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Annual HIGHER Ground Women's Leadership Conference 2013

The Grace E. Harris Leadership Institute at Virginia Commonwealth University
Virginia Commonwealth University, gehli@vcu.edu

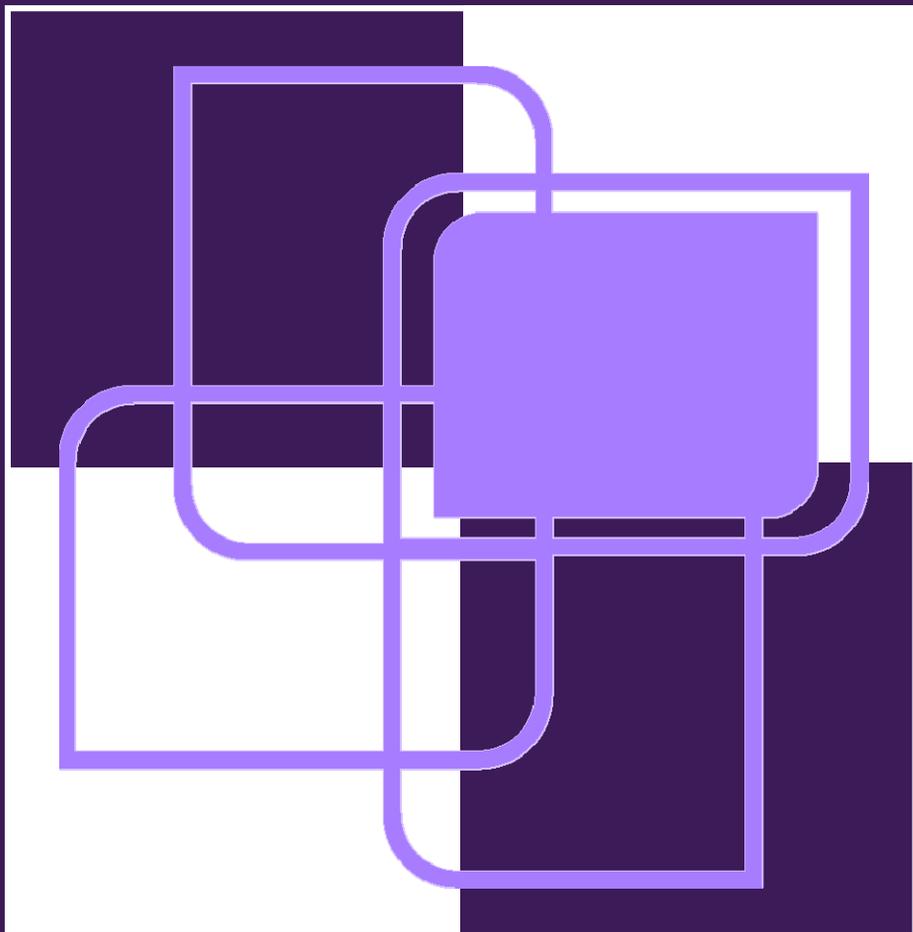
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7th Annual HIGHER Ground Women's Leadership Conference



January 25, 2013
Richmond Marriott
Richmond, Virginia

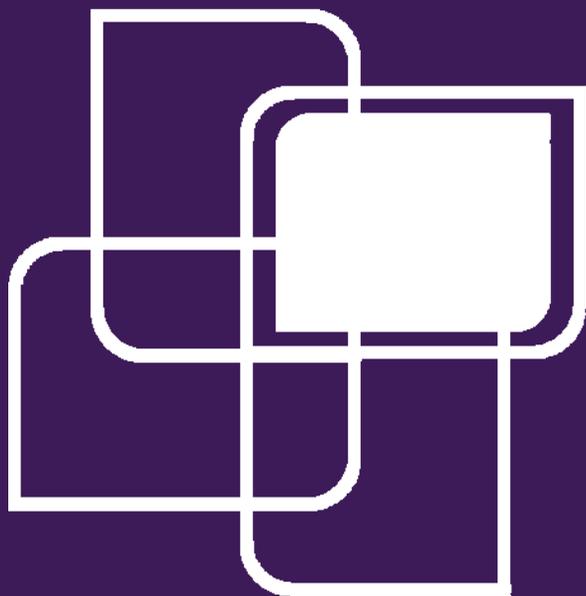


VCU

THE
GRACE E. HARRIS
LEADERSHIP INSTITUTE

VIRGINIA COMMONWEALTH UNIVERSITY

PASSPORT



HIGHER GROUND

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PASSEPORT
PASAPORTE

THE GRACE E. HARRIS LEADERSHIP INSTITUTE



SURNAME

Ground

GIVEN NAME

HIGHER

NATIONALITY

Leadership

DATE OF BIRTH

15 Feb 2001

SEX PLACE OR BIRTH

F Virginia

DATE OF ISSUE

25 January 2013



PASSPORT # 7AHG-WLC

ABOUT THE INSTITUTE

The Grace E. Harris Leadership Institute was established in May 1999 by the Board of Visitors at Virginia Commonwealth University in honor of 32 years of service to the university by Grace E. Harris, Ph.D.

While at VCU, Harris served as a faculty member, dean, vice provost, provost and vice president for academic affairs, and acting president. She was the highest-ranking woman and highest-ranking African-American in VCU's history. She currently serves as a distinguished professor at VCU.

The Institute develops and implements programs based on principles of collaboration and partnership. Other unique features include its strong theoretical grounding in the concept of transformational leadership, its commitment to long-term relationships with clients and participants and its focus on leadership in academic and community settings. The Institute also conducts research and disseminates knowledge on the best practices in leadership.



ABOUT HIGHER GROUND



The HIGHER Ground Women's Leadership Development Program is a five-month leadership development experience for current and emerging women leaders who are committed to investing in themselves and their organizations. The program is designed to benefit women at all career levels in public, private, nonprofit and entrepreneurial positions.

Training opportunities promote personal and professional growth through leadership development, education, coaching and networking. By engaging in intellectual and experiential workshops, participants learn key principles aimed at enhancing their leadership styles to help them successfully leverage opportunities for advancement.

This highly rated program received initial funding support from the Jessie Ball DuPont Fund.



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During the conference tweet us directly from your smartphone @VCU_GEHLI with (the hash tag #) #HGWLC and tell us your favorite session of the day, your favorite quotes, your most memorable moment, and anything else you would love to share about the conference. You can also take pictures of you and your group and include it in your tweet. The best #HGWLC photos will be displayed on our Facebook Page.



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Jewelry Jungle - Zena Claiborne
The John Marshalls Ballrooms
Mary K Cosmetics - Tishaun Harris-Ugworji
Soul Purpose Lifestyle Company - Josi Hopkins**



KEYNOTE SPEAKER



“Working across differences has been a life long journey. My life experience is the foundation for the work I do today. I help individuals and organizations succeed in a complex and diverse environment. I help leaders work effectively across all dimensions of difference: ethnicity, gender, generation, language, nationality, personality, physical/mental abilities, race, religion, sexual orientation, socio-economic class and the many identities that make each individual unique.”

I strongly believe that the ability to work effectively across differences is a leadership competency, a competitive advantage and a business imperative. This is my purpose and my passion!”

The U.S. Department of Labor described Sonia Aranza’s work as “Outstanding!” Participants at SHRM (Society for Human Resource Management) conferences from around the world consistently give her rave reviews for her dynamic and engaging style. Corporations and organizations recognize her as a high impact Global Speaker, Master Facilitator and Executive Consultant with nearly 20 years of solid experience specializing in Cross-Cultural Strategies, Diversity and Leadership. She is a sought-after keynote speaker and seminar leader at conferences worldwide and is a trusted advisor to leaders across industries. Ms. Aranza’s clients include top Fortune 500 companies and organizations such as Chevron, IBM, McDonald’s, Monsanto, NASA, SHRM, Sodexo, State Farm Insurance, Texaco, Toyota, United States Army, United States Internal Revenue System, United States Social Security Administration, numerous associations, universities and many more. Prior to establishing her global

SONIA ARANZA

GLOBAL CONSULTANT, EXECUTIVE LEADERSHIP EXPERT
ARANZA COMMUNICATIONS

consulting practice, Ms. Aranza served as Director of Constituent Relations for Congressman Neil Abercrombie in the United States Congress in Washington, DC.

Ms. Aranza earned two Masters Degrees: an M.A. in Cross-Cultural Communications from the University of Hawaii and an M.A. in Public Communications from the American University in Washington, DC. She earned a Bachelor of Arts in Communications from the University of Hawaii and was an International Exchange Student to Russia while the region was still the Soviet Union. Ms. Aranza also graduated from Georgetown University's Business Administration Certificate Program in Washington, DC. She continues to earn professional certifications from cutting-edge programs across the globe.

Ms. Aranza was born in the Philippines, raised in Hawaii, resides in the Metro Washington, DC area and travels throughout the world including numerous Asia/Pacific countries, several European nations and South America. This allows her to bring "real world" solutions to her work. She has expert skills in global cross-cultural engagement and cross-cultural business strategies. Respected by her colleagues, she is a past Chairperson of the Diversity Professional Experts Group of the National Speakers Association and is on the board of several organizations. She has received numerous awards for her work and has been featured in local, national and international publications. Ms. Aranza actively mentors college students and emerging leaders. She is included in a Volume of Outstanding Women in America and is a past recipient of the "Outstanding Woman of the Year Award" from the National Association of Professional Asian American Women. Ms. Aranza was honored "100 Most Influential Filipina Women in the United States."

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MARY FOLEY

SPEAKER, AUTHOR, RADIO PERSONALITY
BODACIOUS! VENTURES, LLC



What Others Are Saying About Mary

“Bold, funny and inspirational!”—
Kimberly Trumbell, Merrill-Lynch

“She inspires us, makes us laugh and makes us think.” – Jacob Gieger, Work It, Richmond

“I got the adrenaline shot of courage that I had long been searching for.” – Leizel Parks, Booz Allen Hamilton

“You were fantastic! Inspiring, right-on-target message, plus fun!” -Vicky Carr, Lockheed Martin Women’s Network

Mary Foley has been increasing her own sanity, confidence and fun since her freshman year in engineering at Virginia Tech. Thankfully, her university experience didn’t put her over the edge, but it did cause her to search for a career she loved. She didn’t anticipate she would find it as an \$8 an hour customer service rep at then-unknown America Online.

During Mary’s 10 year AOL career she thrived on the company’s intense hyper-growth, being promoted four times and becoming the company’s first head of corporate training. Even while experiencing success, her sanity was tested again and again. She survived six layoffs, a difficult marriage, and bumped her head on the glass ceiling (even though she’s only 5’ 2” tall).

Not satisfied to settle, Mary reached deep inside to find her inner courage - the bodaciousness - to reinvent her life. That decision set her on a path where she has never looked back. She went on to earn a Master’s degree in Organization Development, became co-owner of

a human resources company, started her own company, and wrote her first book, all by the age of 36.

Today, Mary is the author of three books, popular national speaker, former co-host of the Girlfriend We Gotta Talk! radio show, and featured blogger for WorkingMother.com and BlogHer.com. Instead of solving engineering problems, Mary inspires women with practical advice to create sanity for their lives and confidence for their careers - all while having a bit of fun!

Mary is an active member of many local and national organizations including the National Speaker's Association (NSA) and the American Business Women's Association (ABWA). In 2010, she was honored as the ABWA Richmond Business Woman of the Year. Mary has appeared on the cover of Kiplinger's Personal Finance magazine and spoofed on the E! Entertainment TV Show The Soup.



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<http://www.maryfoley.com/>

DEBBIE LENNICK

VICE PRESIDENT, MARKET INNOVATION
CREATIVE



Debbie Lennick, one of Richmond's Top 40 Under 40 in 2008 by Style Magazine, is currently the Vice President of Market Innovation at Creative, a workplace interiors and technology company where she leads new business development efforts in the higher education, healthcare, and commercial sectors.

She began her career managing five light industrial and clerical staffing offices in the greater Richmond area for Spherion. Then, for seven years Debbie held the position of Director of Development at the Greater Richmond Chamber where she led their Total Resource Campaign fundraising initiative to a Top 5 national ranking.

A graduate of James Madison University, she has served as President and Representative of the JMU Duke Club, raising money for athletic scholarships through individual contributions and fundraising events. In addition, Debbie is a graduate of Leadership Metro Richmond and serves on the RichTech Board, Hanover Business Council Cabinet, St. Joseph's Villa Development Committee, and is the Vice Chair of the Hanover Superintendent's Business Advisory Council.

A native of Long Island, NY, Debbie moved to Richmond in 1996 and can't imagine living anywhere else. She is married to husband, Jamie, who share a 2 year old son, Anders, a 12 year old stepdaughter, McKenzie, and 9 year old stepson, Josh.

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dlennick@creative-va.com
<http://www.creative-va.com/>



SUSAN MITCHELL

PRESIDENT

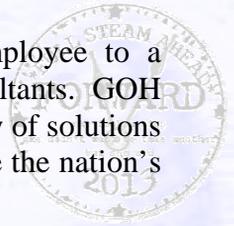
GUARDIANS OF HONOR, LLC



Susan Mitchell is best known for her entrepreneurial spirit and legal administration. Over 20 years ago, Susan began her career designing solutions that revolutionized the way businesses capture, disseminate, and protect both revenue and data. Her journey began with the Department of Veterans Affairs, Office of General Counsel. Soon her path elevated her to other legal shops in organizations such as the Federal Elections Commission, the United States Postal Service and Unisys Corporation. The pinnacle of Mitchell's

corporate legal career with Rolls-Royce North America allowed her to sharpen extensive experience managing client accounts, implementing and overseeing services and monitoring organizational resources, deadlines and expenses. She has continued this pursuit with GOH, which she operates upon the belief that all small businesses should be competitive, offer meaningful experiences and give back to the community.

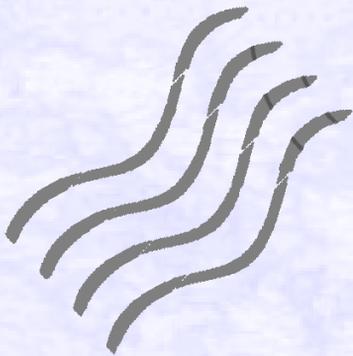
Mitchell joined Guardians of Honor, LLC (GOH) in March of 2003 with oversight of Human Resources, Contract Administration, Legal Administration, and Business Development. Proving herself a visionary, she launched GOH's consulting division in 2004 with the mission to be an advocate for over-burdened organizations, empowering them with a cost and time effective way of augmenting their infrastructure through superior solutions (Research & Analysis, Information Technology, Management, and Evaluation) all the while protecting their most valuable assets: people, programs and performance. As the President, Susan plans and directs all aspects of GOH's consulting endeavors and develops policies and procedures for operational processes in order to ensure optimization and compliance with established organizational standards and federal, state and local regulations.



Mitchell led the growth of the startup from one employee to a company of twelve personnel, plus 40 regular consultants. GOH garners multimillion dollar revenues through the delivery of solutions with integrity to agencies and organizations that advance the nation's education, health, prosperity, and welfare.

Her success is based on leadership and innovation in the industry while balancing values of family life, excellence through education and service to the community.

Susan holds a B.S. in Mass Communications from Norfolk State University and a Master's Certificate in Paralegal Studies from Hampton University. She currently sits on the Career and Technical Education Business Partnership Advisory Board designed to bring business and high school education together to develop a 21st century workforce. Mitchell also effects change on the Excellent Options Board, an alternative educational initiative that is leading the effort to improve the academic climate for underrepresented students (100% graduation and college acceptance rate).



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WANDA MITCHELL

VICE PRESIDENT, DIVERSITY AND EQUITY
VIRGINIA COMMONWEALTH UNIVERSITY



Wanda S. Mitchell serves as the founding Vice President for Diversity and Equity at Virginia Commonwealth University. Mitchell provides leadership on campus and in the external community on issues of diversity and for initiatives that foster inclusion and success. Guiding the work of the unit and the Vice President is the diversity strategic initiative outlined in the VCU Quest for Distinction and the university's five-year diversity plan.

In the role of chief diversity officer, she ensures accountability for excellence through diversity by collaborating and leading the development, implementation and assessment of strategic initiatives that strengthen VCU's core mission and culture of promoting and fostering a climate of equity, diversity, and inclusiveness across administrative divisions and throughout the University and external community.

Mitchell holds the rank of professor. Her research and teaching are in the areas of counseling diverse populations, educational psychology, inclusive excellence and diversity in higher education, women's leadership development, and career development for women.

Prior to joining VCU, she served as Vice Provost for Faculty Development and Inclusive Excellence at the University of New Hampshire. Mitchell spent 15-years in Virginia and served as Department Chair and University Endowed Professor of Education at Hampton University before moving to New Hampshire.

She has spent almost three decades in various teaching and administrative positions in higher education, and has membership in various professional associations to include, but not limited to, member of the ACE Women's Network Executive Council; past

Second Vice President of the National Association of Diversity Officers in Higher Education (NADOHE); and member of the Association of Public and Land-grant Universities' Commission on Access, Diversity and Excellence (CADE).

Mitchell earned her Ed.D. in Counseling from The College of William and Mary; M.A. in Community Counseling from Hampton University; and B.S. in Psychology from Georgia Southern University. She holds a Certificate in Professional Coaching from the University of New Hampshire.



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KATHERINE WINSTCH

FOUNDER

THE MOM COMPLEX



As a mother of two and an award-winning strategic planner at one of the nation's leading advertising agencies, Katherine Winstch's two worlds collided when she discovered that 3 out of 4 moms say marketers have no idea what it's like to be a mother. In an effort to change this, Katherine envisioned and pioneered a global division of The Martin Agency called The Mom Complex.

Prior to launching The Mom Complex, Katherine served as a Senior Vice President and Group Planning Director at The Martin Agency, where she ran the strategic planning efforts for the world's largest marketer to moms, Wal-Mart.

Katherine has been featured in The New York Times, The Wall Street Journal, Fast Company, Forbes, Inc., The Huffington Post and on The Today Show. And in 2012, Katherine received the AWNY "Changing The Game" award from the Advertising Women of New York and was named One of the 30 Most Powerful Women in Advertising by Business Insider.



Contact Katherine Winstch at:

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SCHEDULE AT A GLANCE

MORNING WORKSHOPS & ACTIVITIES

Time	Session	Room
7:30 AM - 9:00 AM	Registration	<i>Foyer</i>
8:00 AM - 8:45 AM	Continental Breakfast	
8:00 AM - 8:45 AM	<i>About HIGHER Ground</i>	<i>Commonwealth</i>
9:00 AM - 9:20 AM	<i>Alumnae Coffee</i>	<i>Dominion</i>
9:00 AM - 9:20 AM	Welcome	<i>Salons 4-8</i>
9:30 AM - 10:45 AM	Opening Plenary	<i>Salons 4-8</i>
	<i>Snapshots of Success:</i>	
	<i>A Conversation With Real Women</i>	
	<i>About Their Journey</i>	
Guests are invited to attend <u>ONE</u> of the sessions below		
11:00 AM - 12:15 AM	Concurrent Workshops	
	<i>Holding up The Mirror: Leading with Clarity</i>	<i>Dominion & Commonwealth</i>
	<i>Blind Dates and Glass Ceilings: How Mentoring Can Be a Part of Leadership Excellence</i>	<i>Salon 3</i>
	<i>Leadership Lessons After the Storm: How I Got Over</i>	<i>Capital Ballroom</i>
	<i>Inspired Excellence: The Key to Transformational Leadership</i>	<i>Jefferson</i>
	<i>Aligning Who You Are With What You Do</i>	<i>Madison</i>
	<i>I Think Therefore I Am: Developing A Personal Leadership Philosophy</i>	<i>Monroe</i>
	<i>Becoming a Leader Communicator</i>	<i>Salon 2</i>

MORNING

WORKSHOPS & ACTIVITIES

About HIGHER Ground

Moderator: Nakeina E. Douglas, Ph.D.

The Grace E. Harris Leadership Institute, VCU

Grab your breakfast and join us for a conversation about the HIGHER Ground Women's Leadership Development Program. Hear personal accounts from alumna and learn how you can be a participant in the 2014 class.

Marquita C. Aguilar, Executive Administrative Assistant to the Dean, College of Humanities and Sciences, VCU, HIGHER Ground Alumna Class of 2012

Sheila Battle, C.N.M, Superintendent of Accounting, Richmond Department of Social Services, HIGHER Ground Alumna, Class of 2009

OPENING PLENARY- Snapshots of Success: A Conversation With Real Women About Their Journey

Mary Foley, Bodacious! Ventures, LLC

Debbie Lennick, Vice President, Market Innovation, CREATIVE

Susan Mitchell, President, Guardians of Honor, LLC

Wanda Mitchell, Vice President, Diversity and Equity, VCU

Katherine Winstch, Founder, The Mom Complex

Don't you love taking pictures when you travel? Though we would like the road to higher ground to be full of only perfect Kodak moments, often it is full of awkward candids, rest stops, and roadside assistance as we navigate to our destination. Hosted by speaker, author and radio personality, Mary Foley, this session will highlight the journey of four amazingly successful women. We're talking an invigorating, energizing, start-the-conference-off-right kinda conversation with women who are willing to share their stories, lessons learned, and how they overcame speed bumps, roadblocks, and mistaken exits. Likely you'll see yourself and gain a few travel tips for your own journey of success. Oh, and you'll laugh a little too (or a lot)!

MORNING

WORKSHOPS & ACTIVITIES

Holding Up the Mirror: Leading with Clarity

Amy Armstrong

Associate Professor & Chair, VCU Rehab Counseling

Ask yourself...Who am I? What am I? How did I get here? Now, look into the mirror. Who do you see in that reflection? Does the image you have of yourself assimilate the image that others have of you? The skill of self-awareness is critical in achieving successful outcomes in your life. Becoming an effective leader is a personal journey in which one must identify and develop strengths, leadership style, and social intelligence. In this interactive session, we will explore the personal and professional characteristics that influence leadership potential. You will learn the best practices for fostering effective leadership and the engagement of colleagues in the workplace.

Moderator: Jane Dowrick, University of Richmond

Blind Dates and Glass Ceilings:

How Mentoring Can Be a Part of Leadership Excellence

Joy Bressler

Associate Director for Clinical Services, VCU

Research has revealed numerous advantages associated with mentoring relationships. This workshop will explore and discuss these advantages and provide suggestions for how to initiate a mentoring relationship, how to maintain a healthy relationship and how these relationships can lead to advancements in the workplace. We invite you to consider the vast benefits of a healthy mentoring relationship which will maximize the success of all women.

Moderator: Christin Hardy, University College, VCU

MORNING

WORKSHOPS & ACTIVITIES

Leadership Lessons After the Storm: How I Got Over
Juliette Davis, Chief Operations Officer, Mt. Gilead FGIM
Josie Hopkins, Executive Marketing Director, Soul Purpose
Patricia Taylor, Inventory Management, Delhaize America
Wendy Brooks, RN, Person Memorial Hospital

It has been said that into every life some rain must fall, but what happens when a little rain turns into a torrential downpour with no end in sight? Whether it's a life threatening health crisis or the heartache associated with a failed marriage, women have learned how to face their personal crisis while juggling multiple roles and working diligently to keep all of the balls in the air. Join us for a lively and insightful discussion with a panel of courageous women who have chosen to use their personal storms as life's classroom for teachable moments and leadership lessons that will last a lifetime.

Moderator: Sheila Battle, Richmond Department of Social Services

Inspired Excellence: The Key to Transformational Leadership
Ozioma Egwuonwu
Founder & CEO, BurnBright Lifeworks, Inc.

Inspired Excellence is a method for helping people live lives that are not only more meaningful, but overflowing with inspiration. Learn how to inspire yourself to transform your seemingly ordinary life into an extraordinary lifestyle. This session will be interactive so get ready for some action. This workshop is dedicated to women leaders who are ready to take their lives to the next level. The focus is on applying evolved techniques to both life and work.

Moderator: Lucretia McCulley, University of Richmond



MORNING

WORKSHOPS & ACTIVITIES

Aligning Who You Are With What You Do

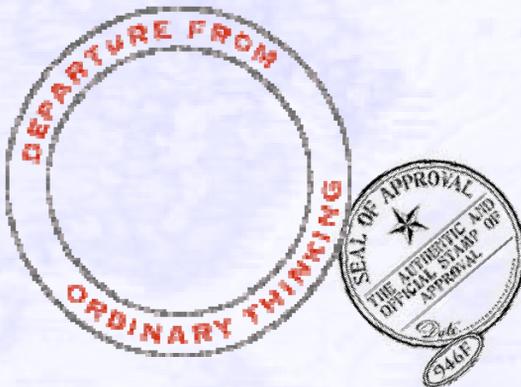
Doris Gomez

Assistant Professor & Program Director, Organizational
Development, Regent University

From the moment we are born, we are assailed by forces and voices from without and within that tell us who and what we are, who and what we are not, who we ought to be and what we should be doing. Racism, sexism, economic injustice, and many other enemies of our authentic self demand to be heard and take up space in our hearts and souls. Sooner or later, we listen and begin to erect walls between our inner and outer lives. We hide our true identities from each other – and eventually from ourselves. Ultimately, we end up living divided and inauthentic lives at great cost to us and those around us as we make our living at jobs that violate our basic values. We harbor secrets, deceive, and manipulate to achieve personal gain at the expense of others. We conceal our true identities for fear of being criticized, shunned, or attacked.

This interactive workshop is deeply concerned with the inner life of leaders and women. It will take the audience on a journey toward integrity and authenticity as you begin to realign who we are with what we do.

Moderator: Marquita Aguilar, Virginia Commonwealth University



MORNING

WORKSHOPS & ACTIVITIES

I Think Therefore I Am: Developing A Personal Leadership Philosophy

Kim Isringhausen

Chair, Dept. Oral Health Promotion & Community Outreach
VCU School of Dentistry

Leadership is greatly influenced by one's core values, assumptions, and beliefs. Effective leaders learn from those around them and adapt their leadership style to deal with diverse personalities and evolving situations. They also possess a combination of positive traits that form and define their leadership style and philosophy. A leadership philosophy is the way we see ourselves as leaders and by developing your leadership philosophy, you must explore and reflect upon your personal values, assumptions, and beliefs about leadership. Participants will learn to Identify leadership values, expose leadership assumptions, understand why leadership is important in all aspects of life, and develop a personal philosophy of leadership.

Moderator: La Forest Williams, City of Richmond

Becoming a Leader Communicator

Jill Vaughan

Director of Communication, Virginia Lottery

You have to be a powerful communicator in order to lead. "The ability to communicate with power and purpose is a crucial leadership competency." Communication plays a vital role in leading and influencing others in an organization or community. Learn strategies to take your leadership style to the next level through effective communication.

Moderator: Sonya Barnes, Virginia Commonwealth University



AFTERNOON

WORKSHOPS & ACTIVITIES

KEYNOTE LUNCHEON

Sonia Aranza

Global Consultant, Executive Leadership Expert
Aranza Communications

“Conversations are the way we discover what we know, share it with others, and in the process create new knowledge...”

Join us in the *Leadership Lunch Café* with our guest, Sonia Aranza, as we explore issues of leadership excellence to help participants self-direct and successfully lead others.

AFTERNOON WORKSHOPS

A Dose of Reality: Curing the ‘I Can’t Do It Because’ Syndrome

Sylvia Berry

Pastor, Chaplain, Director of the Office of Fair Housing and Equal Opportunity, Richmond VA Field Office, U.S. Department of Housing and Urban Development

This session outlines steps to cure the “I Can’t Do It Because Syndrome.” This syndrome is one of the main reasons why so many women give up preparing themselves for and achieving leadership positions. There are so many things that happen in life that cause setbacks. However, there is a way to achieve the goals we set for ourselves. We have to integrate faith into our lifestyle in order to accomplish the plan and achieve purpose. Participants will identify where their source of strength lies and develop strategies for integrating faith into their leadership plan.

Session I Moderator: Anjour Harris, Virginia Commonwealth University

Session II Moderator: Anita Wynn, Virginia State University

AFTERNOON

WORKSHOPS & ACTIVITIES

You Alone Can Lead, But You Can't Lead Alone

Vanessa Womack Easter

Business and Education Consultant, Vanessa Womack Consulting

This workshop will explore the challenges of making difficult decisions. Sometimes in a very adversarial environment, as the leader or key decision maker, you must remain firmly committed to the decisive act. However, there may be objections to the decision by others who may or may not accept your authority or who try to undermine it. When decisions don't turn out the way we had hoped, "how can we make adjustments or deal with unforeseen obstacles?"

The interactive workshop will demonstrate ways to remain positive and committed. Learn key strategies to engage the 'naysayers', communicate the vision, and work to achieve optimal results. You will have an opportunity to share personal examples of situations that thwarted the decision making process.

Session I Moderator: Danise Harmon, Virginia Commonwealth University

Session II Moderator: Valerie Harris, MCV Physicians

Using Positive Psychology Principles to Creatively Engage With Your Life

Mary P. Cox

Director of Planning and Design, VCU

Susanna Wu-Pong

Director, Pharmaceutical Sciences Graduate Program, VCU

This workshop translates the science of positive psychology into a hands-on approach to channeling positivity, perspective and forgiveness into a renewed engagement with our sometimes-lost goals and dreams. This session is targeted to women who seek to improve their sense of well-being. This program is also designed to help women manage their emotional life to become maximally engaged with and effective in their personal and professional lives.

Session I Moderator: Yourdonous James, Virginia State University

Session II Moderator: Lindsey Evans, Virginia Commonwealth University

AFTERNOON

WORKSHOPS & ACTIVITIES

*Planning Your Financial Journey:
A Roadmap For Today's Woman*
Carolyn Robinson
Financial Advisor, MetLife

This workshop will provide families and business owners with assistance in creating, protecting and preserving their financial security. We will discuss financial independence and security for every stage of a woman's life. In order to reach higher ground, one must minimize financial burdens. We women must play an active role in our financial futures. This will allow us to become the leaders we were destined to become!

Session I Moderator: Elizabeth Bambacus, Virginia Commonwealth University

Session II Moderator: Ella Jones, Virginia State University

Creating and Leading a Team: Lessons Learned
Lory Wingate
Observatory Program Manager
National Radio Astronomy Observatory

This presentation is targeted to women interested in learning about leadership in a male-dominated corporate environment. The presenter's ten years of experiences in leading the IS/IT international team for the F-35 Joint Strike Fighter aircraft program at Lockheed Martin, and as the Observatory Program Manager at NRAO, will provide the backdrop for interesting stories for other women looking to excel in leadership. This presentation will discuss leading at high altitudes and key in on excellence in leadership through the experience of developing a high-performance team.

Session I Moderator: Rose Hatcher, Aetna

Session II Moderator: Marcia DuBois, Virginia Department for Aging and Rehabilitative Services

EVALUATION

Please rate the sessions that you attended in terms of usefulness.

Workshops	1 Not Useful	2	3 Somewhat Useful	4	5 Very Useful
Holding up the Mirror: Leading with Clarity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blind Dates and Glass Ceilings: How Mentoring Can Be a Part of Leadership Excellence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership Lessons After the Storm: How I Got Over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspired Excellence: The Key to Transformational Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aligning Who You Are With What You Do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I Think Therefore I Am: Developing A Personal Leadership Philosophy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Becoming a Leader Communicator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Dose of Reality: Curing the 'I Can't Do It Because' Syndrome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Breaking Higher Ground in Career Management For Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You Alone Can Lead, But You Can't Lead Alone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using Positive Psychology Principles to Creatively Engage With Your Life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning Your Financial Journey: A Roadmap For Today's Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating and Leading a Team: Lessons Learned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

OVER—>

Please provide additional comments about these sessions.

What did you like most about the conference?

What improvements would you make to the conference?

Please share your ideas for future keynote or workshop speakers.

How did you learn about this conference?

Please rate your overall conference experience.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not Worthwhile		Somewhat Worthwhile		Very Worthwhile

Do you plan to attend the conference again next year?

Yes No Unsure

How did you learn about the luncheon?

Attended last year Email Television Luncheon mailing
 Newspaper Radio Friend Other _____

Thank you for attending today's conference. The Grace E. Harris Leadership Institute appreciates your comments and suggestions about our Annual Conference in our continuing effort to improve the event.

THE 8TH ANNUAL HIGHER GROUND WOMEN'S LEADERSHIP CONFERENCE

Save the Date

January 2014

24

Friday



8TH ANNUAL HIGHER GROUND WOMEN'S LEADERSHIP CONFERENCE



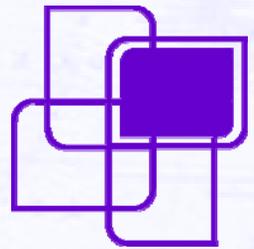
Anne Lynam Goddard is president and CEO of ChildFund International, the global child development organization dedicated to helping children in poverty gain the capacity and opportunity to thrive and bring positive change to their communities.

Thought leader and frequent contributor to the national media forum, including the Huffington Post, Goddard has been an articulate voice for the world's most vulnerable children for more than 30 years.

Goddard is a passionate, involved global citizen. After earning a master's degree in public health from the University of North Carolina in Chapel Hill, she lived and worked overseas for almost 20 years, serving in a variety of roles in Somalia, Bangladesh, Indonesia and Egypt.

Goddard has viewed first-hand the deprivation that the world's poor experience. She has a deep appreciation for the diversity and dignity of people around the globe and a fierce commitment to a world that values and protects the rights of all, particularly children.





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