



Integrating Woman Leaders  
**Foundation**

**BETTER.TOGETHER.**



# Breakout Session Planning Tool

IWL Louisville Conference | April 11, 2018



IWL Foundation  
**Women's  
Leadership  
Conference**

What is **your** next step? Is it **professional** or **personal**?  
Either way, your journey starts here.

# How to use this tool.

Use this tool as you register online [www.IWLLouisville.com](http://www.IWLLouisville.com)

During registration, you will choose up to 2 interactive breakout sessions, which we have organized for you into personalized tracks that include professional and personal topics. We divided the professional learning topics into **tracks based on what level you are in your career** so that the content is tailored to you.

In this tool, you will find a description of each of these tracks. Use these descriptions to determine the breakout sessions that are right for you.

## **You don't have to follow any certain path!**

The categories and tracks are here to guide your decision-making and focus your learning, they *are not* meant to dictate the path you take at the conference. In other words, if you choose to attend a “manager” workshop for session 1, you can choose an “executive” workshop for session 2. **This is your day, so design it in whatever way will be most valuable to you!** Look for topics that will help you develop skills for your current position or the position you aspire to be in. And take advantage of this opportunity to learn!



**Please note: you are required to enter your breakout session choices when you register online. Please use this planning tool to choose your breakout sessions for the day.**

# Tracks

## Individual Contributor



The individual contributor is a leader not by title or position but by their influence in life. An individual contributor wants to continue to develop their leadership skills to be applied to all aspects of their life. You are a good communicator, a contributor and a networker. You may be in a specialized role that allows you to focus on the task at hand. You might be early in your career, self-employed, re-entering the workforce or looking for a career change. You are a person who desires to grow personally and professionally.

## Manager



Managers are leaders who manage others on the front line of their organization and who are responsible for tactical planning, and day-to-day execution. You are responsible for employee development, conflict resolution, employee feedback, and recruiting and retaining top talent.

## Director



A Director is a leader and developer of leaders. You are an early strategic thinker with broader influence. You often act as a bridge between operations and strategy and focus on employee development, succession planning, leadership development and driving organizational change. You are responsible for P & L responsibilities, and you have awareness of the outside competitive landscape. As a Director, you seek outside partnerships and solutions that can drive organizational transformation.

## Executive



Those in Executive or C-Suite roles are strategic thinkers and long-term visionary leaders. You are a strong communicator, an influencer, and you are a strong networker internally and externally. You are responsible for internal and external stake holder management, leadership and employee development, succession planning, recruiting and retaining top talent, P & L responsibilities, bottom-line growth, shareholder and board accountability.

## Personal Skill Building



Personal Skill Building sessions are aimed to focus on the topics that we all face when we look introspectively at our own personal wellbeing, values, challenges, etc... No matter your career level, these sessions can help you take a step back and evaluate what your next step is toward living your most fulfilling life - personally and professionally.

# Choose your breakout sessions.

## THERE'S A TRACK FOR YOU

  
**INDIVIDUAL  
CONTRIBUTOR**

  
**MANAGER**

  
**DIRECTOR**

  
**EXECUTIVE**

  
**PERSONAL  
SKILL BUILDING**

10:45am-11:35am

**Session  
1**

  
**Communicate with  
Confidence, Credibility  
and Influence**  
Pamela Jett

  
**Female Empowerment in  
Male Dominated Fields**  
Seema Sheth

  
**Diversity in Business:  
A Spotlight on  
Intersectionality**  
Demetria  
Miles-McDonald

  
**The Success of Failure**  
Mike Bensi

  
**Own Your Own  
Unconscious Bias**  
Diane Bailey-Boulet

1:30pm-2:20pm

**Session  
2**

  
**Executive Presence**  
Jennifer Zinn

  
**Finding Your Way:  
Learning from a Male  
Mentor**  
Bob Smith and  
Jennifer Hauber

  
**Thinking Better  
Together: The Brain  
Science Behind #MeToo  
and #TimesUp**  
Jeff Nally

  
**Taking Calculated Risks**  
Dr. Sharon Kerrick

  
**Live Out Loud: Courage  
to Be Your Authentic  
Self**  
Latisha Schmitt

Choose two sessions total - one **orange** and one **blue**. Use this as a guide and attend whichever sessions are right for **you**.



### **Communicate with Confidence, Credibility and Influence** PAMELA JETT

**Communication Skills Expert, Speaker and Author, Jett Communication, Inc.**

This intensive program yields results! Research is very clear; dissatisfaction with working relationships is one of the top contributors to employee turnover. Powerful communication skills can help you gain the respect of peers and higher-ups, increase your chances of promotion and advancement, and help you build a stellar professional reputation.

- Master language patterns and templates to use in difficult situations while keeping emotions in check.
- Discover powerful words and phrases you can use to build relationships and pump up productivity.
- Uncover the root causes of communication challenges and how to overcome them.
- Work more effectively with people of diverse personality type and communication style.
- Practice a powerful system for difficult conversations without igniting defensiveness in others.
- Learn why a “wrinkly brain” is essential for success.



### **Female Empowerment in Male Dominated Fields** SEEMA SHETH

**Financial Advisor, Northwestern Mutual**

As women, we not only have to figure out how to act to move forward in life and career – we have the added bonus of managing perception along the way. If we are smart, outspoken, and have a clear agenda, we are called bossy or pushy. If we prioritize family as well as career, we are called unfocused, or are told that we lack dedication. If we fight for a seat at the table, we are called combative or power-hungry, or my personal favorite, “man-eaters.” The truth is, women often don’t have the luxury men have when it comes to operating without paying attention to perception. We have to learn to play by the rules while simultaneously dismantling the need for them. This is only exacerbated when faced with a predominantly male workforce, as so many of us know too well. This doesn’t mean, however, that there aren’t strategies we can deploy to increase our likelihood of success while helping to pave the way for future generations of female powerhouses. In this session we will:

- Learn how to remain authentic to yourself while managing the perception of those around you
- Learn how to manage expectations to increase the likelihood of success in a male-dominated workplace or industry
- Explore examples and case-studies to aid in understanding
- Share the importance of creating a both sponsorship relationships and a “tribe” to help you along the way

## Session

# 1

10:40-11:35am



### **Diversity in Business: A Spotlight on Intersectionality** DEMETRIA MILES-MCDONALD

**Founder & CEO, Decide Diversity**

Diversity is on the agenda of every conference and the topic of every leadership meeting. How do we improve diversity? Where do we find diverse and qualified candidates? How do we increase inclusion? The list of questions regarding diversity is endless. Today's version of diversity covers, among many other things: gender, race/ethnicity, age, disability, sexual orientation, sexual identity, religion, and veteran status. Everyone fits nicely into these categories. According to statistical reports, people fit into only one of these categories at a time. We compare men to women, white people to people of color, and cis gender and straight to LGBTQ. But what if you identify with more than one marginalized group? How is your company preparing for the influx of people who are more diverse and openly multidimensional than previous generations. This presentation is for business leaders who want to be more inclusive in their diversity efforts. Intersectionality is the next step in the diversity conversation. If you've got a good grasp on the single dimension diversity elements, it's time to understand how they work together. In this session you will:

- Understand intersectionality and the historical significance of this ideology
- Show the gaps in popular diversity efforts and how intersectionality fills those gaps
- Discover your personal Diversity Formula with the Table of Diversity
- Demonstrate strategies for moving towards a new diversity initiative, where intersectionality is the focus



### **The Success of Failure** MIKE BENSI

**Advisor, FirstPerson**

It is common to see recognition and praise for the accomplishments of others. We can easily "like" something through social media, or acknowledge a job well done. Leaders, however, also need to support a different conversation in the workplace. One that holds others accountable and gives open and constructive feedback. And to show that failure is not only OK, but an inevitable part of the development process – and our day-to-day life. The Success of Failure shows how failure is part of the journey in learning and growing as leaders and as individuals. During this session, you will:

- Learn what is failure and what it means to find "the success of failure"
- Understand why you need to fail and why it is critical to your success.
- Understand what the actions and behaviors are when we fail.
- Explore is the model for helping ourselves, and others, see the success in failing.



### **Own Your Own Unconscious Bias** DIANE BAILEY-BOULET

**Board Member and Conference Planning Committee Co-Chair, IWL Foundation  
Inclusion & Diversity Program Manager, Humana**

"We all have unconscious bias; it doesn't make us bad, it makes us human." As humans, we all develop and carry some level of bias that stems from mental shortcuts but ends up affecting the way we see the world around us. Instead of shying away from our biases, we must face them head-on, looking introspectively to recognize where they come from so that we can overcome these barriers to progress. In this session, you will learn:

- The roots and triggers of unconscious bias
- The effects of bias on our interactions in the workplace and how to recognize it
- How unconscious bias can lead to gender bias
- Ways to manage your bias to be more effective in professional and personal relationships

Session

2

1:30-2:20pm



**Executive Presence JENNIFER ZINN**  
**Senior Vice President POL and Specialty Diagnostics, Roche Diagnostics**

How good is your executive presence? This session challenges you to explore your appearance and interactions with others to identify issues that may be holding your career back. Often, we are not self-aware about sometimes small changes that make better impressions. In this session, you will learn:

- The definition of Executive Presence
- Words that describe Executive Presence
- Tools you have to maximize your Executive Presence



**Finding Your Way: Learning from a Male Mentor BOB SMITH AND JENNIFER HAUBER**  
**Senior Vice President of Global Human Resources, and Senior Director of Human Resources,**  
**Papa Johns International**

Even if you have never considered a mentor relationship before, we encourage you to hear first-hand how a male/female mentor relationship can benefit you both personally and professionally. The professional path that many women find themselves on is predominantly male and considering a male mentor may help you step outside your comfort zone and consider a road you may not even realize is available. By addressing the unique qualities that make men and women different, we can learn from one another, challenge one another and increase our understanding of the business world from another set of eyes. In this session, you will learn:

- The value of having a male mentor
- The good, the bad and the ugly of mentorships
- How a positive mentor relationship can improve your personal and professional development drive organizational transformation.



**Thinking Better Together: The Brain Science Behind #MeToo and #TimesUp to Drive Change in the Workplace JEFF NALLY**  
**President & Executive Coach, Nally Group**

When we join together, we become a powerful source for change. We rallied together around #MeToo and #TimesUp to call out and change sexual harassment in the workplace – for good, and forever. What draws us together to create massive change? We feel similar emotions and empathize with shared experiences to make collective decisions and take action as a group. There's brain science behind our motivation to connect with people who seem most like us and distance ourselves from others who don't. How can we keep up the momentum for positive change while engaging constructively with those who disagree with us? There's brain science to think better together – especially with those who resist or are indifferent to the changes we're trying to make. Join this session to learn:

- The power of “in-groups” and the science behind their success
- The downside of limiting interactions to people who are “like me”
- No-nonsense neuroscience to dampen strong emotions so we can think better together
- What to do as leaders and influencers to create positive change in the workplace so everyone can contribute their full talents and achieve greater personal and organizational success



### **Taking Calculated Risks DR. SHARON KERRICK** **Dean of the Rubel School of Business, Bellarmine University**

Most women do not apply for a “next step” position until they are 100% confident that they have all the qualifications – Men apply when they meet 60% of the qualifications (Forbes,2014). There are many similar statistics relating to starting a business, asking for funding or a raise, taking on or creating a new product or division for a company. Identifying ways to enhance and grow your risk propensity are covered in this session. Thinking about how to calibrate and handle risk as well as garnering knowledge to make educated decisions about risk will be discussed.

- Discuss how to calibrate your risk taking
- Identify five keys ways to handle risks
- Explore how to evaluate risks



### **Live Out Loud: Courage to Be Your Authentic Self LATISHA SCHMITT** **IT Inclusion & Diversity Leader, Humana**

61% of the workforce cover up aspects of who they are in front of their coworkers and managers. Downplaying parts of yourself may be so instinctive that you don't realize you are doing it. You look at what you are working to achieve in life and you shape who you are to get there. It's awesome when that plan includes growing yourself, pushing your limits, and incorporating the best of what you see in others. However, when the vision requires hiding factors that make you truly who you are that add value through your core strengths, then you let go of your sense of being your best self. By discovering your best self, you will find ways to live your purpose through your career. In this session, you will:

- Consider dimensions of yourself that you downplay at work
- Explore things you love to do that give you energy
- Learn how to be an advocate for yourself