

6TH WOMEN AND LEADERSHIP CONFERENCE

Reflection and Rejuvenation:

INSPIRING WOMEN LEADERS

15 – 17 June 2022 | Portsmouth, United Kingdom



International Leadership Association

ILAGlobalNetwork.org/WLC22

#ILA2022WLC

About ILA

MISSION

Advancing leadership knowledge and practice for a better world.

OUR COMMITMENT

The principal means by which our mission is accomplished is through the synergy that occurs by bringing together our members and partners; collectively having a multiplier impact on leadership and change.

OUR GOALS

- Increase worldwide understanding of the importance of leadership to the conduct of human affairs.
- Generate and disseminate evidence-based research and develop new knowledge and practice.
- Strengthen the ties between those who study and those who practice leadership.
- Create and hold spaces for groundbreaking conversations and dialogue on leadership across all boundaries.
- Provide resources that enable those we serve to address and impact complex leadership challenges in their local and global communities.

OUR 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.

IMPACT

Encourages leadership initiatives that advance the field of leadership and contribute to the greater global good.

INCLUSION

Fosters and promotes broad and diverse membership engagement.

INTEGRITY

Insists upon effective and ethical leadership practices and sound scholarship.

INTERCONNECTION

Builds upon the shared interests and complementary talents of members to support individual and collective goals.

INTERDISCIPLINARY

Promotes and influences leadership as an interdisciplinary field bridging theory, practice, and multiple sectors.

INTERNATIONAL PERSPECTIVES

Respects cultural contexts and facilitates learning and networking across national boundaries.



International Leadership Association

Welcome



Liza Howe-Walsh
Conference Chair



Sue Kirk
Conference Program Co-Chair



Vic Pagan
Conference Program Co-Chair

Welcome to the sixth Women and Leadership Conference, ILA's first Women and Leadership Conference outside of North America and the first face-to-face Women and Leadership conference in three years! The historic waterfront city of Portsmouth provides a fantastic opportunity to engage with reflective practice to allow for some much-needed rejuvenation for all our attendees. We are grateful to the University of Portsmouth for hosting the conference and hope you will all develop deeper connections to colleagues around the world during our time together.

Around the world, women are leading the way with effective, ethical, empathetic leadership. It's exhausting! Global sustainability challenges and the pandemic have heightened the constant demands, deadlines, and daily dilemmas.

In this conference, we have the opportunity to support each other up, share what we know, and meet each other in a space that has been created with each of you in mind. We have worked to create a program to support attendees through developmental roundtables and opportunities to participate in a myriad of ways during the conference.

This conference brings together people of differing backgrounds, sharing multiple perspectives on leadership around our conference theme, Reflection and Rejuvenation: Inspiring Women Leaders. We hope we inspire each other as we develop our research and practice as leaders for today and tomorrow.

What we believe is we all need time to invest in our development and this conference provides us all with an opportunity to do just that! We hope you enjoy your time with us.

Liza Howe-Walsh, Conference Chair; Reader in International HRM University of Portsmouth

Sue Kirk, Conference Program Co-Chair, Reader in International HRM, Newcastle University

Vic Pagan, Program Co-Chair, Newcastle University, Director of EDI

Welcome

Women and Leadership: Reflection and Rejuvenation

Dear Colleagues,

On behalf of the ILA Board of Directors and staff, we are so pleased that you are participating in the sixth ILA Women and Leadership conference. A special thank you to the Women and Leadership member community executive committee and conference planning team for organizing this event. ILA's Women and Leadership member community has taken the lead on many things over the years, so it is not surprising that they are also the first ILA member community to fundraise so that four doctoral students could receive a grant covering their registration fee to the conference. Thank you to those who gave so others could attend. It is yet another way of leading and making an impact!



Mike Hardy
ILA Board Chair



Cynthia Cherrey
ILA CEO & President

This year's conference convenes an amazing team of professionals in academia, business, education, organizational development, and consulting to explore innovative ideas, learn about the latest research, identify best practices, and inspire the continued growth and development of women in leadership.

Leaders and leadership face continuous and changing challenges along with new contexts and demands, and our contemporary world has sharpened our understanding of needs. Women are on the frontline.

What do we know? We know of the critical, often unpaid, leadership role that women and girls performed during the pandemic — 76% of the total hours of unpaid care work globally (ILO, 2018). We know that people living in “countries with a greater share of women cabinet ministers exhibit greater levels of confidence in their national governments,” and these countries show a trend toward increasing spending on care and health services. We know that “countries with a greater proportion of women among top decision-makers in legislatures have lower levels of income inequality.” We know that “when women hold more executive leadership positions, their companies are more profitable” and that more diverse executive teams outperform national averages! And in our troubled world, we know that “peace agreements are 35% more likely to last at least 15 years if women leaders are engaged in their creation and execution” (Women Deliver, 2018).

This knowledge has reinforced the importance of stepping back to reflect and rejuvenate before moving forward on our leadership work. The conference's seaside location at the University of Portsmouth is ideal for its physical beauty and atmosphere of renewal. Equally, the conference sessions are sure to be a space for intellectual exploration and rich dialogue about issues that are central to the research and practice of women's leadership.

Enjoy your engagement! Take the risk to be uncomfortable — to explore new ideas, participate in deep conversations, and develop new relationships. And return home enriched, energized, and enthusiastic about your work in this important field of leadership and ready to share the word!

Mike Hardy

ILA Board Chair

Cynthia Cherrey

ILA CEO & President

International Labour Organization (ILO). (2018). *Care Work and Care Jobs for the Future of Decent Work*. https://www.ilo.org/global/publications/books/WCMS_633135/lang--en/index.htm

Women Deliver. (2018). *Infographic: Women in Leadership*. <https://womendeliver.org/publications/women-in-leadership/>

International Leadership Association WOMEN AND LEADERSHIP MEMBER COMMUNITY

ABOUT

A community for those focused on advancing women in leadership including researchers, coaches, educators, and practitioners interested in generating resources, disseminating research, and fostering the development of women leaders.



Congratulations to our 2021 Awardees...

Dionne Michelle Rosser-Mims

Winner of the 2021 Outstanding Scholarship for Established Scholars

Carla Penha Vasconcelos & Sherry Maykrantz

Winners of the 2021 Outstanding Scholarship for Emerging Scholars

Chrys Egan & Kathleen Surina Grove

Winners of the 2021 Outstanding Practice with Local Impact

Denise Thomson

Winner of the 2021 Outstanding Practice with Broad Impact

ACCOMPLISHMENTS

- ILA Global Conference Annual Networking opportunities including lunches and dinners since 2010
- 2021 *Women and Leadership Academic Colloquium: From Intent to Action* linked to a special edition publication
- 7 Volumes published in the *Women & Leadership: Research, Theory, and Practice* book series
- Implemented the purple ribbon campaign to support gender equality
- Initiated an awards program recognizing Outstanding Scholarship and Practice in the Area of Women and Leadership
- Publication of the *Asilomar Declaration & Call to Action on Women and Leadership*
- Women and Leadership Conferences since 2013

PRIORITIES

- Provide a forum for networking, exchange of ideas, and mentoring for scholars and practitioners.
- Contribute to the body of leadership scholarship and leadership development work through rigorous research and identification of best practices.
- Develop partnerships for increased publication of high-quality research.
- Provide resources and information for practitioners who design development and coaching programs and services for helping women to move into leadership or to strengthen their leadership ability.
- Foster international collaborations to develop women and leadership research and practice on a global scope.



READY TO GET INVOLVED?

Apply to join the Executive Leadership Team and serve on one of the following committees:

- Relationships, Outreach, & Media Committee
- Membership & Awards Committee
- Research & Practice Committee
- Global Conference Committee
- Women and Leadership Conference Committee and Biannual Event

Contact Community Leaders at:
women&leadership@ilaglobalnetwork.org

STAY UP-TO-DATE

Log in to your ILA account at ila.memberclicks.net/ila-mc# and make sure the Women and Leadership Member Community is checked under your Member Community Affiliations.



Thank You

With gratitude and appreciation to everyone who contributed to the success of
Reflection and Rejuvenation: Inspiring Women Leaders.

PROGRAM TEAM

Program Co-Chair **Sue Kirk**, Newcastle University

Program Co-Chair **Victoria Pagan**, Newcastle University

STREAM: Reflection and Rejuvenation: Inspiring Women Leaders

Sally Elizabeth H. Deck, Gonzaga University

Rita Gardiner, Western University

Liza Howe-Walsh, University of Portsmouth

STREAM: Leadership Across Culture and Context

Wendy Fox-Kirk, Weber State University

Dionne Rosser-Mims, Troy University – Phenix City

STREAM: Advancing Leadership Development and Education Globally

Karen Perham-Lippman, Xcel Energy

Randal Thompson, Dream Connect Global

STREAM: Helping Girls and Young Women Become Leaders

Chrys Egan, Salisbury University

Hayley Finn, Western University

2022 WOMEN & LEADERSHIP

MEMBER COMMUNITY

EXECUTIVE LEADERSHIP TEAM PRESIDENTS



LIZA



RITA



RANDAL

Liza Howe-Walsh, President; Reader in International Human Resources Management, Organisation Studies and Human Resource Management, University of Portsmouth

Rita Gardiner, President-Elect; Associate Professor; Critical Policy, Equity and Leadership Studies; Faculty of Education; Western University

Randal Joy Thompson, Past-President; President & CEO, Dream Connect Global

Many thanks to **Denise Thomson**, **Adrienne Castellon**, **Emily Daniels** and **Pat Clary** for the Meet the Moment for Women and Leadership donation initiative that supported conference attendance for doctoral students.

PROPOSAL REVIEWERS

Shanna Flecha Johnston, Southeastern University

Wesley Fondal Jr., Troy University

Deborah R. Gallagher, Duke University

Kem Gambrell, Gonzaga University

Wajeelha Ghias, National Defence University, Pakistan

Trisha Gott, Kansas State University

Katherine Marguerite Greenland, Greenland Consulting LLC

Maria Guajardo, Soka University

Theresa Haarberg, University of Nebraska

Liza Howe-Walsh, University of Portsmouth

Anita Ip, University of San Diego

Alice L. Irby, Troy University

LauraLynn Jansen, Antioch University

Dorine Lawrence-Hughes, University of Michigan

Anne Magnan, National Outdoor Leadership School

Maureen Ottaro Malomba, James Madison University

Debbie A. Maraglio-Lynn, Northwest University

Donneil Chantal McNab, Royal Roads University

Dana Skoog Questad, Gonzaga University

Sydney Richardson, North Carolina A&T State University

Rebecca S. Sarver, Penn State Wilkes-Barre

Emmet Tesfaye Shimber, Hawassa University Comprehensive Specialized Hospital

Deborah N. Smith, Kennesaw State University

Elizabeth Stork, Robert Morris University

Angela C. Talley, Trevecca University

Randal J. Thompson, Dream Connect Global

Denise Thomson, DeWitt-Thomson, LLC

Nadine Trépanier-Bisson, Ontario Principals' Council

Monica M. Turner, Indiana Wesleyan University

Nkechinyere Melva Uguru, Ogodo, Ogodo & Co. Legal Associates

Rebecca Vidra, Duke University

David von Schlichten, Seton Hill University

Amanda S. Wickramasinghe, Pepperdine University

Monique Y. Wong, The Leader in You

SPECIAL THANKS!

Daniel Smith, **Veronika Smetanova**, and **Dave Goodwin** for their support organizing the logistics and food for the conference and the Newcastle Business School and Portsmouth Business and Law School for supporting the welcome reception.

All of the featured speakers, conference presenters, session chairs, and the ILA staff for making this possible and to all the staff behind the scenes, the caretakers, the cleaners, and catering.

Thank you everyone all for sharing your time and expertise to help us achieve the conference theme — *Reflection and Rejuvenation: Inspiring Women Leaders.*



Supporting FEMALE LEADERSHIP for equitable workplaces

Women Lead Conferences

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School of
Leadership Studies

Gonzaga.edu/womenlead

Agenda Overview

Note: All activities will take place in the Richmond Building at the University of Portsmouth unless otherwise noted. We use a 24-hour clock to notate times. If the time is 13 or higher, simply subtract 12 to arrive at the correct PM time.

TUESDAY 14 JUNE

13:30 – 16:30	Gender, Media, and Leadership: A Multimodal Data Analysis Pre-Conference Workshop (Ticketed Event)	Boardroom
16:00 – 18:00	ILA Check-In & Help Desk	Atrium
18:30 – 20:30	Dinner at Brasserie Blanc in Portsmouth (Ticketed Event)	Brasserie Blanc

WEDNESDAY 15 JUNE

7:45 – 17:00	ILA Check-In & Help Desk	Atrium
8:00 – 8:40	Rejuvenation Activity: Integrated Alchemy: Awakening to Your Day Through Purposeful Presence Details on p. 11	RB 2.05
8:00 – 8:40	Arrival Refreshments	Atrium
8:50 – 10:10	Opening Welcome & Plenary Panel Details on p. 10	Lecture Theatre 2
10:15 – 10:35	Mid-Morning Refreshments	Atrium
10:40 – 11:45	Concurrent Session 1 Check schedule for individual session start and end times. Details on pp. 15-17	Various
11:45 – 12:10	Interactive Roundtable Discussions Details on p. 17	The Hub Café - Dennis Sciamia Building
12:15 – 13:30	Lunch	The Hub Café - Dennis Sciamia Building
13:40 – 15:00	Concurrent Session 2 Check schedule for individual session start and end times. Details on pp. 18-19	Various
15:00 – 15:20	Afternoon Refreshments	Atrium
15:30 – 16:10	Reflective Conversation With Celina Caesar-Chavannes & Claudia de Castro Caldeirinha Details on p. 11	Lecture Theatre 3
16:20 – 17:40	Concurrent Session 3 Check schedule for individual session start and end times. Details on pp. 19-20	Various
17:45 – 18:30	Networking Reception	Atrium

THANK YOU TO OUR AMAZING SPONSORS!

**Kansas State University,
Staley School of Leadership Studies**

**Indiana Wesleyan University,
Department of Leadership Studies**

Agenda Overview

Note: All activities will take place in the Richmond Building at the University of Portsmouth unless otherwise noted. We use a 24-hour clock to notate times. If the time is 13 or higher, simply subtract 12 to arrive at the correct PM time.

THURSDAY 16 JUNE		
7:00 – 17:00	ILA Check-In & Help Desk	Atrium
8:00 – 8:40	Rejuvenation Activity: Global Interconnectedness Through Nature-Based Mindfulness Details on p. 11	RB 2.05
8:00 – 8:40	Arrival Refreshments	Atrium
8:50 – 10:10	Concurrent Session 4 Check schedule for individual session start and end times. Details on pp. 21-22	Various Locations
10:15 – 10:35	Mid-Morning Refreshments	Atrium
10:40 – 11:45	Concurrent Session 5 Check schedule for individual session start and end times. Details on pp. 22-23	Various
11:45 – 12:10	Interactive Roundtable Discussions Details on p. 23	The Hub Café - Dennis Sciamia Building
12:15 – 13:30	Lunch	The Hub Café - Dennis Sciamia Building
13:40 – 15:00	Concurrent Session 6 Check schedule for individual session start and end times. Details on pp. 24-25	Various
15:00 – 15:20	Afternoon Refreshments	Atrium
15:30 – 16:10	Reflective Conversation With Victoria Redgrave Details on p. 11	Lecture Theatre 3
16:20 – 17:40	Concurrent Session 7 Check schedule for individual session start and end times. Details on p. 26	Various
18:30 – 20:30	Dinner at Still & West Pub in Portsmouth (Ticketed Event)	Still & West Pub

FRIDAY 17 JUNE		
7:00 – 12:00	ILA Check-In & Help Desk	Atrium
8:00 – 8:40	Arrival Refreshments	Atrium
8:50 – 10:10	Concurrent Session 8 Check schedule for individual session start and end times. Details on p. 27	Various
10:15 – 10:35	Mid-Morning Refreshments	Atrium
10:40 – 11:50	Concurrent Session 9 Check schedule for individual session start and end times. Details on pp. 27-28	Various
12:00 – 13:15	Awards Luncheon & Closing	The Hub Café - Dennis Sciamia Building

LEAVE A TRAIL!

Help us document the conference by sharing your photos, insights, and videos on social media!



Tweet with **#ILA2022WLC** and tag **@the_ILA**



Share on Instagram **#ILA2022WLC** and tag **@leadershipnexus**



Share on Facebook **#ILA2022WLC** and tag **@InternationalLeadershipAssociation**

Conference Opening & Plenary Session

Wednesday | 15 June | 8:50 to 10:10 | Lecture Theatre 2

Reflecting on Leadership Experiences: Rejuvenating Your Leadership

Moderator: **Claudia de Castro Caldeirinha**, Leadership and Gender Equality Senior Specialist;
CEO of REDSCOPE Consulting

Read Complete Bios at: <http://tinyurl.com/yxftuh7s>



KAREN BLACKETT

Country Manager, WPP,
United Kingdom;
CEO, GroupM, United Kingdom



KATIE BELL

Chief Marketing Officer, Universities
and Colleges Admissions Service,
United Kingdom



KRISTIN ENGVIG

CEO & Founder, WIN

The conference opening plenary panel will explore the speakers' own lived experiences of leadership during times of great uncertainty. In particular, the discussion will consider ways to navigate difficult leadership situations that require evolving tactics. One thing most people will agree is that leadership is tiring. With this in mind the plenary speakers will consider how they have maintained their own well being and what tactics they engage with to support their rejuvenation to continue their leadership journey.



Reflective Conversations & Morning Rejuvenation Activities



LAURALYNN

Wednesday | 15 June | 8:00 to 8:40 | RB 2.05

Morning Rejuvenation Activity

Integrated Alchemy: Awakening to Your Day Through Purposeful Presence

LauraLynn Jansen, Integrated Coach, Thought Leader & Change Agent & Innovator in Young Women's Development & Leadership, Antioch University

Start your day through an integration of movement and meditative reflection. Gather for a morning practice to align your inner state of awareness and presence. This session will involve engagement along the body-mind spectrum, to set a balanced tone for your day. No special clothing or props needed, just you.

Complete Details at: <http://tinyurl.com/y37bvy45>



CELINA



CLAUDIA

Wednesday | 15 June | 15:30 to 16:10 | Lecture Theatre 3

Reflective Conversation With Celina Caesar-Chavannes & Claudia de Castro Caldeirinha

Celina Caesar-Chavannes, Sr. Advisor, EDI Initiatives; Adjunct Lecturer, Queen's University

Claudia de Castro Caldeirinha, Leadership and Gender Equality Senior Specialist; CEO of REDSCOPE Consulting

Read Complete Bios at: <http://tinyurl.com/yy6u55fx>

Thursday | 16 June | 8:00 to 8:40 | RB 2.05

Morning Rejuvenation Activity

Global Interconnectedness Through Nature-Based Mindfulness

Debbie A. Maraglio-Lynn, PhD Doctoral Candidate, Northwest University; Founder, Jellyfish Flow

There are many benefits of nature-based mindfulness for humans, most notably enhanced mood, feeling more connected to nature, and reduced stress. This morning rejuvenation practice will invigorate participants to a more holistic connection to self, sentient beings, and the earth. Nature-based mindfulness practices promote leadership well-being and ecological identity.

Complete Details at: <http://tinyurl.com/y2lgfjqr>



DEBBEE

Thursday | 16 June | 15:30 to 16:10 | Lecture Theatre 3

Reflective Conversation With Victoria Redgrave

Moderator: **Cheryl Getz**, Associate Professor, University of San Diego

Victoria Redgrave, Executive Director, Fidelity Management & Research Company

Read Complete Bios at: <http://tinyurl.com/y3gcxtnb>



CHERYL



VICTORIA

Guide to Session Formats

Knowing the format of a concurrent session you're interested in is key to understanding what to expect from the session. The stream can also provide helpful information in determining the session's focus and target audience.

CONCURRENT SESSION PRESENTATION FORMATS

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

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.

PRESENTATION(S)

A stand-alone presentation or multiple presentations that were individually accepted and grouped together by the program team into a session focused broadly on a theme or approach. The session chair introduces each presentation, keeps time, and facilitates the question and answer portion.

ROUNDTABLE (DEVELOPMENTAL)

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.

ROUNDTABLE (INTERACTIVE)

Small group discussion on a topic of common interest facilitated by an individual or team. The organizer frames the topic and then facilitates a discussion with participants at the table. Two to Three roundtables will be set up just prior to lunches. Attendees may visit more than one table during the session. Presenters may opt to invite attendees to continue the conversation through lunch.

SYMPOSIUM

Individual papers/presentations that were submitted together as a wholistic session exploring a common subject. Chairs frame the session, introduce presenters, keep time, and help move the conversation along. Discussants deepen the discussion, provide useful feedback, and offer themes or questions that bridget the presentations. Time will be reserved for Q&A from the audience.

WORKSHOP

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

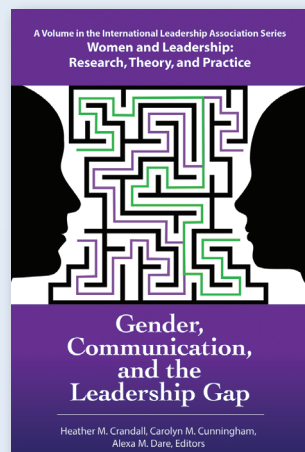
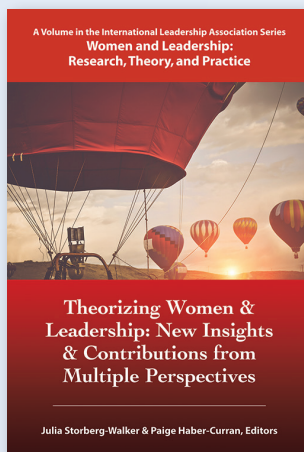
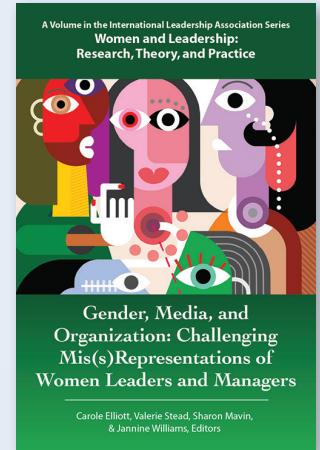
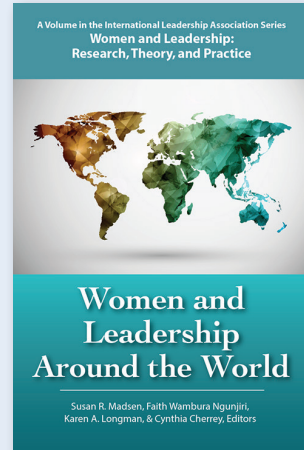
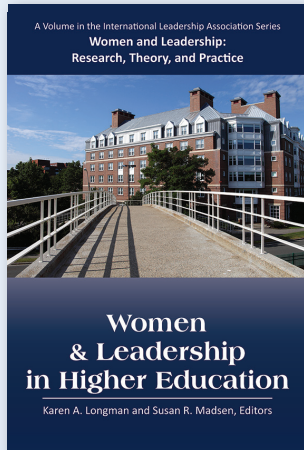
SESSION STREAM

One indicator of a session's focus and target audience is its stream.

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

- Reflection and Rejuvenation: Inspiring Women Leaders
- Leadership Across Culture and Context
- Advancing Leadership Development and Education Globally
- Helping Girls and Young Women Become Leaders

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

Karen Haight Huntsman Endowed Professor of Leadership,
Jon M Huntsman School of Business, Utah State University

Karen A. Longman

Professor & PhD Program Director, Higher Education,
Azusa Pacific University

Faith Wambura Ngunjiri

President, Global Leadership Development, LLC;
Adjunct Faculty, Abilene Christian University



Learn more about this series and ILA's Building Leadership Bridges series at: <https://ilaglobalnetwork.org/books/>

Tuesday | 14 June

13:30 to 16:30

Boardroom | **TICKETED SPECIAL EVENT**

Gender, Media, and Leadership: A Multimodal Data Analysis Pre-Conference Workshop

Details at: <http://tinyurl.com/yyzw9w7r>

16:00 to 18:00

Atrium | **ILA Check-In & Help Desk**

18:30 to 20:30

Dinner at Brasserie Blanc | **TICKETED SPECIAL EVENT**

Details at: <http://tinyurl.com/y4jgx7uz>

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8-11 August 2022 | Washington, D.C. Metro Area, USA
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Learn more and register at ilaglobalnetwork.org/LEA22

Wednesday | 15 June

7:45 to 17:00

Atrium | **ILA CHECK-IN & HELP DESK**

8:00 to 8:40

RB 2.05 | **REJUVENATION ACTIVITY**

Integrated Alchemy: Awakening to Your Day Through Purposeful Presence

LauraLynn Jansen, Integrated Coach, Thought Leader & Change Agent & Innovator in Young Women's Development & Leadership, Antioch University

Details at: <http://tinyurl.com/y37bvy45>

8:00 to 8:40

Atrium | **ARRIVAL REFRESHMENTS**

Details at: <http://tinyurl.com/y27f57rv>

8:50 to 10:10

Lecture Theatre 2 | **OPENING WELCOME & PLENARY PANEL**

Reflecting on Leadership Experiences: Rejuvenating Your Leadership

Moderator: **Claudia de Castro Caldeirinha**, Leadership and Gender Equality Senior Specialist; CEO of REDSCOPE Consulting

Katie Bell, Chief Marketing Officer, Universities and Colleges Admissions Service, United Kingdom

Karen Blackett, Country Manager, WPP, United Kingdom; CEO, GroupM, United Kingdom

Kristin Engvig, CEO & Founder, WIN

Details at: <http://tinyurl.com/yxftuh7s>

10:15 to 10:35

Atrium | **MID-MORNING REFRESHMENTS**

Details at: <http://tinyurl.com/y2uunafg>

CONCURRENT SESSION 1

10:40 to 11:10

RB 2.05 | **PRESENTATIONS | Advancing Leadership Development and Education Globally**

Developing Leadership in Higher Education

Chair: **Karen L. Perham-Lippman**, PhD Candidate, Eastern University; Manager of Supplier Diversity and ESG, Xcel Energy; Adjunct Professor, Community College of Denver Center for Business, Industry, Technology and Public Service

Details at: <http://tinyurl.com/y38jwcso>

You Can't Be What You Can't See: Supporting Women's Leadership Development in Higher Education

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

Christina Glance, Doctoral Student, Educational Theory and Practice, West Virginia University (Co-Author)

Allison Dagen, Professor, Curriculum and Instruction, West Virginia University (Co-Author)

Julie Lockman, School of Medicine; Physiology and Pharmacology, West Virginia University (Co-Author)

Details at: <http://tinyurl.com/yy9el2ey>

Exploring POS and Career Progression of Academic Women in Universities in Egypt

Lobna Mohamed Ghanem, PhD Student, Portsmouth Business School - Organisation Studies and Human Resources Management, University of Portsmouth

Details at: <http://tinyurl.com/y5lgxunv>

Wednesday | 15 June

CONCURRENT SESSION 1

10:40 to 11:30

RB 2.03 | PRESENTATIONS | Leadership Across Cultures and Contexts

Leadership Across Culture & Context 1

Chair: **Sarah Smith Orr**, Owner, Smith Orr & Associates

Details at: <http://tinyurl.com/yxhdhhty>

Spirit-to-Spirit, Heart-to-Heart: Coaching and Mentoring Leaders Across Cultures and Contexts

Coral Crew-Noble, Doctoral Student, Center for Leadership Studies, Northwest University

Details at: <http://tinyurl.com/y68y6txc>

Analyzing Gender and Leadership Education Through the Culturally Relevant Leadership Learning Model

Brittany Devies, Graduate Assistant, Leadership Learning Research Center, Florida State University

Ellen Foreman, Enrollment Services Manager, Daniels College of Business, University of Denver

Details at: <http://tinyurl.com/y6y5s8qk>

Women Leaders: Redefining Leadership Characteristics to Lead Toward an Ambiguous Future

Victoria Brodie, Department Chair, Communication Arts, Dr. Paul & Annie Kienel Leadership Institute, California Baptist University

Details at: <http://tinyurl.com/y2c9dbzt>

10:40 to 11:45

RB 2.02 | PANEL | Reflection and Rejuvenation: Inspiring Women Leaders

Reflections on the Death of a Friend: Women Leading During Times of Crisis

Chair: **Cheryl Getz**, Associate Professor, University of San Diego

Anita Ip, Ph.D. Student, Leadership Studies, University of San Diego

VinSche' Yvette Gray, Student, Department of Leadership Studies, University of San Diego

Llewelyn Labio, Student, Leadership Studies, University of San Diego

Details at: <http://tinyurl.com/yx8uamh7>

10:40 to 11:45

Lecture Theatre 3 | PRESENTATIONS | Reflection and Rejuvenation: Inspiring Women Leaders

Reflection and Rejuvenation 1

Chair: **Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

Details at: <http://tinyurl.com/y2zzkl78>

Becoming Mindful of Mindfulness as a Pathway to Leadership Potential

Toni Benner, Instructor and Coach, Racco & Associates, INC

Elizabeth Aikman, Graduate Student, Weatherhead School of Management, Case Western Reserve University

Details at: <http://tinyurl.com/y3u4u4ym>

Taking Up Space: Transformational Women in Arts Leadership

Alysha Westlake, MFA Arts Leadership Candidate, Seattle University

Details at: <http://tinyurl.com/y6zjtmdj>

More Than a Seat at the Table: Workplace Meeting, Wellbeing & Inclusive Leadership Practices

Mercy Ngungu, Project Director, CFA Institute

Details at: <http://tinyurl.com/yymdkq39>

Pain, Power, Perseverance, and Politics: Reflecting on Women's Crucible Experiences

Katarzyna Bachnik, Associate Professor, Hult International Business School

Maria Guajardo, Professor, International Liberal Arts, Soka University (Co-Author)

Liza Howe-Walsh, Reader in International Human Resources Management, Organisation Studies and Human Resource Management, University of Portsmouth (Co-Author)

Marisa Alicea, Professor, School of Continuing and Professional Studies, DePaul University (Co-Author)

Lisa Critchley, Founder, Kirk Partners Consulting (Co-Author)

C. Ellen Washington, Associate Professor of Psychology & Director of BA Leadership Academy, BA Psychology Online, The Chicago School of Professional Psychology (Co-Author)

Details at: <http://tinyurl.com/y2q98vzw>

Wednesday | 15 June

CONCURRENT SESSION 1

10:40 to 11:45

RB 2.01 | WORKSHOP | Advancing Leadership Development and Education Globally

Bringing Measurement Into the Assessment of Leadership Education and Development Programs

Kirsten E. Westmoreland, Postdoctoral Research Fellow, Doerr Institute for New Leaders, Rice University

Details at: <http://tinyurl.com/yxlhg9s3>

11:45 to 12:10

The Hub Café - Dennis Sciama Building | INTERACTIVE ROUNDTABLE DISCUSSIONS

Exploring the Role of Women Social Entrepreneurs and Their Leadership Style

Banya Barua, Founder, Esse Management Consultants

Cynthia Mako Robinson, Ph.D. Student, Antioch University Midwest

Angelica Maria Larios Arias, Consulting Director, Alacontec (Co-Author)

Details at: <http://tinyurl.com/yycyucbr>

Impact of Servant-Leadership on Female Teachers Addressing Tanzania's Rural Education Challenges

Ibrahim Yunus Rashid, PhD Candidate, University of Dar es Salaam

Andrew Wefald, Associate Professor, Staley School of Leadership Studies, Kansas State University (Co-Author)

Details at: <http://tinyurl.com/y2325xzw>

Professor Mama: Mentoring for Faculty Mothers

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

Details at: <http://tinyurl.com/yypcvz6>

12:15 to 13:30

The Hub Café - Dennis Sciama Building | LUNCH

Details at: <http://tinyurl.com/y4z2uqqk>



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Wednesday | 15 June

CONCURRENT SESSION 2

13:40 to 14:45

RB 2.05 | PRESENTATIONS | Helping Girls and Young Women Become Leaders

Mentorship Models for Girls and Young Women

Chair: **Hayley Finn**, Student, Faculty of Education, Western University

Details at: <http://tinyurl.com/y5uguqns>

Against All Odds

Maureen Ottaro Malomba, PhD Student, School of Strategic Leadership, James Madison University

Details at: <http://tinyurl.com/y29fpj3>

Black Women Empowering Black Girls: Cultured Insights From 21st Century Trailblazers

Gloria H. Mensah, Executive Director, GK Folks Foundation

Priscilla Vloe, Administrative Officer, System Quality, University of Utah

Donika D. Byng, Clinical Therapist, Serenitas Mental Health Services

Salisha Theresa Allard-Blaisdell, PYD Researcher, Champion of Women Leadership, Branding & Development Consultant

Gifty Pokuaa Abankwa, People Director & Treasury Director, GK Folks Foundation (Co-Author)

Details at: <http://tinyurl.com/y3k6pcz>

Developing and Piloting an Adventure-Oriented Confidence-Building Curriculum for Youth

Melanie Dabb, Extension Assistant Professor, Home and Community, Utah State University

Christina Pay, Extension Assistant Professor, Home and Community, Utah State University (Co-Author)

Andrea Schmutz, Extension Assistant Professor, Home and Community, Utah State University (Co-Author)

Catherine Hansen, Professional Practice Extension Assistant Professor, Home and Community, Utah State University (Co-Author)

Eva E. Timothy, Professional Practice Extension Assistant Professor, Home and Community, Utah State University (Co-Author)

Lisa Schainker, Extension Assistant Professor, Home and Community, Utah State University (Co-Author)

Cindy Jenkins, Extension Assistant Professor, Home and Community, Utah State University

Details at: <http://tinyurl.com/y4lghebb>

Cultivating Agency and Empowering Young Women Leadership Among Disconnected and Marginalized Youth Populations

Dorienne J. Silva, COO & President of International Programs, Youth Advocate Programs, Inc.

Details at: <http://tinyurl.com/y3nkv5ue>

13:40 to 14:30

RB 2.03 | PRESENTATIONS | Leadership Across Cultures and Contexts

Leadership Across Culture & Context 2

Chair: **Wendy Fox-Kirk**, Associate Professor, Business Administration & Marketing, Weber State University

Details at: <http://tinyurl.com/yxn5veqr>

Since We Are, Therefore I Am: Ubuntu and the Experiences of Black Women Leadership Coaches

Angela Danielle Carter, Assistant Professor, Educational & Organizational Leadership Development, Clemson University

Details at: <http://tinyurl.com/y2wkr625>

Invisible No More: East African Women Religious as Grassroots Leaders

Marisa Alicea, Professor, School of Continuing and Professional Studies, DePaul University

Alice Anzoyo Chezira Dralu, Director, Center for Leadership and Management, Tangaza University College

Margaret Ngali Mutiso, Assistant Director, Center for Leadership Management, Tangaza University College

Agnes Njeri Mburu, Senior Lecturer, Centre for Leadership and Management, Tangaza University College

Josephine Kangogo, Provincial Superior Eastern Africa Province, Daughters of the Sacred Heart (Co-Author)

Details at: <http://tinyurl.com/y66v95od>

Exploring the Lived Experiences of Women Leaders in Information Technology in Nairobi, Kenya

Lizzie Bronte, Doctoral Student, Business Leadership, Indiana Tech

Details at: <http://tinyurl.com/y4ouqta3>

Wednesday | 15 June

CONCURRENT SESSION 2

13:40 to 14:45

RB 2.01 | WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders

The Impact of COVID-19 on Women in Leadership: Fostering a Resilient Mindset

Amanda Jo Slone, Assistant Provost, University of Pikeville

Melinda Goodson, Assistant Director of Human Resources, University of Pikeville

Details at: <http://tinyurl.com/y5hxxpf>

13:40 to 14:45

Lecture Theatre 3 | PANEL | Reflection and Rejuvenation: Inspiring Women Leaders

Women's Leadership: Becoming Stronger and Better in Times of Crisis

Chair: **Karen L. Perham-Lippman**, PhD Candidate, Eastern University; Manager of Supplier Diversity and ESG, Xcel Energy; Adjunct Professor, Community College of Denver Center for Business, Industry, Technology and Public Service

Maura J. Harrington, Executive Vice President, Center for Nonprofit Management

Tessa R. Sutton, Assistant Superintendent; Equity, Diversity, Inclusion; South Bend School Corporation

Sarah Smith Orr, Owner, Smith Orr & Associates,

Details at: <http://tinyurl.com/y28znp8a>

15:00 to 15:20

Atrium | AFTERNOON REFRESHMENTS

Details at: <http://tinyurl.com/y6olaaym>

15:30 to 16:10

Lecture Theatre 3 | REFLECTIVE CONVERSATION

Reflective Conversation With Celina Caesar-Chavannes & Claudia de Castro Caldeirinha

Celina Caesar-Chavannes, Sr. Advisor, EDI Initiatives; Adjunct Lecturer, Queen's University

Claudia de Castro Caldeirinha, Leadership and Gender Equality Senior Specialist; CEO of REDSCOPE Consulting

Details at: <http://tinyurl.com/yy6u55fx>

CONCURRENT SESSION 3

16:20 to 16:50

RB 2.03 | PRESENTATIONS | Leadership Across Cultures and Contexts

Leadership Across Culture & Context 3

Chair: **Dionne M. Rosser-Mims**, Vice Chancellor, Troy University - Phenix City

Details at: <http://tinyurl.com/y2ah9b94>

Women Leaders in the Royal Bahamas Defense Force in the Time of Covid

Lisa J. Knowles, Professor, Gus Machado College of Business, Department of Management, St. Thomas University

Kutisha T. Ebron, Research Associate, Institute for Ethical Leadership, St. Thomas University (Co-Author)

Jason K. Styles, Adjunct Professor, School of Business Studies, University of the Bahamas (Co-Author)

Details at: <http://tinyurl.com/y58rlfc6>

Leadership in a Time of Crisis: Important Attributes Uncovered During the COVID-19 Pandemic

Shira Brown, Lead Physician, Operational Readiness, South Niagara Hospital Project, Emergency Medicine, Niagara Health

Kendalle Zimmerman (Co-Author)

Folasade Orija (Co-Author)

Details at: <http://tinyurl.com/y5j45t5r>

Wednesday | 15 June

CONCURRENT SESSION 3

16:20 to 17:40

RB 2.02 | PANEL | Advancing Leadership Development and Education Globally

Preparing for the Future of Education and Leadership, Globally

Chair: **Amanda S. Wickramasinghe**, Post-Doctoral Fellow, Global Leadership & International Affairs, Pepperdine University

Nyasha M. GuramatunhuCooper, Associate Professor, Leadership Studies, Our Lady of the Lake University; Leadership Consultant, Girtton Road Consulting

Maria Guajardo, Professor, International Liberal Arts, Soka University

Brenda Gertrude Rattray, Voice Expressions / Goldsmiths and Kingston Universities

Details at: <http://tinyurl.com/y5sqwkxf>

16:20 to 17:40

RB 0.11 | WORKSHOP | Advancing Leadership Development and Education Globally

Building Your Leadership Image to Greater Success

Sharon Ann Burstein, President & CEO, Sharon Burstein International, LLC

<https://tinyurl.com/295axzh3>

16:20 to 17:40

RB 2.01 | PANEL | Reflection and Rejuvenation: Inspiring Women Leaders

Autoethnography of a Queens' Collective/Speaking to and For

Chair: **Angela N. Spranger**, Senior Diversity Officer & Director, Center for DEI in Business, Office of the Dean, Carlson School of Management, University of Minnesota

Sherri H. Benn, Vice President for Diversity, Equity and Inclusion, DEI Division, Tarleton State University

Luz Janet Mejias, Director, Equity and Inclusion, University of Rochester, Simon Business School

Caryn Y. Reed-Hendon, Director, Diversity, Equity and Inclusion; Lawrence Technological University

Details at: <http://tinyurl.com/y3usfv7c>

17:00 to 17:30

RB 2.03 | PRESENTATIONS | Leadership Across Cultures and Contexts

Leadership Across Culture & Context 4

Chair: **Barbara Blair**, Assistant Professor (Lecturer), Management, University of Utah

Details at: <http://tinyurl.com/y3muffnz>

Differences in Perceptions Between Male and Female HR Leaders in English Universities

Sanam Ammari, Lecturer, Organisational Studies/Human Resource Management, University of Portsmouth

Liza Howe-Walsh, Reader in International Human Resources Management, Organisation Studies and Human Resource Management, University of Portsmouth (Co-Author)

Details at: <http://tinyurl.com/yxo5vgzx>

The Added Value of Conducting Constructivist Qualitative Research Using Visual Metaphors

Kim Bradley-Cole, Senior Lecturer, Psychology, University of Winchester

Details at: <http://tinyurl.com/yy72qxsu>

17:45 to 18:30

Atrium | NETWORKING RECEPTION

Happy End of Day One! Enjoy a taste of the region and toast new and old friends after too long apart! Thank you to Newcastle Business School and Portsmouth Business and Law School for supporting this event.

Details at: <http://tinyurl.com/y57cjynr>

Thursday | 16 June

7:45 to 17:00

Atrium | **ILA CHECK-IN & HELP DESK**

8:00 to 8:40

RB 2.05 | **REJUVENATION ACTIVITY**

Global Interconnectedness Through Nature-Based Mindfulness

Debbie A. Maraglio-Lynn, PhD Doctoral Candidate, Northwest University; Founder, Jellyfish Flow

Details at: <http://tinyurl.com/y2lgfjqr>

8:00 to 8:40

Atrium | **ARRIVAL REFRESHMENTS**

Details at: <http://tinyurl.com/yxbnwox4>

CONCURRENT SESSION 4

8:50 to 10:10

RB 0.11 | **WORKSHOP | Advancing Leadership Development and Education Globally**

Engaging With the Media as Women Academics and Practitioners

Susan R. Madsen, Karen Haight Huntsman Endowed Professor of Leadership, Jon M Huntsman School of Business, Utah State University

Details at: <http://tinyurl.com/y4ggann2>

8:50 to 10:10

RB 2.01 | **WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders**

Breathing Spaces for Women of Color and White Women

Placida Villanueva Gallegos, Faculty, Human & Organization Development, Fielding Graduate University

Mari Kong, Consultant, Solfire Consulting Group

Details at: <http://tinyurl.com/yxsegkfy>

8:50 to 10:10

RB 2.03 | **DEVELOPMENTAL ROUNDTABLE DISCUSSION**

Chair: **Victoria Pagan**, Senior Lecturer in Strategic Management, Business School, Newcastle University

Chair: **Susan Kirk**, Senior Lecturer in International Human Resource Management; Leadership, Work and Organisation; Newcastle University

Details at: <http://tinyurl.com/yy6gxach>

Hindou Oumarou Ibrahim — Environmental Activist and Geographer; SDGs Advocate

Maureen Ottaro Malomba, PhD Student, School of Strategic Leadership, James Madison University

Details at: <http://tinyurl.com/y6jdxcko>

PhD Candidate Dissertation Proposal for Resilience Among Intersectional Women Leaders

Katherine Marguerite Greenland, PhD Candidate, Gonzaga University; Strategic Communications Consultant, Greenland Consulting LLC

Details at: <http://tinyurl.com/yymbct3m>

Practicing Flaneur: Calm, Reflection, and Balance for Better Leadership and a Better Life

Patricia K. OConnell, Professor, College of Business & Leadership, Lourdes University

Details at: <http://tinyurl.com/y35seysf>

Organizational Trust — What Is It and How to Embed It Into Your Organization

Michelle Garcia, Assistant Professor, Leadership, U.S. Army Command and General Staff College

Details at: <http://tinyurl.com/y2qsa7ot>

Thursday | 16 June

CONCURRENT SESSION 4

8:50 to 10:10

Lecture Theatre 3 | PANEL | Advancing Leadership Development and Education Globally

Leveraging Your “Net”works for Professional Growth: Women and Leadership Virtual Mastermind Groups

Chair: **Dorine Lawrence-Hughes**, Assistant Dean; Undergraduate Education; College of Literature, Science, and the Arts; University of Michigan, Ann Arbor; Executive Leadership Coach, Brazen Communication Coaching and Consulting

Chrys Egan, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

Pelin Kohn, Leadership Program Coordinator and Lecturer; Department of Psychology, Education and Leadership; Norwich University

Lori Peters, Adjunct Professor, Organizational Sciences and Communication, The George Washington University

Details at: <http://tinyurl.com/y526loco>

10:15 to 10:35

Atrium | MID-MORNING REFRESHMENTS

Details at: <http://tinyurl.com/y3877o94>

CONCURRENT SESSION 5

10:40 to 11:30

RB 2.03 | PRESENTATIONS | Reflection and Rejuvenation: Inspiring Women Leaders

Reflection and Rejuvenation 2

Chair: **Sally Elizabeth Deck**, Student, Doctoral Program in Leadership Studies, Gonzaga University

Details at: <http://tinyurl.com/y32nop98>

Role of Meditation in Leadership Style — A Study of Women Managers

Banya Barua, Founder, Esse Management Consultants

John K. Burgess, Professor, School of Management, RMIT (Co-Author)

Details at: <http://tinyurl.com/yy58ws4g>

Surgical Work and Learning Environments Create Impostor Phenomenon — How Women Surgeons Negotiate It

Afra Mehewish, Ph.D. Candidate, Obstetrics and Gynecology, Queen's University

Zoe Hutchison, Researcher, Obstetrics and Gynecology, Queen's University (Co-Author)

Jennifer McCall, Resident Physician, Obstetrics and Gynecology, Queen's University (Co-Author)

Jessica Pudwell, Research Facilitator, Obstetrics and Gynecology, Queen's University (Co-Author)

Jamie S. Pyper, Director of Teacher Education Curriculum; Coordinator of the Mathematics, Science and Technology Education Group; & Associate Professor; Faculty of Education; Queen's University (Co-Author)

Romy Nitsch, Assistant Professor, Obstetrics and Gynecology, Queen's University (Co-Author)

Details at: <http://tinyurl.com/yyc4bfb8>

Transformative Caribbean “Iron Women” Developing Leadership Practice Through Reflection

Pauline Bernitta Elwin, Strategic Communication Development Consultant, Leadership Coach, & Transformational Change Leader

Details at: <http://tinyurl.com/y6apoesj>

Thursday | 16 June

CONCURRENT SESSION 5

10:40 to 11:40

Lecture Theatre 3 | **PANEL | Leadership Across Cultures and Contexts**

Expanding the Dominant Framing of Leadership: Girls and Young Women in Global Contexts

Sakina Dixon, Ph.D. Student; Agricultural Leadership, Education, & Communications; Texas A&M University

Stacy M. Smulowitz, Associate Professor & Chair, Communication & Media, University of Scranton

Chrys Egan, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

Details at: <http://tinyurl.com/y2ulycaz>

10:40 to 11:50

RB 2.01 | **WORKSHOP | Advancing Leadership Development and Education Globally**

SHINE at Life, SHINE at Business! Align Beliefs, Behaviours, and Benefits With This Business Roadmap

Dianna Jacobsen, Life & Business Strategist & Teacher, SHINE at Leadership

Details at: <http://tinyurl.com/y2rjak6a>

11:45 to 12:10

The Hub Café - Dennis Sciama Building | **INTERACTIVE ROUNDTABLE DISCUSSIONS**

Details at: <http://tinyurl.com/y5dckvpk>

Challenges and Opportunities of Leadership Across Borders

Diana Matteson, Director of International Development, Youth Advocate Programs, Inc.

Details at: <http://tinyurl.com/y4f2ts97>

Creating Cultures of Community: Keys to Inspiring Women Leaders

Sherri Lynch, Director of Community, Corporate, and External Relations; School of Leadership Studies; Gonzaga University

Details at: <http://tinyurl.com/yyouatkx>

12:15 to 13:30

The Hub Café - Dennis Sciama Building | **LUNCH**

Details at: <http://tinyurl.com/y4scf7k8>

Thursday | 16 June

CONCURRENT SESSION 6

13:40 to 14:45

RB 2.03 | PRESENTATIONS | Helping Girls and Young Women Become Leaders

Leadership Development Programs and Pathways for Young Women and Girls

Chair: **Hayley Finn**, Student, Faculty of Education, Western University

Details at: <http://tinyurl.com/y4nyfr9f>

Building Confidence and Leadership Skills in Young Women: Growth Mindset and the Webs of Belief

Patricia K. OConnell, Professor, College of Business & Leadership, Lourdes University

Details at: <http://tinyurl.com/yxl9kcq6>

How Young Women Grow and Lead

LauraLynn Jansen, Integrated Coach, Thought Leader & Change Agent, & Innovator in Young Women's Development & Leadership, Antioch University

Details at: <http://tinyurl.com/y4tyhob8>

The Development of Collective Leadership in an Undergraduate Women's Group: A Longitudinal Study

Frederica Martin, Manager, Academic Programs and Development, John Molson School of Business, Concordia University, Montreal

Details at: <http://tinyurl.com/yxdzw2ef>

Stepping In and Stepping Up: How Childhood and Adolescent Experiences in Female GenZers From USA, Mexico, and Sri Lanka Develop Leader Self-Identity and Leadership Perceptions

Fiona J. Cummings, CEO, Girl Scouts of Northern Illinois

Details at: <http://tinyurl.com/y6eg5rce>

13:40 to 15:00

RB 0.11 | WORKSHOP | Leadership Across Cultures and Contexts

Flourishing in the State of I-Don't-Know-Ness (IDKN): Developing Empathy by Stealth

Geoff Hinsley, Executive Coach, IDKN Ltd

Details at: <http://tinyurl.com/y6cjuo4v>

13:40 to 15:00

RB 2.01 | WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders

Building Skills: Leveraging the Lessons of "Agile" for Women's Leadership Development

Elizabeth Nilsen, Associate Director, Agile Strategy Lab, University of North Alabama

Jane L. Rogan, Director, Sustaining Hoosier Communities, Center for Rural Engagement, Indiana University

Patricia Sheehan, Director, Agile Centre of Enablement, AstraZeneca

Details at: <http://tinyurl.com/y5f4r8hz>

Thursday | 16 June

CONCURRENT SESSION 6

13:40 to 15:00

Lecture Theatre 3 | SYMPOSIUM | Helping Girls and Young Women Become Leaders

Gaining Momentum: Creating Multiple Supports to Lift and Engage Female Students in Higher Education

Chair: **Susan R. Madsen**, Karen Haight Huntsman Endowed Professor of Leadership, Jon M Huntsman School of Business, Utah State University

Discussant: **Lianne Daniels Wappett**, Academic Director, Huntsman Scholars & Lecturer, Data Analytics + Information Systems, Utah State University

Details at: <http://tinyurl.com/yyfjo94m>

"She's Daring Mighty Things" Case Study: Empowering Women to Rise

Lianne Daniels Wappett, Academic Director, Huntsman Scholars & Lecturer, Data Analytics + Information Systems, Utah State University

Details at: <http://tinyurl.com/y5nblkmo>

The Women in Business Association: A Case Study of Leadership in Action From a Student Perspective

Olivia Archibald, Women in Business President, Finance & Economics, Utah State University

Lianne Daniels Wappett, Academic Director, Huntsman Scholars & Lecturer, Data Analytics + Information Systems, Utah State University (Co-Author)

Details at: <http://tinyurl.com/y48b6b8e>

Analytics Solution Center Mentoring: Instilling Leadership Through Experiential Learning and Support

Polly Conrad, Senior Lecturer, Data Analytics + Information Systems, Utah State University

Lianne Daniels Wappett, Academic Director, Huntsman Scholars & Lecturer, Data Analytics + Information Systems, Utah State University (Co-Author)

Details at: <http://tinyurl.com/y2gy6lxx>

The Utah Women & Leadership Project Case Study: Moving Mountains for Utah Women

Susan R. Madsen, Karen Haight Huntsman Endowed Professor of Leadership, Jon M Huntsman School of Business, Utah State University

Details at: <http://tinyurl.com/yysf4qd7>

15:00 to 15:20

Atrium | AFTERNOON REFRESHMENTS

Details at: <http://tinyurl.com/y6428fed>

15:30 to 16:10

Lecture Theatre 3 | REFLECTIVE CONVERSATION

Reflective Conversation With Victoria Redgrave

Moderator: **Cheryl Getz**, Associate Professor, University of San Diego

Victoria Redgrave, Executive Director, Fidelity Management & Research Company

Details at: <http://tinyurl.com/y3gcxtnb>

Thursday | 16 June

CONCURRENT SESSION 7

16:20 to 16:50

RB 2.03 | PRESENTATIONS | Advancing Leadership Development and Education Globally

Leadership Development Challenges Women Leaders Face Across Professions

Chair: **Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

Details at: <http://tinyurl.com/yx9wdbhc>

Understanding Self and Strengths to Lead Most Effectively

Linnea Lewis, Owner & Principal, Tomten Productions

Details at: <http://tinyurl.com/yxgrovo4>

Women in Leadership: Glass Ceiling or Multiple Bottlenecks?

Simona Catana, Executive Consultant

Details at: <http://tinyurl.com/yy7rwjv9>

16:20 to 17:40

RB 0.10 | WORKSHOP | Advancing Leadership Development and Education Globally

Seeking Positive Solutions... That Stick

Nadine Trépanier-Bisson, Director of Professional Learning, Ontario Principals' Council

Luciana Cardarelli, Program and Member Services Coordinator, Catholic Principals' Council of Ontario

Jan Murphy, Program and Member Services Assistant Coordinator, Catholic Principals' Council Ontario

Details at: <http://tinyurl.com/y3lgkla3>

16:20 to 17:40

RB 2.01 | WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders

Leveraging Sponsors & Empowerment Strategies to Support the Efficacy of Women Leaders

Diana B. Allen, Doctoral Student, Organizational Leadership, University of Phoenix

Details at: <http://tinyurl.com/yxwjkywm>

16:20 to 17:40

RB 2.02 | PANEL | Leadership Across Cultures and Contexts

Healthy Connections Mitigate Trauma

Chair: **Shana L. Hormann**, Faculty Emerita, PhD in Leadership and Change, Graduate School of Leadership and Change, Antioch University

Kader Gumus, PhD Candidate, Antioch University

Kristin L. Cox, Behavioral Health Coordinator, Seattle Fire Department

VinSche' Yvette Gray, Student, Department of Leadership Studies, University of San Diego

Details at: <http://tinyurl.com/y5yw4ntw>

16:20 to 17:40

RB 0.11 | PANEL | Leadership Across Cultures and Contexts

Sexism by Degrees

Chair: **Marlene Janzen Le Ber**, Professor, Leadership Studies, Brescia University College

Rita A. Gardiner, Associate Professor; Critical Policy, Equity and Leadership Studies; Faculty of Education; Western University

Liza Howe-Walsh, Reader in International Human Resources Management, Organisation Studies and Human Resource Management, University of Portsmouth

Hayley Finn, Student, Faculty of Education, Western University

Wendy Fox-Kirk, Associate Professor, Business Administration & Marketing, Weber State University

Syeda Tuba Javaid, Student, Education, The University of Western Ontario

Details at: <http://tinyurl.com/y5hwemhj>

18:30 to 20:30

Dinner at Still & West Pub | TICKETED SPECIAL EVENT

Details at: <http://tinyurl.com/y28rgvkm>

Friday | 17 June

7:45 to 12:00

Atrium | **ILA CHECK-IN & HELP DESK**

8:00 to 8:40

Atrium | **ARRIVAL REFRESHMENTS**

Details at: <http://tinyurl.com/y3vyzhpv>

CONCURRENT SESSION 8

8:50 to 10:10

RB 0.11 | WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders

Rekindling Our Leadership (and Other) Superpowers

Beatriz Acevedo, Academic Developer - CreatiBe Oracle; Anglia learning and Teaching, Anglia Ruskin University

Samantha Parsley, Professor, Faculty of Business and Law, University of Portsmouth

Details at: <http://tinyurl.com/yy22dybw>

8:50 to 10:10

RB 2.01 | WORKSHOP | Advancing Leadership Development and Education Globally

Creating and Publishing a Women and Leadership Case Study: An Experiential/ Practice-Based Submission

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

Merike Kolga, Manager, Learning & Development, Human Resources, Canaccord Genuity Corp.

Karen L. Perham-Lippman, PhD Candidate, Eastern University; Manager of Supplier Diversity and ESG, Xcel Energy; Adjunct Professor, Community College of Denver Center for Business, Industry, Technology and Public Service

Sally Elizabeth Deck, Student, Doctoral Program in Leadership Studies, Gonzaga University

Chrys Egan, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

Details at: <http://tinyurl.com/y5krlq9z>

10:15 to 10:35

Atrium | **MID-MORNING REFRESHMENTS**

Details at: <http://tinyurl.com/yyxfvdao>

CONCURRENT SESSION 9

10:40 to 11:40

Lecture Theatre 3 | PANEL | Helping Girls and Young Women Become Leaders

Paying It Forward: A Full Cycle Approach to Inspiring Greater Female Participation in STEM and Leadership Careers

Chair: **Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

Lorna Martyn, Ireland Regional Chair, SVP Technology, Fidelity Investments

Sharon Walsh, Vice President Technology Management, Technology, Fidelity Investments

Geraldine Maguire, Vice President, Asset Management Operations, Fidelity Investments

Details at: <http://tinyurl.com/y5urpuzn>

Friday | 17 June

CONCURRENT SESSION 9

10:40 to 11:45

RB 2.03 | PRESENTATIONS | Leadership Across Cultures and Contexts

Leadership Across Culture & Context 5

Chair: **Dionne M. Rosser-Mims**, Vice Chancellor, Troy University - Phenix City

Details at: <http://tinyurl.com/y6jrta6v>

Navigating Microaggressions Across Cultures: Women's Leadership in Japanese Higher Education

Maria Guajardo, Professor, International Liberal Arts, Soka University

Swati Vohra, Research Assistant, School of International Peace Studies, Soka University (Co-Author)

Details at: <http://tinyurl.com/y4yrxzeu>

The Social Construction of Leadership and Black Women: Navigating Minoritized Challenges

Salisha Theresa Allard-Blaisdell, PYD Researcher, Champion of Women Leadership, Branding & Development Consultant

Donika D. Byng, Clinical Therapist, Serenitas Mental Health Services

Details at: <http://tinyurl.com/y5uz629o>

Microaggressions Suppress Workplace Voice, but Accountability Can Help

Barbara Blair, Assistant Professor (Lecturer), Management, University of Utah

Amelia Stillwell, Assistant Professor, Management, University of Utah (Co-Author)

Alexandra Noel Figueroa Anderson, PhD Candidate, Management, University of Utah (Co-Author)

Elizabeth Tenney, Assistant Professor, Management, University of Utah (Co-Author)

Tamara Calzado Real, Research Assistant, Management, University of Utah (Co-Author)

Details at: <http://tinyurl.com/y4wmjqsr>

Hispanic-Caribbean Perspectives Impact the Study of Women of Color in the Nonprofit Sector

Marilyn Rodriguez, Ph.D. Student, College of Business and Leadership, Eastern University

Details at: <http://tinyurl.com/y3k8xkte>

10:40 to 11:50

RB 2.01 | WORKSHOP | Reflection and Rejuvenation: Inspiring Women Leaders

Women and Leadership Development: Reflective Practice in Mastermind Peer Mentoring Groups

Monique Y. Wong, Linguist & Leadership Practitioner; Founder, The Leader in You

Dorine Lawrence-Hughes, Assistant Dean; Undergraduate Education; College of Literature, Science, and the Arts; University of Michigan, Ann Arbor; Executive Leadership Coach, Brazen Communication Coaching and Consulting

LauraLynn Jansen, Integrated Coach, Thought Leader & Change Agent, & Innovator in Young Women's Development & Leadership, Antioch University

Cynthia Mako Robinson, Ph.D. Student, Antioch University Midwest

Details at: <http://tinyurl.com/y4apehh7>

12:00 to 13:15

The Hub Café - Dennis Sciama Building | AWARDS LUNCHEON

Details at: <http://tinyurl.com/y2vfct23>

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