitzpatrick is a Nurse Practitioner in the Department of Surgery at the University of Maryland Medical Center, where she has worked for the past 12 years, and an adjunct professor at the University of Maryland, Baltimore, where she teaches leadership to doctoral nursing students. She has a passion for mentoring novice nurse practitioners in their transition into practice. Fitzpatrick recently finished her doctorate in nursing practice and has published articles on teamwork, nursing leaderships, and transition shock for novice practitioners.

Georgia Sorenson is Leadership Scholar & Fellow at the Møller Institute, Churchill College, University of Cambridge and a 2015 recipient of ILA's Lifetime Achievement Award. As a driving force behind the development of leadership studies as a field, she co-founded the International Leadership Association, co-edited the award-winning 4-volume *Encyclopedia of Leadership*, and established or supported scientific leadership journals, among other accomplishments. For Sorenson, who served in the Carter White House, leadership has never been a purely academic endeavor. We must be aimed toward the larger question: Leadership for what purpose?



Suzanna



Georgia



SPECIAL EVENTS

Sunday 7 June | 9:00 - 9:15 EDT

Sunday Live On-Line Gathering Space

Hosts: **Yolanda Caldwell**, Conference Program Co-Chair; Director, The Women's Leadership Institute and Women's Leadership Network, The College of Saint Rose

Carol Clyde Gallagher, Conference Program Co-Chair; Assistant Professor, Organizational Leadership, Cottey College

Emily A. Daniels, Conference Activities Chair; Academic Consultant, Dr. Daniels Academic Consulting

Welcome! Conference leaders will preview ways for participants to engage with the entire conference community virtually (including a teaser about Padlet) and will walk participants through Sunday's events. We Lead Differently and this year we Conference Differently!

Sunday 7 June | 11:30 - 13:00 EDT

Virtual Trip to Seneca Falls, NY

Host: **Emily A. Daniels**, Academic Consultant, Dr. Daniels Academic Consulting

Park Ranger: **Nicole Dibble**, Seneca Falls Women's Rights Park

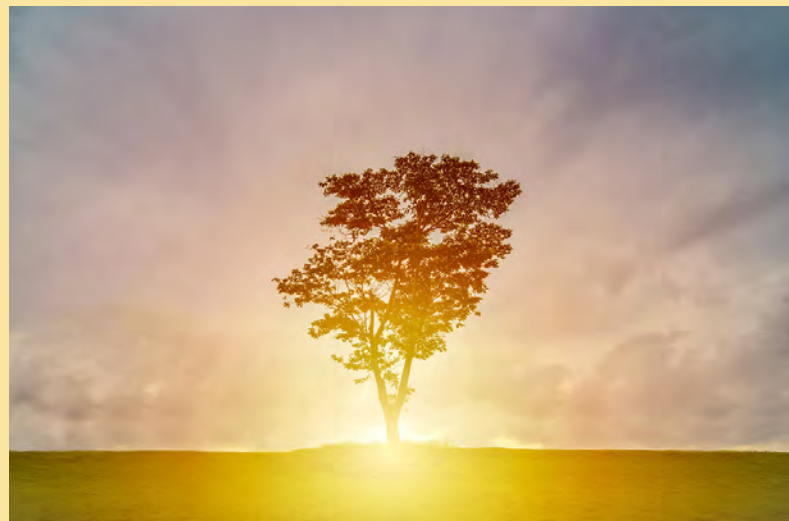
In celebration of the 100th anniversary of the 19th Amendment of the U.S. Constitution, which provided women the right to vote, become a part of the suffrage story by joining other participants of the conference as we journey virtually to Seneca Falls, NY — site of the famous 1848 Seneca Falls Convention.

Sunday 7 June | 2:30 - 3:30 EDT

Mindfulness Walk

Host: **Chrys Egan**, Chair, ILA Women & Leadership Member Community Executive Leadership Team; Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University

During this session, we will take an intentional break from our technology to walk with awareness outdoors (weather and time permitting) or around our homes. We will take a few moments to gather together online at the start of the session for simple instructions. Then we will leave our devices behind to take a mindful walk on our own, taking mental notice of our steps, breath, emotions, and surroundings. We will return about 3:15 to conclude the session together online to share our experiences. Our ultimate aim is to keep that high level of awareness, calm, and focus throughout the conference.



Sunday 7 June | 16:30 - 17:30 EDT

Leading Differently – Social Chat

Hosts: **Joanne Barnes**, Conference Co-Chair; Dean of Graduate School & Professor of Organizational Leadership, Graduate School, Indiana Wesleyan University

Lisa Haley Thomson, Conference Co-Chair; Chief of Staff, President's Office, The College of Saint Rose

Bridget Chisholm, Director of Conferences, International Leadership Association

Emily A. Daniels, Conference Activities Chair; Academic Consultant, Dr. Daniels Academic Consulting

Engaging in a live online conference where intergenerational men and women are coming together to share various leadership topics is exciting. The conference line-up of speakers and presenters will leave you wanting more! During this session, hosts will briefly showcase some highlights of the conference and demonstrate how to be a part of an amazing closing with Padlet. Grab your favorite beverage, sit in your most comfortable chair, bring your questions and aspirations and be part of an interactive dialogue about the next few days!

A woman with dark, wavy hair is smiling and looking towards the camera. She is wearing a black top. The background is a blurred indoor setting.

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CONCURRENT SESSION PRESENTATION FORMATS

Guide to Session Formats

This guide draws attention to several helpful pieces of information beyond a session's title and description that can help you understand more about each session's focus, target audience, and format.

The ILA uses the following definitions to create shared expectations between presenters and attendees.

DEVELOPMENTAL ROUNDTABLE

Individuals at various stages of their projects share their research with scholars who can support, challenge, and collaborate. Senior scholars chair and facilitate the sessions.

INTERACTIVE DISCUSSION

Group discussion on a topic of common interest. The host(s) frames the topic and then facilitates a discussion with participants in the Zoom.

ORAL PRESENTATION

Oral presentations all take place during one session. Each presenter will be given a short time to present. The last part of the session will be reserved for questions and discussion.

PANEL

An informed discussion and/or debate on a topic by panelists with contrasting or complementary points of view, moderated by a chairperson, with time reserved for audience participation, questions, and comments.

WORKSHOP

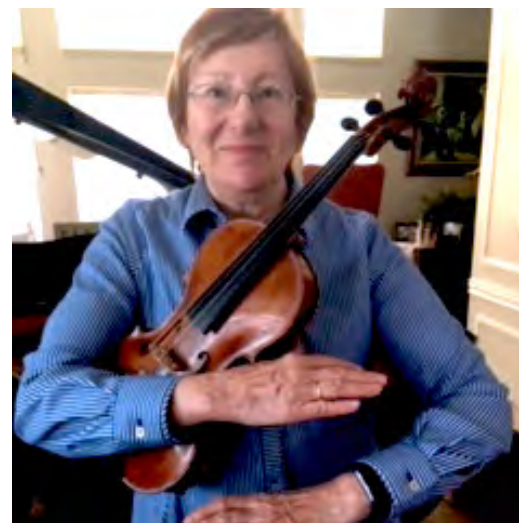
Rooted in audience participation and active learning, half or more of the time is spent on experiential learning and innovative, interactive audience participation focused on learning a new skill, methodology, or technique.

Session Stream

One indicator of a session's focus is its stream. Our streams correspond to the three focus areas of the conference and the conference theme.

A session's stream is indicated on the first line of its listing in the program book after its presentation format.

- Emerging Women Leaders
- Leading Differently
- Women as Change Agents
- Women Excelling Professionally



Instructions for Zoom Access

Each day you will receive an email containing all of the Zoom links for that day's meetings. If you do not receive the email, you may always get the Zoom link for each session you want by logging in to <https://convention2.allacademic.com/one/ila/wlc20/>. After you have logged in, search the online program for the session you wish to join. Click into the session details to find a black ZOOM VIRTUAL MEETING button near the top left. Clicking the Zoom button will open a popup containing a button to join the session as well as the meeting id, password, and a link to call-in numbers for those dialing in for audio. Please note, in honor of our original in-person host for the conference, all Zoom meeting locations are named after physical locations at the Women's Leadership Institute at the College of Saint Rose or the surrounding area of Albany, New York.

MONDAY 8 JUNE • 10:30 TO 12:00 EDT

CONCURRENT SESSION 1

Zoom Meeting - Carondelet Symposium | Panel | Emerging Women Leaders

Leading Authentically: A Journey of Self-Discovery

Chair: **Sherrita Denson**, DSL Student, Strategic Leadership, Southeastern University

Patricia A. Clary, Ph.D. Student, Southeastern University

Shanna Flecha, Executive Director, Academic Services, Southeastern University

Violet Elizabeth Taylor, Student, Southeastern University

Jennifer Blair Elmore, Doctoral Student, Organizational Leadership, Southeastern University

Visit <http://tinyurl.com/sr7mcl9> for Session Details.

Do you have a roadmap for your personal and professional leadership development? In this panel, multidisciplinary panelists provide a journey of self-discovery in pursuit of leading authentically. Self-Talk, the cognitive process of personal empowerment; Passion-Talk, the role of passion in leadership; Action-Talk, the motivation to keep moving forward; and Power-Talk, the tools and strategies to lead authentically, will be explored. Come prepared to develop a next-level narrative as a thought leader in your personal and professional leadership growth.

Zoom Meeting - Women's Leadership Institute Seminar Room | Workshop | Women Excelling Professionally

Let's Talk About It: The Art of Having Crucial Conversations in Leadership

Latisha Chastang, Sr. Consultant & Principal, Bright Minds Consulting, LLC

Visit <http://tinyurl.com/uacr8> for Session Details.

Unfinished business not only impacts the business, it also can impact the organizational culture and employee morale. The art and skill of consistently having crucial conversations with colleagues is important to developing a highly effective team and organization. However, it is important that several core elements are first addressed in order to engage in a crucial conversation when the stakes are high. During this presentation, participants will learn how to manage resistance, create a safe environment for having difficult conversations, and build trust in order to have conversations that may be uncomfortable.

Zoom Meeting - Albany Room | Workshop | Women as Change Agents

Next Generation Leadership Development: Equipping Future Women Leaders

Carol Clyde Gallagher, Assistant Professor, Organizational Leadership, Cottey College

Yolanda Caldwell, Director, The Women's Leadership Institute and BOLD Women's Leadership Network, The College of Saint Rose

Visit <http://tinyurl.com/wzoerxb> for Session Details.

Drawing from research and best practices, participants will review findings on effective curricular and co-curricular approaches to the education and development of undergraduate women leaders. The session will discuss findings from a study on best practices, learn about two programs (academic and campus-wide), and consider possibilities for educational and developmental initiatives.

MONDAY 8 JUNE • 13:00 TO 14:30 EDT

CONCURRENT SESSION 2

Zoom Meeting - Carondelet Symposium | Workshop | Women Excelling Professionally

Making Sound Decisions With the EDM Code: An Ethical Framework for Decision-Making

Shanna Flecha, Executive Director, Academic Services, Southeastern University

Violet Elizabeth Taylor, Student, Southeastern University

Visit <http://tinyurl.com/rpdpwr9> for Session Details.

EDM is an ethical, decision-making framework or set of cutting-edge codes an individual may use to guide behavior when making tough decisions within a global society. In this workshop, participants will gather insight on a variety of perspectives and approaches to decision-making and share ideas about applications in their area of leadership practice. The experience will provide participants an opportunity to develop their own ethical, decision-making framework.

Zoom Meeting - Women's Leadership Institute Seminar Room | Workshop | Emerging Women Leaders

How to Prepare a Plan for Your Leadership Development

Angelica Maria Larios Arias, Consulting Director, Consulting, Alacontec

Visit <http://tinyurl.com/vemgpxz> for Session Details.

During this workshop, participants will receive the theoretical basis of a five-step model to develop leadership. Participants will get practical tools to prepare a draft of their own leadership development plan based on the Posner and Kouzes model. Following the five steps in practice — model the way, inspire a shared vision, challenge the process, enable others to act, and encourage the heart — women of all ages and leadership levels will leave with an action plan to follow in their leadership development.

Zoom Meeting - Albany Room | Presentation | Leading Differently

Young Women and Feminist Activism: The 2020 View on Women (VOW) Poll

Eve Walter, Senior Research Scientist, Eden Research

Visit <http://tinyurl.com/yb54b5l7> for Session Details.

Since the last presidential election in the U.S., there has been a surge of feminist activism. Has this national movement changed the way young women see themselves and other women? Using the findings from the View on Women (VOW) Poll of 2017 and 2020, this presentation will examine these changes looking at young women's perspectives about women in positions of power, sexual assault, and partner violence comparing 2017 to 2020, and comparing the United States to other countries across the world.



MONDAY 8 JUNE • 14:45 TO 16:15 EDT

CONCURRENT SESSION 3

Zoom Meeting - Carondelet Symposium | Workshop | Women Excelling Professionally

Surfing the Waves of Organizational Politics

Patricia C. White, Interim Dean, School of Education, Brandman University

Visit <http://tinyurl.com/u hvxep9> for Session Details.

Skilfully managing political challenges is often a daunting prospect for women leaders at any level. Most have never had the training and coaching needed to build their political intelligence, as it is typically not built into their degree programs or professional development. As the context for organizational leadership in the 21st century becomes more and more political, it is essential for women in leadership to cultivate their political skills. This workshop will help participants understand the nature of organizational politics and the political styles that are often encountered during times of change and conflict.

Zoom Meeting - Women's Leadership Institute Seminar Room | Panel | Women as Change Agents

Hear Me! See Me! Be Me! Influence of Bias and Circumstances on Women Leader Development

Chair: **Reneé R. Green**, Chief Academic Officer Hawaii Campus, University of Phoenix

Janice L. Cardwell, CEO and Executive Coach, Executive Coaching, Concoisseurs Leadership Development Group

Katherine Temple, Director, Peace Educational Services, University of Phoenix

Teresa S. Shirley, Project Program Management Consultant, CSG Global Pro Support, Dell Technologies

Visit <http://tinyurl.com/w4fq6gr> for Session Details.

Join us for an interactive panel and debate designed to expand dialogue concerning unique circumstances faced by women in leadership. Using polling software, panelists and audience members will be asked to provide their opinions on how diverse strategies can develop women to advance, elevate their leadership competencies, and handle circumstances or biases with radical candor. During the session, we will capture and document competencies that women view as inclusive and effective leadership practices.

FEATURED WORKSHOP

Zoom Meeting - Albany Room | Workshop | Leading Differently

Writing the Case for Women in Leadership

Alison M. Konrad, Professor, Organizational Behaviour, Ivey Business School

Visit <http://tinyurl.com/udrcat5> for Session Details.

Share your knowledge through case writing. Learn how to enhance your writing skills and develop engaging cases at this writing workshop. Hosted by Ivey Publishing, this featured workshop will provide an overview of case writing themes such as planning the writing process, field work, teaching notes, abstracts, and editing.

Congratulations to Caroline A. Drakeley, the winner of the Best Case Award - Women in Leadership sponsored by Ivey Publishing. Caroline is a Strategic Organizational Management Consultant at Always Be Leadership who consults for tech companies in Silicon Valley. Her case explores the experiences of Grace Taylor, a 32-year-old professional and graduate of MIT, who is an emerging woman leader at an Artificial Intelligence Financial Technology start-up in San Francisco. After the workshop, case writers may move into a breakout room to receive additional mentoring to further learn how to author their own engaging cases featuring female leaders.

DON'T MISS

Monday 8 June | 16:30 - 18:50 EDT

Three Conversations With...

Don't miss these cozy conversations with Barbara Kellerman, Juana Bordas, and Annette Richardson taking place this evening! For details, please visit page 14.

Instructions for Zoom Access

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TUESDAY 9 JUNE • 08:45 TO 10:15 EDT

CONCURRENT SESSION 4

Zoom Meeting - Carondelet Symposium | Panel | Women as Change Agents

Women Leaders Advancing Sexual and Reproductive Health Services Quality and Rights in Pakistan

Chair: **Yasmeen Sabeeh Qazi**, Senior Advocacy Consultant, Family Planning, Bill and Melinda Gates Foundation

Shabnam Sarfraz, Member Social Sector, Ministry of Planning Development & Special Initiatives, Planning Commission, Government of Pakistan

Laraib Abid, Founder & Executive Director, MASHAL - Making A Society Healthier and Lively

Syed Azizur Rab, CEO, Greenstar Social Marketing

Qudsia Uzma, National Professional Officer RMNCAH, WHO Pakistan

Visit <http://tinyurl.com/td5scbs> for Session Details.

Sexual and reproductive health rights (SRHR) are a fundamental means of achieving any development goal such as reducing poverty and improving long-term health. In Pakistan, sexuality and reproductive choices are the subject of strong ideology and moral views and traditions, often presented as part of religion. Many women and young people face barriers that prevent them from exercising their rights. Panelists will discuss how women leaders in Pakistan are taking the SRHR agenda forward. Their personal leadership journeys, struggles, achievements, and recommendations will be highlighted.

Zoom Meeting - Women's Leadership Institute Seminar Room | Workshop | Emerging Women Leaders

How to Transform Your Life Through Negotiation

Donna Hughes, Founder, Launch Negotiation

Visit <http://tinyurl.com/vklxkyy> for Session Details.

Join this interactive workshop centered around skill development to engage, educate, and empower young women to unleash their innate negotiation potential. The purpose of this innovative session is to overcome the obstacles that deter young women from negotiating, teach core techniques to hone negotiation skills and boost confidence, and illustrate the value you can generate through negotiation. Through participation in this workshop, participants will acquire the skills, techniques, and confidence to seize the wealth of opportunities available through negotiating in both their personal and professional lives.

Zoom Meeting - Albany Room | Workshop | Leading Differently

Using Design Thinking to Address Unconscious Gender Bias and Structural Barriers in the Workplace

Misty Resendez, Assistant Professor, DeVoe Division of Business, Indiana Wesleyan University

Joanne Barnes, Dean, Graduate School & Professor, Organizational Leadership, Graduate School, Indiana Wesleyan University

Visit <http://tinyurl.com/qq47ldt> for Session Details.

Unconscious bias is everywhere. It shows up in the language we use, our relationships with others, and decision-making. In the workplace experience, unconscious bias affects every level of an organization. From recruitment and hiring to employee experience, career development, and management training, addressing this takes time and effort. This workshop will introduce participants to the enterprise of design thinking and unconscious gender bias. It will provide participants with a framework for incorporating design thinking into their workplace to solve complex problems in an innovative way to develop empathy and sensitivity to the experience of others and to recognize unconscious gender bias.

TUESDAY 9 JUNE • 10:30 TO 12:00 EDT
CONCURRENT SESSION 5

Zoom Meeting - Carondelet Symposium | Workshop | Leading Differently

An Organizational Approach to Developing Inclusive Leaders of Character

Rodric Smith, Director of Leadership Development, Assistant Professor, Behavioral Sciences and Leadership, United States Air Force Academy

Visit <http://tinyurl.com/rqhl95> for Session Details.

This workshop will showcase the story of how the United States Air Force Academy created an organizational approach to leadership development. Participants will learn how USAFA used several theories and frameworks to address leading differently — inclusive leadership and capacity building — in its leader development efforts. Participants will have an opportunity to explore their inner dialogue and hidden challenges in their leadership.

Zoom Meeting - Women's Leadership Institute Seminar Room | Panel | Emerging Women Leaders

Girls' Leadership Development: Three Sample Models to Create or Enhance Your Own Programs

Chair: **Carolina Darbisi**, Assistant Director & Public Service Faculty, J.W. Fanning Institute for Leadership Development, University of Georgia

Stacy M. Smulowitz, Assistant Professor, Communication, University of Scranton

Chrys Egan, Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University

Carolyn M. Cunningham, Associate Professor, Communication & Leadership Studies, Gonzaga University

Visit <http://tinyurl.com/vsavgcs> for Session Details.

Ample evidence suggests that adolescent girls face unprecedented challenges to their confidence and competence. However, this unique life stage offers ideal opportunities to combat these barriers with female-only, age-appropriate youth leadership development programming. This panel highlights three ongoing girls programs — Girl Scouts, Girls Innovation Academy, and Girls Who Code — to illustrate the struggles and successes of each program and to support audience members to create their own programming or enhance their existing programs. The presentation of these cases will lead to a broader discussion of the importance of girls' leadership development programs.

Zoom Meeting - Albany Room | Workshop | Emerging Women Leaders

Situational Approach to Leadership: Improving Your Leadership Effectiveness for Long-Term Success

Valencia R. Johnson, Ph.D. Student, Organizational Leadership, Leadership Studies, Indiana Wesleyan University

Visit <http://tinyurl.com/tgft6t2> for Session Details.

Adopting a flexible and adaptable leadership style enables one to skillfully navigate the demands and dynamics of the work environment, contributing to effectiveness and long-term success. As a non-profit business owner, the President of a college or university, or a stay-at-home mother leading a global business from home, your organization will need you to be successful and effective in your sphere of leadership. Come learn how to apply the situational approach to leadership to your role and how your understanding and application of this leadership style can help you meet the changing needs of your organization and its employees.

DON'T MISS

Tuesday 9 June | 12:15 - 12:45 EDT

A Conversation With Kate Conway Turner & Gerry Gunnings Stroman

For details, please visit page 14.

TUESDAY 9 JUNE • 13:00 TO 14:30 EDT

CONCURRENT SESSION 6

Zoom Meeting - Carondelet Symposium | Workshop | Women as Change Agents

Peer Coaching as a Catalyst for Women's Leadership Identity Development and Organizational Change

Stacey E. Robbins, Assistant Professor, Leadership and Professional Studies, Seattle University

Avina Gupta, Senior Principal: Leadership Development, Chick-fil-A Corporate

Visit <http://tinyurl.com/rw4tfjx> for Session Details.

This experiential session explores the use of a pod-based peer coaching program to support women's leadership development and catalyze organizational change. First, we will describe a model of peer coaching for women's leadership development informed by frameworks of transformative learning and leader identity development. Second, participants will break out in groups and engage in peer coaching to reflect on their leader identity and leadership behaviors in a developmentally supportive space. Finally, we will collectively consider the potential for peer coaching to yield relationships, transparency, and empathy that empower individuals and build more inclusive organizations.

Zoom Meeting - Women's Leadership Institute Seminar Room | Panel | Women Excelling Professionally

The Next Generation of Future Global Leaders

Chair: **Amanda S. Wickramasinghe**, Director of Education, ERA Brokers Consolidated; Adjunct Professor, Brandman University; PhD Student, Pepperdine University

Joanne T. Lawrence, Professor, Business and Global Society, Hult International Business School

Tessa Misiaszek, Professor, Marketing and Entrepreneurship, Hult International Business School

Visit <http://tinyurl.com/sm9gfzz> for Session Details.

There are countless books that address the personal challenges and institutional barriers that female leaders face in the United States. We will further the conversation by sharing research from our publication comparing the experiences of women in leadership from eight different countries: United States, Costa Rica, India, Iran, Nigeria, Norway, Sri Lanka, and Uganda. Collecting stories from women, particularly with regards to work-life balance, we provide insights into issues women face globally regarding leadership and work-family integration. We will discuss a variety of perspectives and highlight a variety of cultural norms regarding work and family integration.

Zoom Meeting - Albany Room | Workshop | Women as Change Agents

Learning to Be Me: Authentic Leadership Development Using Coaching and Mentoring

Misty Resendez, Assistant Professor, DeVoe Division of Business, Indiana Wesleyan University

Jackie Stancil, Director of Life Calling, Life Calling and Career, Indiana Wesleyan University

Visit <http://tinyurl.com/v7gr454> for Session Details.

In this workshop, participants will be provided theoretical frameworks of authentic leadership and, more specifically, authentic leadership development using coaching and mentoring. Research indicates that self-awareness and self-regulation are key pillars of authentic leadership. Coaching and mentoring provide opportunities to enhance self-awareness and self-regulation and have positive effects on one's total hope. Participants in this workshop will learn suitable questions that encourage self-discovery and will experience coaching activities that can be used in a one-on-one or group dynamic.

TUESDAY 9 JUNE • 14:45 TO 16:15 EDT

ORAL PRESENTATIONS & DEVELOPMENTAL ROUNDTABLES

Zoom Meeting - Women's Leadership Institute Seminar Room | Oral Presentations | Leading Differently

Visit <http://tinyurl.com/yx48le68> for Session Details.

During this session, each presenter will first be given a short time to present their work. The last part of the session will be reserved for questions and discussion.

Leadership Coaching as Inclusive Leadership Approach

Julia Milner, Professor, EDHEC Business School

Trenton Milner, Visiting Professor, ICLC (Co-Author)

Visit <http://tinyurl.com/rdz45qy> for Complete Description.

Leading organizations such as Google have identified coaching as a key trait of successful leaders, and organizations are looking for this skill set when hiring. With coaching, leaders can help their team members to come up with their own answers, which is conducive to experimentation and empowers people to solve issues on their own. It also means that leaders cannot be the expert anymore when working with team members across different functions and with different backgrounds. Instead, leaders need to be coaches to facilitate human interactions.

Advancing the Next Generation of African Women in Health

Ramatoulie Jallow, Independent Consultant, Pan African Women in Health

Esther Abodunrin, Media Relations Coordinator, Pan African Women in Health

Belinda Ngongo, Founder, Pan African Women in Health

Visit <http://tinyurl.com/r6pkfs5> for Complete Description.

The Pan African Women in Health (PAWH) organization was founded in 2017 with the vision of inspiring and developing the next generation of female African health leaders and actors. Through the PAWH platform, young and aspiring female health practitioners receive mentorship and guidance from experienced female health leaders. With the support of various African health professionals, PAWH was developed to respond to the growing need for an organization that would solely advocate for the professional development of African women in health while sharing authentic stories of African women who have built successful careers in health.

Impact of LMX and Leadership Styles of Middle Managers on the Knowledge Sharing Behaviors of RN's

Lillian Diaz, Chief Nursing Officer/ Deputy Executive Director, Nursing Administration, Lincoln Hospital

Steven D. Berkshire, Professor and Director, Doctor of Health Administration Program, Central Michigan University (Co-Author)

Visit <http://tinyurl.com/tg7g73g> for Complete Description.

The objective of this study was to explore the impact leader-member interactions have on the relationship between nurse middle managers and registered nurses working in a public hospital setting as well as to determine the impact leadership styles have on leader-member interactions and how these interactions affect the outcomes of knowledge sharing behaviors of registered nurses. Survey responses of participants in the study were used to understand and analyze the central phenomenon of the study. In order to achieve this, an institutional framework involving the theory of planned behavior was utilized.

Promoting a Culture of Inclusion Through All-Inclusive Multiculturalism (AIM)

Amina Ileanaju Ayodeji-Ogundiran, Student, Organizational Leadership, The Chicago School of Professional Psychology

Visit <http://tinyurl.com/vzrxb52> for Complete Description.

As organizations continue to strive to hire top achievers and highly talented individuals, having a diverse pool of employees becomes almost inevitable. Therefore, inclusion stands as a binder and a key factor in determining the outcomes or outputs of these diverse individual employees in the organization. This paper explores several ways that all-inclusive multiculturalism can foster or promote a culture of all-inclusiveness within an organization. Additionally, this paper centers around the significance of inclusion as well as how the adaptation of AIM can be tantamount to achieving an all-inclusive workplace.



→ **The Joan of Arc Complex: Leadership Lessons From Malala Yousafzai, Nadia Murad, and Greta Thunberg**

David von Schlichten, Associate Professor of Religious Studies/Coordinator, Gender and Women's Studies Program, Religious Studies, Seton Hill University

Visit <http://tinyurl.com/wehsb6z> for Complete Description.

This presentation will discuss how to teach young men ages sixteen to twenty-six to be true allies of young women of the same age range by challenging common patriarchal mischaracterizations of young women champions of justice, specifically Malala Yousafzai, Nadia Murad, and Greta Thunberg.

Áikwenlhkan i skwemkúkwmi7ta (We Look After the Children)

Gena Edwards, Student, Geography, Wilfred Laurier University

Sharon Edwards, Resource Social Worker, Secwepemc Child and Family Services

Visit <http://tinyurl.com/yd7t8lf3> for Complete Description.

With the newly passed Canadian Bill C-92, Social Workers are Leading Differently in the Child Welfare field from intake, resources, and administration. Through implementation, incorporation, and the use of traditional cultural practices, children and their families will benefit. Indigenous blood memory will be discussed and how this work can be used universally for other cultures, ethnic groups, and governments. All children are our future of the human race; we need them to succeed as people of this earth.

Zoom Meeting - Albany Room | Developmental Roundtable Discussions | Leading Differently

Chair: **Carol Clyde Gallagher**, Assistant Professor, Organizational Leadership, Cottey College

Commentator: **Dionne Rosser-Mims**, Dean, College of Education, Troy University

Commentator: **Sherylle Tan**, Director, Internships and Research, Kravis Leadership Institute, Claremont McKenna College

Commentator: **Carolyn Cunningham**, Associate Professor, Communication & Leadership Studies, Gonzaga University

Commentator: **Beth Mabry**, Professor of Sociology, Indiana University of Pennsylvania

Commentator: **Alison M. Konrad**, Professor, Organizational Behaviour & Corus Entertainment Chair in Women in Management, Ivey Business School, Western University

Visit <http://tinyurl.com/qlmgtzq> for Session Details.

During the session, each author will come prepared with a four-to-five-minute overview of their project or study and a short list of two to three questions or challenges for which they would like direction and advice. Other participants in the session are expected to ask clarifying questions, offer suggestions, and help the authors address hidden assumptions and potential challenges.

A Young, Diminutive Female Researchers' Experience of Doing Fieldwork in a Male-Dominated Industry

Nilupulee Liyanagamage, PhD Student, Faculty of Business, University of Wollongong

Mario Fernando, Associate Professor, Faculty of Business, University of Wollongong (Co-Author)

Visit <http://tinyurl.com/v7j8c2f> for Complete Description.

The author will present a reflective account of a young, diminutive female's experience of leading a research study in one of the most male-dominated trades in the world, the construction industry. A young female researcher on a construction site raises a number of concerns related to establishing trust with male respondents, managing relationships, and dealing with contextual complexities and cultural expectations. These concerns become more challenging when the study is about Machiavellian leadership in the male-dominated Sri Lankan culture. This talk will draw on how this young, diminutive female researcher selectively shapes her identity by adopting identity work strategies to overcome challenges during her fieldwork.

Daring to Live and Lead Beyond the Boundaries

Tammy J. Halstead, Dir. of Alumni Advising and Development, Office of Student and Post-Graduate Development, Franklin & Marshall College

Kelly McKenzie, Assistant Professor, Academic Enrichment and Learning, East Stroudsburg University of Pennsylvania

Visit <http://tinyurl.com/vxntosn> for Complete Description.

Through interviews with women leaders across generations, this work seeks to identify successful leadership practices for an ever-evolving future. Drawing from research in the fields of leadership and gender equality, and using narrative as a way to connect the reader to the challenges women face, this work seeks a deeper understanding of the qualities that make these women remarkable leaders and to learn — from their collective leadership experience — ways to help others, who may face attitudinal and organizational barriers, achieve leadership success. Further, the narratives are then applied to develop a theory for a new generation of leadership.



→ **Discovering Strength Behind Soft Power: An Exploration and Development of Soft Power Leadership**

Sherrita Denson, DSL Student, Strategic Leadership, Southeastern University

Visit <http://tinyurl.com/sv4ckr4> for Complete Description.

Soft power and hard power are customarily linked to politics, with soft power typically defined in terms of a persuasive approach to international relations. However, this author seeks to expand the concept of soft power, extending its meaning to include the way in which an individual interacts with one or more individuals. Here, soft power is defined as the ability to lead others with composed strength. Embracing soft power as a leadership style means having an intentional desire to guide change through the means of peace and amicability, including others as cohorts in the process of change.

Exploring the Use of Educational Gaming in Adolescent Girl's Leadership Development Programs

Tiffany Wright, Doctoral Student, Education, Pepperdine University

Visit <http://tinyurl.com/ugjxnsa> for Complete Description.

Existing literature in education and psychology has examined leadership development programs for girls. Limited research indicates a correlation between leadership development and gaming as well as the representation of gaming benefits in educational contexts. Studies highlighting best practices and themes applicable to early adolescent female learners will be highlighted. Further exploration will examine how the development of future research can provide access to adolescent girls from minority groups who may have fewer resources available to conduct or participate in these types of development programs.

Mentoring Mothers: Effective Support for Mothers in Academia

Elizabeth Bradley, Associate Professor, School for Graduate Studies, SUNY Empire State College

Visit <http://tinyurl.com/tm4k9y9> for Complete Description.

Motherhood brings many challenges for women in academia, particularly in terms of work/family balance. Faculty mothers spend less time on research and are less likely to receive tenure than their counterparts, limiting leadership opportunities and advancement toward tenure and promotion. Effective mentoring can help faculty mothers achieve an optimal dual identity as academics and parents; however, little is known about effective mentoring practices for this population. This project examines the mentoring needs and experiences of academic mothers and will result in best practice recommendations. During this session, this important topic as well as project planning and development will be discussed.

TUESDAY 9 JUNE • 16:30 TO 18:00 EDT

FEATURED WORKSHOP

Zoom Meeting - Carondelet Symposium | Workshop | Leading Differently

Fine Tuning Your Message & Perfecting the Pitch ~ Presented by New York State Writers Institute

Anette Breindl, Senior Science Editor, *BioWorld*

Visit <http://tinyurl.com/rhocwqk> for Session Details.

Did you know that penicillin was discovered around the time of World War I, but not put to use until World War II? Do you know why? Because Louis Pasteur was brilliant at science, but terrible at getting across the importance of what he had discovered. In this workshop, you will learn about how to get your message across to your intended audience. You will learn how to tailor communications and put into practice what you've learned by delivering and getting feedback on the elevator pitch version of your work.

Instructions for Zoom Access

Each day you will receive an email containing all of the Zoom links for that day's meetings. If you do not receive the email, you may always get the Zoom link for each session you want by logging in to <https://convention2.allacademic.com/one/ila/wlc20/>. After you have logged in, search the online program for the session you wish to join. Click into the session details to find a black ZOOM VIRTUAL MEETING button near the top left. Clicking the Zoom button will open a popup containing a button to join the session as well as the meeting id, password, and a link to call-in numbers for those dialing in for audio. Please note, in honor of our original in-person host for the conference, all Zoom meeting locations are named after physical locations at the Women's Leadership Institute at the College of Saint Rose or the surrounding area of Albany, New York.

WEDNESDAY 10 JUNE • 08:45 TO 10:15 EDT CONCURRENT SESSION 7

Zoom Meeting - Carondelet Symposium | Workshop | Leading Differently

Peer to Peer Women's Circles: Capacious, Inclusive, Professional Development by Women for Women

Chrys Egan, Professor, Communication & Co-Director, Office of Undergraduate Research and Creative Activity, Salisbury University

Kathy Kiernan, Leadership Coach & Business Consultant, Open to the Possible Coaching & Consulting

Lawanda Dockins-Mills, Associate Dean, Student Affairs, Salisbury University

Visit <http://tinyurl.com/rsojrs5> for Session Details.

Peer to Peer Women's Circle (P2P) offers facilitated professional development workshops for career and personal enrichment. Our unique circle training empowers women to lead themselves and each other with contemplation, dialogue, and action. Professional women share roles as content experts and participants in this monthly training featuring topics like personality and leadership style, intergenerational workplaces, redefining women's obstacles as opportunities, and using your voice. This P2P interactive workshop will have three components: utilizing open peer mentor circles, designing specialized circles, and offering professional development training. Each component includes best practices, application activity, and discussion. Certificate of completion offered.

Zoom Meeting - Women's Leadership Institute Seminar Room | Workshop | Women as Change Agents

Women Leading Change: How to Be a Successful Change Agent

Hope Zoeller, Founder & President, HOPE (Helping Other People Excel), LLC

Visit <http://tinyurl.com/ulbsa9h> for Session Details.

Former First Lady Rosalynn Carter said, "A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." Successful organizational change requires great leaders as they steer transformation from a difficult journey into a smooth ride. The Harvard Business Review identifies five key competencies for change management: demonstrating flexibility and resilience, recognizing growth opportunities, striving for results, leading courageously, and gaining buy-in. This workshop will provide tools and resources to grow these competencies and be an effective change agent.

Zoom Meeting - Albany Room | Panel | Emerging Women Leaders

Pass the Torch: Women in the Workplace Group

Chair: **Joanne Barnes**, Dean of Graduate School & Professor of Organizational Leadership, Graduate School, Indiana Wesleyan University

Misty Resendez, Assistant Professor, DeVoe Division of Business, Indiana Wesleyan University

Jackie Stancil, Director of Life Calling, Life Calling and Career, Indiana Wesleyan University

Emily Hudson, Student, Indiana Wesleyan University

Amanda Blake Townsend, Student, Indiana Wesleyan University

Visit <http://tinyurl.com/qsxqx59> for Session Details.

Women are underrepresented in organizations around the world, and the gender disparity in the pipeline proves greatest at senior leadership levels. The benefits of women in the workplace are clear. Women bring diverse perspectives and experiences which can prompt creativity, stability, and resilience within organizations. This panel will examine important issues related to women in the workplace. In particular, the panelists will consider the various challenges that emerging women in the workplace experience. Panelists will discuss their experiences leading and participating in the women in the workplace group.

WEDNESDAY 10 JUNE • 10:30 TO 12:00 EDT

INTERACTIVE DISCUSSION SESSIONS & FEATURED WORKSHOP

Zoom Meeting - Carondelet Symposium | Interactive Discussion Session | Leading Differently
Interactive Discussion Session #1

Visit <http://tinyurl.com/yx45qguc> for Session Details.

Impact of AI & Digitalization on Effective Leadership Development

Julia Milner, Professor, EDHEC Business School

Trenton Milner, Visiting Professor, EDHEC Business School; Managing Director, International Centre for Leadership Coaching (Co-Author)

Visit <http://tinyurl.com/rr8rd6z> for Complete Description.

When we think about the future of work, the constant changes in working relationships, situations, and settings means that leaders need the skills to develop trust and relationships quickly. While technology will change how leadership is enacted, interpersonal skills are likely to become even more critical to the sustainability of technology- and non-technology-based companies alike. The host will facilitate a discussion on how the face of leadership is changing with the rise of AI and digitalization.

Becoming a Data Literate Leader: How Women Leaders Can Leverage Excel as a Big Data Analytics Tool

Donna L. Haeger, Professor of Practice & Faculty Director of Dyson Leadership Development, Charles H. Dyson School of Applied Economics and Management, SC Johnson College of Business, Cornell University.

Visit <http://tinyurl.com/t999mks> for Complete Description.

This professional development interactive discussion is for women who are leaders or who aspire to be leaders. Participants will discuss how we can leverage Microsoft Excel as a business analytics tool. Discussion about descriptive, predictive, and prescriptive modeling will be the focus. Terminology related to digitization will be outlined, clarified, and related to Excel. Advanced modeling techniques will also be shared. The presenter will close with a discussion around the key tenets of presenting analytic results to different audiences.

Empowering the Invisible and Undervalued Nursing Aide Workforce in Long Term Care

Ellen Melis, President, Unlimited Potential

Visit <http://tinyurl.com/sy46xda> for Complete Description.

The gendered, immigrant workforce of long-term care nursing aides, made invisible and undervalued by health systems and organizational roles, provides care that is assumed to be natural, of low value, and instinctual. Empowering this workforce is pivotal to improving care quality and includes building meaningful resident relationships, participating in decision-making, receiving respectful feedback, and having a safe environment to question authority. How does one surface systemic blind spots? How do we increase mutuality in relationships when there is a power difference and system blindness? How do we create room for organizational dialogue, meaning making, and reflection?

Zoom Meeting - Women's Leadership Institute Seminar Room | Interactive Discussion Session | Leading Differently
Interactive Discussion Session #2

Visit <http://tinyurl.com/ybu5n5qp> for Session Details.

Failing to Rise: The Silent Undermining of Women's Ascension to Top Leadership Positions

Ceann Michelle Bales, PhD Student, Leadership Studies, Indiana Wesleyan University

Visit <http://tinyurl.com/tbs5q2p> for Complete Description.

Women are significantly underrepresented in top-level leadership positions despite comprising 50% of the U.S. workforce. While gender discrimination laws have reduced blatant acts of discrimination, they did not eliminate gender bias, which instead went “underground.” With many leadership development programs failing to help women move through the leadership pipeline, participants will discuss the ways effective development programs must include training on unconscious gender biases, helping women understand that discrimination still exists, albeit implicitly.

Out There but Behind the Scenes: The Invisible Female Leaders of an American Action Theatre Project

Rebecca Stroud Stasel, PhD Candidate, Education, Queen's University

Visit <http://tinyurl.com/rtrnglf> for Complete Description.

Leadership models are many, and they are continually facing calls to reflect the leader-follower (not necessarily in this order) relationships. They are also, largely, still masculine-centric. The discussion host will share the gender dynamics of emergent leaders in an experimental action theatre project that was conceived with diversity and equity in mind, yet unintentionally replicated leadership patterns that privileged males. Then, in conversation, participants will explore how leadership is understood and manifested, with particular inquiry into what female leadership looks like and how it is manifested, in order to provide leadership lessons for emergent women leaders.

Silence of the Rams: Men's Reticence in Gender Inequality Conversations and Engaging Them as Allies

Kasey L. Lee, English Department Chairperson, Donegal School District

Beth Mabry, Professor, Sociology, Indiana University of Pennsylvania

Christine M. Nowik, Chair, English, Harrisburg Area Community College

Visit <http://tinyurl.com/vs5d4hs> for Complete Description.

One way that women can lead organizations toward greater gender equity is to better understand how to engage men as allies in the effort. Research exploring why men may remain silent in the face of sexism in mixed gender or all-male groups typically highlights the social costs, including lost social capital and diminished perceived masculinity. However, in the context of more theoretical conversations, such as those in university classrooms, we know little about what men are thinking and feeling, and why they so rarely speak up about gender inequality. Hosts will facilitate a discussion around this topic while sharing data from a study that interviewed 30 college-educated men on this topic.

Zoom Meeting - Albany Room | Interactive Discussion Session | Leading Differently

Interactive Discussion Session #3

Visit <http://tinyurl.com/ycsbtzqy> for Session Details.

Generativity — Keys to Intergenerational Collaboration and Reciprocal Capacity Building

Atim Eneida George, Senior Foreign Service Officer (Retired), Graduate School of Leadership & Change, Antioch University

Visit <http://tinyurl.com/sln7sxj> for Complete Description.

Generativity is defined as prosocial behavior with concern for the welfare of future generations and prosocial behavior is described as actions that are helpful and intended to promote friendship. Generativity is not merely a product of mid-20th century thinking. The Iroquois idea that leaders consider the potential impact of their decisions for seven generations to come dates back hundreds of years. Participants will discuss the emerging relationships between and among Baby Boomers and Gen Xers (analogue natives) and Millennials and Gen Zers (digital natives), particularly in the context of the evolution of generativity to include reciprocal mentoring and close intergenerational collaboration.

Leading in a Faith-Based Context: Challenges and Solutions for Catholic Sister-Leaders in Africa

Patricia Bombard, Director, School of Public Service/Vincent on Leadership: The Hay Project, DePaul University

Ramya Ramanath, Associate Professor & Chair of International Public Service, School of Public Service, DePaul University

Visit <http://tinyurl.com/wd5zsn7> for Complete Description.

Discussion hosts will share the results of an ongoing mixed-method process evaluation of a leadership development program for Catholic sisters serving in Africa. These sisters play a critical role in improving lives in some of the most challenging regions of Africa. Yet, there is surprisingly little empirical analyses on how their experiences might inform the content of leadership development programs that effectively strengthen their capacity to lead. Participants will discuss the competencies, challenges, successful strategies, and tactics identified as being necessary for a sister to successfully lead her congregation toward mission fulfillment.

Love, Leadership, and Social Justice

Emily A. Daniels, Academic Consultant, Dr. Daniels Academic Consulting

Lizzie Bronte, Doctoral Student, Indiana Tech

Visit <http://tinyurl.com/rg4x97v> for Complete Description.

Within the complicated world we live in, we see many ways in which societies, the land, and individuals cry for greater forms of equity and social justice. This is a complex journey to justice, and there is an intensified need for leaders who can face the contemporary demons of injustice and struggle to create equity. We seek to engage critical and care theories and transfer them into the field of leadership. Participants will engage in a discussion of care in the field of leadership, specifically with developing the idea of love as a revolutionary and transformative practice for leaders.

FEATURED WORKSHOP

Zoom Meeting - New York Room | Workshop | Leading Differently

Becoming Board-Ready ~ Presented by Deloitte's Center for Board Effectiveness

Deborah McCormack, Managing Director, Center for Board Effectiveness, Deloitte

Dannetta English Bland, Greenhouse Experience Leader for the Energy & Industrials Industry, Deloitte

Tonie Leatherberry, Principal and Board Relations Leader, Risk and Financial Advisory Services, Deloitte & Touche LLP; 2020 Deloitte Board Symposium Co-Dean

Visit <http://tinyurl.com/y9jwrvqg> for Session Details.

Please join Deloitte's Center for Board Effectiveness to explore the current landscape for boards, topics on the board's agenda, and some of the activities you can be doing today to prepare for future board service. Deloitte's Board-Ready programs allow future board candidates to gain insight into how they can effectively position themselves for board opportunities and network with senior executives and experienced board members. The session will also help prepare you for creating an effective board bio as an important step towards board placement. A strategically crafted board bio can be key to translating your career and life experiences into a story that best positions you for public company board opportunities. During this online experience, we will discuss how to develop your value proposition and bring your personal brand to life, and will provide helpful tips to begin crafting your personal board bio.

DON'T MISS

Wednesday 10 June | 12:15 - 12:55 EDT

A Conversation With Barri Friedman Rafferty

For details, please visit page 15.



WEDNESDAY 10 JUNE • 13:00 TO 14:30 EDT
CONCURRENT SESSION 8

Zoom Meeting - Carondelet Symposium | Workshop | Women Excelling Professionally

Daring Versus Docile Leadership: Ethical Profiles

Angeline Allaire Piskorski, Strategic Operations Leader, US TAM Field Operations, The Nielsen Company

Lynne Key, Design & Strategic Implementation Leader, DiamondWinds, Inc.

Visit <http://tinyurl.com/rux8szf> for Session Details.

In this “roll-up your sleeves” interactive workshop, participants will engage in discovery activities that surface both their leadership comfort zones and automated responses. Opportunity for reflection and practical application will empower participants to transform docile leadership behaviors into daring leadership behaviors.

Zoom Meeting - Women's Leadership Institute Seminar Room | Panel | Emerging Women Leaders

Women Leaders as Solutionaries – Covid19 and Climate

Chair: **Amanda Natalie Ellis**, Executive Director Hawaii & Asia-Pacific; Global Director Strategic Partnerships, ASU Julie Ann Wrigley Global Institute of Sustainability

Lina Khalifeh, Founder, SheFighter

Leah Lizarondo, CEO, 412 Food Rescue

Shimrit Perkol-Finkel, Co-Founder and CEO, EONcrete

Visit <http://tinyurl.com/y7reuxzt> for Session Details.

Women entrepreneurs are on the front lines of change both in response to Covid-19 and in planning for more equitable and resilient futures. ILA is a partner with the Arizona State University Global Futures Lab in the UN WE Empower SDG Challenge and today's session will feature three amazing awardees and female founders: Leah Lizarondo of 412 Food Rescue, a tech social venture harnessing volunteers to provide food for the needy; Lina Khalifeh of SheFighter, making women safer from domestic violence (which has spiked during stay-at-home directives); and Shimrit Perkol-Finkel of EONcrete, helping rejuvenate our oceans and offset carbon emissions that are creating the climate crisis — a crisis for which Covid-19 has been called just a “fire-drill.” These incredible women leaders are “solutionaries”, just the kind of leader we need right now!

Zoom Meeting - Albany Room | Workshop | Women as Change Agents

Change a Mind – Change a Life: Transforming Core Beliefs to Shape Values and Enhance Effectiveness

Catharyn Baird, CEO/Founder, EthicsGame, LLC

Visit <http://tinyurl.com/r4fsbub> for Session Details.

This workshop will explore how change agents can enhance their own and others' lives by embracing a new, dynamic world view. Many people unwittingly still hold old beliefs about the world running according to predictable, discoverable rules, beliefs that diminish their happiness and limit their effectiveness. Noting that our lives and the lives of others are shaped by our smallest acts, we will discover new ways to make a difference by experiencing and learning through an unfolding life. Together we will explore how to ensure that what we do moves from meaningless action to free, significant, directed, and responsible action.

DON'T MISS

Wednesday 10 June | 14:45 - 15:45 EDT

A Conversation with Suzanna Fitzpatrick and Georgia Sorenson (A Part of the Conference Closing)

For details, please visit page 15.

WEDNESDAY 10 JUNE • 16:30 TO 18:00 EDT
FEATURED WORKSHOP

Zoom Meeting - Carondelet Symposium | Workshop | Women & Leadership Conference

Adapt Your Scholarship Into a Best-Selling Book ~ Presented by New York State Writers Institute

Mary Valentis, Associate Professor, English, University at Albany - SUNY

Visit <http://tinyurl.com/y8odl4j7> for Session Details.

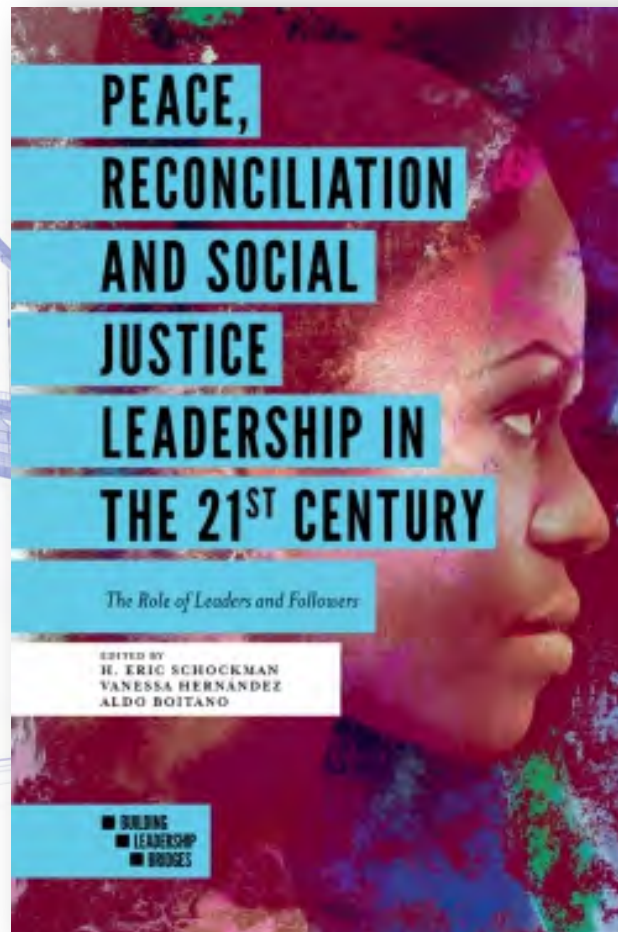
Think your research and publications will only reach about 50 scholars in your field, but you would like to spread your ideas and conclusions to a much wider audience? Then this 90-minute workshop is designed for you. Led by Professor Mary Valentis of the State University at Albany who has published three mass-market non-fiction books on female rage, romantic relationships, and female empowerment, the workshop will show you how to transform your academic courses, scholarly research, and scholarly publications into the stuff of a commercial, mass-market bestseller. You will learn how to synthesize your subject matter, adapt research findings, and translate academic language and ideas into the formats and style of a commercial publication without sacrificing your principles or your reputation. Discussion and exercises will focus on the process of adaptation as well as use examples from class participants and best-selling books on how to employ this technique. Whether you want to create a “how to” book, a novel, a piece of creative non-fiction, or even genre fiction such as detective or horror, you will learn how to take your materials for a scholarly journal and turn them into an accessible book that has public appeal. If you have an abstract drafted, bring it with you to receive feedback during the workshop.

What did you think? www.ila-net.org/eval



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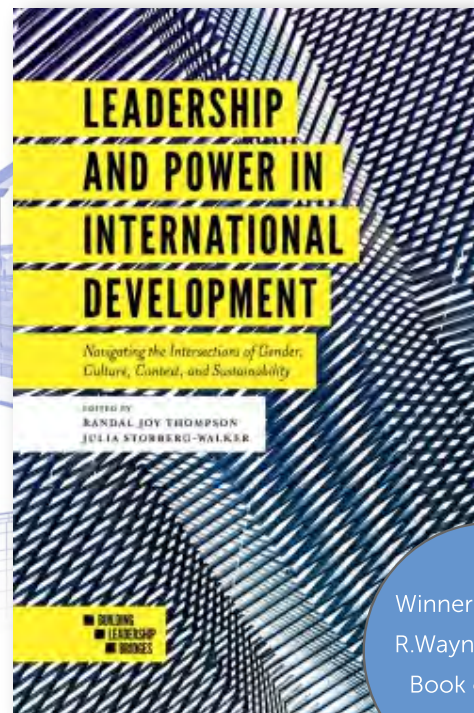
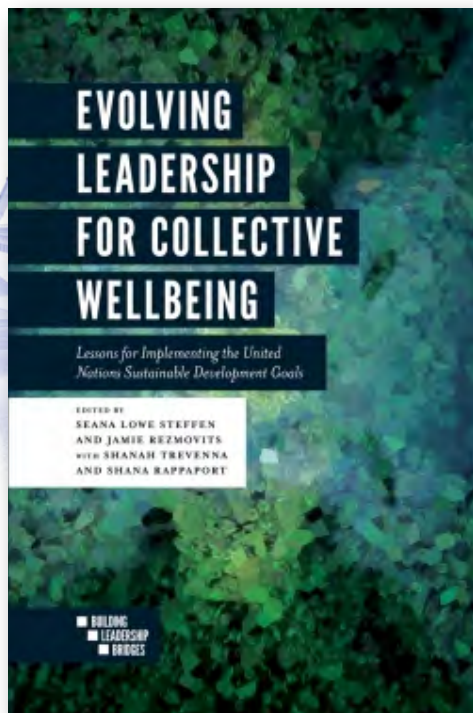


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Milner, Julia.... Oral Presentation (TU - 14:45)
Milner, Julia.... Interactive Discussion (WD - 10:30)
Misiaszek, Tessa.... CS6 (TU - 13:00)
Mustafa Anabtawi, Hadeel.... Plenary (MO 8:45)

N

Ngongo, Belinda.... Oral Presentation (TU - 14:45)
Nowik, Christine M.... Interactive Discussion (WD - 10:30)

P

Perham-Lippman, Karen.... Conversation With (SU - 13:15)
Perkol-Finkel, Shimrit.... CS8 (WD - 13:00)
Piskorski, Angeline Allaire.... CS8 (WD - 13:00)

Q

Qazi, Yasmeen Sabeeh.... CS4 (TU - 8:45)

R

Ramanath, Ramya.... Interactive Discussion (WD - 10:30)
Resendez, Misty.... Conversation With (MO - 17:20)
Resendez, Misty.... CS4 (TU - 8:45)
Resendez, Misty.... CS6 (TU - 13:00)
Resendez, Misty.... CS7 (WD - 8:45)
Richardson, Annette.... Conversation With (MO - 18:10)
Robbins, Stacey E.... CS6 (TU - 13:00)
Rosser-Mims, Dionne.... Developmental Roundtable (TU - 14:45)

S

Sarfaraz, Shabnam.... CS4 (TU - 8:45)
Shirley, Teresa S.... CS3 (MO - 14:45)
Smith, Rodric.... CS5 (TU - 10:30)
Smulowitz, Stacy M..... CS5 (TU - 10:30)
Sorenson, Georgia.... Conversation With (WD - 14:45)
Stancil, Jackie.... CS6 (TU - 13:00)
Stancil, Jackie.... CS7 (WD - 8:45)
Stroman, Gerry Gunnings.... Conversation With (TU - 12:15)
Stroud Stasel, Rebecca.... Interactive Discussion (WD - 10:30)

T

Tan, Sherylle.... Developmental Roundtable (TU - 14:45)
Taylor, Violet Elizabeth.... CS1 (MO - 10:30)
Taylor, Violet Elizabeth.... CS2 (MO - 13:00)
Temple, Katherine.... CS3 (MO - 14:45)
Thomson, Lisa Haley.... Special Event (SU - 16:30)
Townsend, Amanda Blake.... CS7 (WD - 8:45)

U

Uzma, Qudsia.... CS4 (TU - 8:45)

V

Valentis, Mary.... Featured Workshop (WD - 16:30)
Vir, Parminder.... Conversation With (SU - 10:30)
von Schlichten, David.... Oral Presentation (TU - 14:45)

W

Walter, Eve M.... CS2 (MO - 13:00)
White, Patricia C..... CS3 (MO - 14:45)
Wickramasinghe, Amanda S..... Conversation With (MO - 18:10)
Wickramasinghe, Amanda S..... CS6 (TU - 13:00)
Wright, Tiffany.... Developmental Roundtable (TU - 14:45)

Z

Zoeller, Hope.... CS7 (WD - 8:45)

Last Name, First Name, Middle Initial.....Session (Day - Start Time)

YOU'RE INVITED...

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Amanda Ellis, ASU Global Futures & Professor of Practice, Thunderbird School of Global Management



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what we dread versus

what we dream

dynamic civil societies

innovation and destruction

communities with heart and

consciousness

We invite you to join us as we explore leadership, the ways that we lead, and what we expect from leaders.

Human beings have created so much that is wondrous, powerful, and beautiful. Over the centuries we have learned to fly, communicate instantly across huge distances, heal diseases, and see across the universe. Yet vestiges and legacies of tribalism, fear, and hostility remain and repeatedly flare, threatening to engulf us. We exist on the edge of innovation and destruction, the edge of what we dread versus what we dream.

Edges of natural systems and societies naturally stimulate growth and inventiveness as their inhabitants navigate their way through the borderlands. It is fitting that Leading at the Edge, ILA's 2020 annual global conference, will take place in San Francisco, a city of possibility where a continent meets an ocean. San Francisco is known for attracting people engaged in exploring the edges in the arts, sciences, and business, as well as in themselves. Here, local groups are experimenting with different pathways to racial and socio-economic healing and new directions in neuroscience, biomedicine, AI, and telehealth — just to name a few.

We invite you to bring your experience and knowledge as we ask:

- **HOW CAN WE SUPPORT** leadership for the greater good in business, government, NGOs, and education throughout the globe?
- **HOW CAN WE CHANGE** the conversation on wicked problems like climate change?
- **HOW CAN WE SHIFT** public discourse towards listening and respect for each other and all living beings on our planet — towards championing the rich variety of animals and plants, rather than extinguishing them, and upholding the human rights of all people?
- **HOW CAN WE CONTRIBUTE** to the creation and success of regenerative businesses and cultures where we support life, commerce, community, and growth for the next seven generations?
- **HOW CAN WE COLLABORATE** in the trusted space of the ILA to generate actions, research, and teaching that encourage leaders to create dynamic civil societies and communities with heart and consciousness?
- **HOW CAN WE CREATE** healthy environments in our professional and personal lives that give people confidence and the will to contribute?

ILA 2020 will nourish those how lead, consult, teach, study, and conduct research with exciting ideas, innovative projects, and good friends—both old and new.

At this time, we do not know what format the conference will take — on site, virtual, or a combination of the two. We do know that the conference will be held 5-8 November so please do hold those dates! We will be flexible and make decisions as the facts and circumstances become clearer. We will communicate regularly and ask that you watch for and respond to future updates and deadlines.



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