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2016

Annual HIGHER Ground Women's Leadership Conference 2016

The Grace E. Harris Leadership Institute at Virginia Commonwealth University
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2016

10TH **ANNUAL**

HIGHER GROUND

WOMEN'S LEADERSHIP CONFERENCE

JANUARY 29, 2016 • RICHMOND, VIRGINIA

PRESENTED BY THE GRACE E. HARRIS LEADERSHIP INSTITUTE



FEATURING

FREDA THORNTON

President & CEO

FWL & Sons Inc.



VCU

VIRGINIA COMMONWEALTH UNIVERSITY

The Grace E. Harris Leadership Institute | L. Douglas Wilder School of Government and Public Affairs



+ ABOUT THE INSTITUTE

THE GRACE E. HARRIS LEADERSHIP INSTITUTE



"Our society has a deep need for visionary leaders who work in concert with others to get results and inspire people to grow, change, and transform organizations."

-Dr. Grace E. Harris

Housed in the L. Douglas Wilder School of Government and Public Affairs at VCU, 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.

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 THE CONFERENCE

THE GRACE E. HARRIS LEADERSHIP INSTITUTE

ABOUT THE CONFERENCE

The Annual HIGHER Ground Women's Leadership Conference provides high-quality education and networking opportunities for women from across the Commonwealth. Our one day, multi-track format offers a self-directed facilitated learning environment with education sessions and interactive forums.

Key features of our conference include: an opening plenary session highlighting timely issues of importance to women, panel discussions, concurrent morning and afternoon workshops and seminars, and keynote speakers of regional and national prominence. The conference is brought to a close with a networking event. Continuing Education Units (CEU) are available for full participation in this event.



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+ KEYNOTE SPEAKER

FREDA THORNTON

President & CEO
FWL & Sons Inc.



Freda Thornton is president and CEO of FWL & Sons Inc., a family operation that owns and operates five Richmond-area McDonald's. Thornton's career with McDonald's began in 1980 as a crew person. It wasn't long before her leadership skills were recognized, and she was asked to transition into the corporation's management training program. Thornton spent 21 years in various, progressive positions within McDonald's corporate Norfolk Region. In 2001, FWL & Sons Inc. was formed and Thornton became an owner/operator in the Greater Richmond Area, where she operates five stores.

Thornton is a 2012 graduate of Leadership Metro Richmond, spending nine intensive months engaged with 63 other emerging leaders examining challenges facing the city. She is vice president for the regional chapter of the Virginia Black McDonald's Owners

Association; vice president of the Richmond co-op executive board; the QSC lead for the Richmond co-op; a member of the executive board of the Richmond Ronald McDonald House; board member of the National Black McDonald's Operators of America, representing Baltimore, Washington, D.C. and Virginia. And she is also a proud member of The Links Inc., Commonwealth chapter.

Thornton has received numerous awards throughout her stellar career as a corporate employee and owner/operator. She has earned the Partners in Paradise top sales award, the Street Fighter Award, and is a three-time recipient of the People Award. But the honor she holds most dear is the Ronald Award, the honor the company gives to only 1 percent of its franchise owners. She also has received the Shining Star Award, which celebrates the top 10 percent of female operators in the country.

Recognized as one of the most powerful women in Virginia business, Thornton has been invited to be a guest panelist of female entrepreneurs and professionals at the Women Who Mean Business Summit in Richmond. And she was recently a keynote speaker at the National Association of Women Business Owners.

A firm believer in "to whom much is given, much is required," Thornton has made countless donations and volunteered her time within the community. She also believes in the value of a good education. At each of her stores, one high school senior is selected to receive a scholarship to attend college the following year.



+ OPENING PLENARY SPEAKERS



Gwen Williams Dandridge
Former TV News Anchor and Professor, Mass Communications
Virginia State University

Formerly an Emmy award winning journalist, Dandridge enjoyed 23 years in broadcasting. She served in the capacity of news anchor, weather anchor, talk show host, producer, and reporter. Dandridge hit the pinnacle of her journalism career when she received a Broadcasters Emmy Award for the excellence of her work. Dandridge gracefully exited the broadcasting world and joined the ranks of higher education. After serving as Special Assistant to the President at Virginia State University, she transitioned to her current position in the Department of Mass Communications as Teaching Professor/Communications Specialist. She earned her B.A. from North Carolina State University and her MBA from Salem International University.



Melanie H. Green
Vice President and Provost
Bon Secours Memorial College of Nursing

Green is Vice President and Provost of the Bon Secours Memorial College of Nursing. With an enrollment of approximately 500 students, the College also serves as a center for provision of educational services for Bon Secours Health System, a \$3 billion healthcare system with locations in 6 states along the Atlantic seaboard. Prior to this, Green served as Dean of the School of Nursing at Our Lady of the Lake College in Baton Rouge, LA.



Kelli Lemon
Social Entrepreneur

Lemon is the Business Manager at Mama J's, and on air personality for Radio One Richmond's Kiss FM and iPower92.1 and she hosts a weekly podcast called "Coffee with Strangers". She serves on the Advisory Board for the Salvation Army Boys and Girls Club, mentors for Art 180 and the Richmond Chamber of Commerce Emerging Women in Leadership Committee. Lemon assisted in creating unique events in RVA including RVA Pop Up Parties, Ready 2 Give Charity Events and The Art of Noise. Lemon got her Bachelor of Science degree from the University of Virginia and Master's in Education from Virginia Commonwealth University.



Colette McEachin
Deputy Commonwealth's Attorney
City of Richmond

McEachin is the Deputy Commonwealth's Attorney for the City of Richmond and has been a leader among prosecutors across the state and has been tapped within her office to handle many of the high profile cases coming before that office. She is a member of the Board of Governors of the Virginia State Bar and is frequently called upon to teach continuing education courses for her colleagues. McEachin earned her B.A. from Brown University and her law degree from the University of Virginia.

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+ CONFERENCE SPEAKERS



Aaron D. Anderson
Associate Professor, Virginia Commonwealth University
Co-Founder, Critical Communications Group, LLC

Anderson is Founding Director of the VCU Standardized Patient Program, Affiliate Faculty in the Department of Internal Medicine, Associate Professor of the Department of Theatre at VCU and a member of the VCU EMBA Fast Track faculty. He has consulted for Fortune 500 companies all over the United States and as a member of The Critical Communications Group his work has been featured on National Public Radio, The Voice of America, The Washington Post, The Washington Times, American Medical News, Surgery News, Virginia Public Radio, The Chicago Tribune, Health Day, USA Today, U.S. News & World Report, Forbes.com, and The Atlanta Journal Constitution.



Amy J. Armstrong
Chair and Associate Professor, Rehabilitation Counseling
Virginia Commonwealth University

Armstrong is the chair and associate professor in the Department of Rehabilitation Counseling at Virginia Commonwealth University. She has extensive experience providing national personnel training on employment of marginalized populations, wellbeing, leadership and motivational topics. Armstrong has held a variety of community agency positions (direct service and leadership) at the local, regional and national levels. Her interests include the employment of individuals with significant disabilities, community re-integration, resilience, wellbeing, leadership and personal/professional transformation. She received an M.A. in Rehabilitation Counseling from Michigan State University and a Ph.D. in Education from Virginia Commonwealth University.



Yolanda L. Avent
Director, Office of Multicultural Affairs
Virginia Commonwealth University

Avent serves as the Director of the Office of Multicultural Student Affairs at Virginia Commonwealth University. She is passionate about helping students reach their full potential as leaders and developing global cultural competences to help them navigate today's society. Avent received her Bachelor's degree in History from Virginia Tech, a Master's degree in Criminal Justice from Armstrong Atlantic State University in Savannah, GA, and is currently completing work on her PhD in Educational Psychology from Virginia Tech. Avent has been recognized locally, regionally, and nationally for her presentations that focus on diversity and leadership, inclusive learning, micro aggressions, diversity, cultural competence, and contextual student identity.



Doris Birdsong
Owner
Pace Company

Birdsong is the owner of Pace Company, a manufacturers' representative agency. Her company focuses on Fortune 500 and mid-sized manufacturing companies in the Commonwealth of Virginia. Originally a start-up, the company has grown to over \$6 MM in revenues. Pace Company was established as a manufacturers' rep firm in 1986 providing premier bulk material products to various industries in Virginia. They have helped customers develop and improve their processes in the pharmaceutical, chemical, food, cement, tobacco and mineral industries. Partnering with other companies, they have developed into a company that can provide design, engineering, and full project support.



Christina Covaney Burton
National Recruiter
Accent Professional Recruiting

Burton joined Accent, an award-winning, Richmond-based search firm specializing in sales, marketing and management recruitment across the US in 2014 as a National Recruiter/Business Development Associate. Prior to joining Accent, she was a Sr. Business Rental Sales Executive with Enterprise Holdings Inc. for 11 ½ years where she led corporate business development and account management for a \$14M territory. Burton holds a BA in Fashion Merchandising from Virginia Commonwealth University.



Quincy Byrdsong
Vice President for Academic Planning and Strategic Initiatives and Chief Diversity Officer
Augusta University

Byrdsong is the Vice President for Academic Planning and Strategic Initiatives and Chief Diversity Office for Augusta University in Augusta, Georgia. He has operational responsibility for providing strategic and operational leadership that advances Augusta University's presence and stature among the nation's premier public research universities and become a destination of choice for students and faculty. Prior to Augusta University, Byrdsong served as the Associate Vice President for Health Sciences-Strategic Initiatives and Engagement for Virginia Commonwealth University. Byrdsong received his bachelors and masters degrees in Biology from Middle Tennessee State University and his Doctor of Education in Curriculum Development from Tennessee State University.



Jennifer Cencich
Owner
Classic Signs & Media, LLC

Having been a Top Producer for 20 years in Corporate America & going through 4 mergers, Cencich decided to start her own business in 2012. Taping into her successful past relationship with key clients, she was able to build a company that now bills over 350,000 annually. Some of Cencich's clients include Chippenham & Johnston Willis Hospital, Henrico Doctors Hospital, VA Urology, McEachin & Gee, Bethpage & Grey's Point Campground. Cencich is a member of NAWBO & FABWOMEN.



Deirdre Condit
Associate Professor and Chair, Political Science
Virginia Commonwealth University

Associate Professor and Chair of Political Science in the College of Humanities and Sciences at Virginia Commonwealth University. She received her Bachelor's degree from her hometown university, Idaho State; completed 76 graduate hours in Political Science at Portland State University; and then went on to complete her MA and PhD in Political Science from Rutgers University in New Brunswick, NJ. Condit has published several articles in some of the top journals in her interdisciplinary field. She is a regular contributor to numerous local and regional media organizations, providing political commentary and analysis, particularly on issues related to women and politics.



Martha Crosby
Regional Director
Virginia Conservative Network

Crosby became involved with the Republican Party during her time at Virginia Commonwealth University where she served as Chairwoman of the VCU College Republicans and Secretary of the College Republican Federation of Virginia. After graduating from VCU, She has worked for multiple politicians and organizations such as Senator John Barrasso, former Majority Leader Eric Cantor, Ed Gillespie and the Republican National Committee. This past year, she served as Campaign Manager for Chris Winslow, Supervisor candidate in Chesterfield County, and as Grassroots Coordinator for Delegate Roxann Robinson. Today, Crosby works for the Virginia Conservative Network.



Teresa Dowell-Vest
Founder
Diva Blue Productions

Dowell-Vest is the founder of Diva Blue Productions & Publications and is a Professor of Communications at Prince George's Community College in the DC metro area. In 2015, She was a Visiting Professor for the Carter G. Woodson Institute for African American and African Studies at the University of Virginia. Dowell-Vest's course there is entitled, "From the Drinking Gourd to #BlackTwitter: Social Communication for Social Change". She is a three time Geoffrey Award (Santa Monica Theatre Guild) winning director and a NAACP Theater Award nominee.



Tanya González
Manager
City of Richmond

González is the Manager of the City of Richmond's Office of Multicultural Affairs. She is a graduate of Leadership Metro Richmond and the Connecting Communities Fellowship Program and The Grace E. Harris Leadership Institute's Minority Political Leadership Institute (MPLI). González previously received the Ohtli award, given by the Mexican government to recognize individuals for their service. She is also one of Style Magazine's "Richmond Top 40 under 40" in 2005. In May 2015, González received the Leadership Metro Richmond Ukrop Community Vision Award. González has a Bachelor's Degree in Latin American Studies from Brown University, and is currently in the Masters of Public Administration program at Virginia Commonwealth University



Cheryl Groce-Wright
Executive Director
Neighborhood Resource Center of Greater Fulton

Groce-Wright has served as Executive Director of the Neighborhood Resource Center of Greater Fulton since September of 2012 and has enjoyed a career spanning more than 30 years in education and program management. She has held positions in youth programming and development, fund-raising, academic and social science research, substance abuse and family counseling, and college student development. Groce-Wright earned her undergraduate degree in communications from the State University of NY at Oswego, her master's degree of education in Psychological Services from the University of Pennsylvania, and her master's degree of business administration from Virginia Commonwealth University.



Marisa Guida
Professor, Virginia Commonwealth University
Facilitator, Critical Communications Group, LLC

Guida is a professor, performer, and playwright. She is the course coordinator and lead instructor for Winning Presentations with the School of Business at Virginia Commonwealth University. Prior to this she worked in the non-profit sector as the Program Director for the Boynton Cultural Centre, and as a Project Manager for NYC marketing campaigns including such clients as; Starbucks, Adidas, Gillette, Revlon, and The New York Times. Guida has been performing professionally for over fifteen years and a member of Actor's Equity Association since 2002. Her new musical is scheduled for production Summer 2017.



Brooke Bolton Hall
Manager
Accent Professional Recruiting

Hall joined Accent, an award-winning search firm that specializes in sales, marketing and management recruitment across the US in 2010 as a Recruiter. In 2013, she was promoted to a Recruiting Manager position where she leads recruiting and client development efforts as well as develops and trains the National Recruiters at Accent. Prior to joining Accent, Hall was a Government and Education Account Executive for ESI, a Xerox company. She holds a BA in American Government for the University of Virginia.



Ann Marie Halstead
Professor, Virginia Commonwealth University
Facilitator, Critical Communications Group, LLC

Halstead is a professor, speaker, bullying-prevention advocate, and award-winning writer. She is the author of the internationally-produced play Have You Filled a Bucket Today? and the award-winning picture book Bucket Filling Fairy. Ann Marie has discussed bullying-prevention on the radio (NCPB, Parenting Matters Radio, Dr. On Call, Motherhood with Dr. Christina Hibbert) and television (The Big Picture, Talented People). Halstead blogs for The Huffington Post and 30 Second Mom, and has also been published in edutopia, Compact Impact, and Southern Theatre. Ann Marie currently teaches Winning Presentations at VCU, where she earned her MFA in Theatre Pedagogy.



Mary A. Hermann
Associate Professor
Virginia Commonwealth University

Hermann is an Associate Professor and former Chair of the Counselor Education Program at Virginia Commonwealth University. Prior to joining the faculty at VCU, she served as an assistant professor of Counseling and Women's Studies at Mississippi State University. Hermann is a licensed attorney, a licensed professional counselor, a national certified counselor, and a certified school counselor. Her research has focused on legal and ethical issues in counseling, women's development, and social justice. Hermann has served in many leadership roles including President of the Southern Association for Counselor Education and Supervision.



Julie Hill
Vice President and Director P.O.W.E.R
EVB

Hill serves as the Vice President and Director of P.O.W.E.R. at EVB, where she works to provide financial tools, business resources and networking opportunities to women business owners and entrepreneurs throughout Virginia. Prior to joining EVB, she served 19 years as the Vice President of Business Development for the Retail Merchants Association. In addition to her role as Director of P.O.W.E.R., Hill serves as the Vice Chair for the National Kidney Foundation of Central Virginia and is actively involved with the Ronald McDonald House and Meals on Wheels.



Gwen Hurt
Founder and CEO
Shoe Crazy Wine

Hurt is the Founder and CEO of Shoe Crazy Wine (SCW). She leads an international private label wine company with offices in the US and Asia. Hurt became an entrepreneur due to results of a car accident that took nearly a year of recovery and being downsized by the company in which she had spent 17 years. During physical therapy and rehabilitation, she made the decision NOT to succumb to depression and instead started a company based on her passion "WINE". SCW launched in late 2013 as an online direct to consumer business. In the 2 years since launching, Hurt has grown her business, adding distribution and Importing and Exporting into Asia.



Tammy Jackson
Consultant/Faculty
Performance Management Group

Jackson has over 20 years consulting, coaching, training design and facilitation experience. Her areas of expertise include organizational assessment and development, strategic planning, leadership and supervisory skills, diversity awareness and management, conflict resolution and facilitating collaborative efforts among corporations, non-profit organizations and public agencies. Jackson is known for her ability to create a comfortable and interactive learning environment while maintaining focus on the level of detail needed to make the training material applicable when participants return to the workplace. Before joining PMG, Jackson served as an organizational development consultant and facilitator for the Workplace Initiatives Program at Virginia Commonwealth University.



Kathy Jenkins
Certified Professional Organizer and Owner
Come to Order Professional Organizing Services

Jenkins has been helping busy families and small business owners simplify and come to order in every aspect of their lives. She works one-on-one with clients in their homes and offices, help organize spaces, create effective systems and assist with time management that results in a more efficient, productive and happy life! Jenkins is a sought after speaker whose advice has been published in books and magazines such as Better Homes & Gardens, Woman's World, Good Housekeeping, Real Simple, Secrets of Getting Organized, Organize!, Richmond Times Dispatch and many more. She has also been featured on CBS6, Raising Great Men Radio Show and the SMEAD Blogcast.



Virginia Lamneck
Program Director
Equality Virginia

Lamneck leads community education, organizing, and outreach efforts to build support for lesbian, gay, bisexual, and transgender (LGBT) equality in the Commonwealth. For the past two years, she has administrated and executed the statewide Transgender Information and Empowerment Summit (TIES), and is a field instructor for the Virginia Commonwealth University School of Social Work. Lamneck is an appointed member of Governor McAuliffe's LGBT Tourism Taskforce; she has served on the Board of Young Professionals at Greater Richmond Stop Child Abuse Now (SCAN); and served as the Events Committee Chair for the ROSMY Junior Board. She holds a Master in Social Work from VCU.



Karen Legato
Executive Director
Fan Free Clinic

Legato, Executive Director of the Fan Free Clinic, has served 30 years in the not-for-profit sector in both direct services and administration. Her passion and leadership is shaped by working with those most vulnerable in society with the least resources. Legato's service background includes medical social work, administration, child and family work, education, program development, project management, facilitation, public speaking and community coalitions and partnership work. Her academic background includes a Bachelor of Science in Psychology from Virginia Tech, Master of Pastoral Studies from Loyola University, and a Master of Social Work from Virginia Commonwealth University.



David S. Leong
Professor, Virginia Commonwealth University
Co-Founder, The Critical Communications Group, LLC

Leong is a Professor in the VCU Department of Theatre and a member of the VCU EMBA Fast Track faculty. He was recently inducted into the College of Fellows of American Theatre at the John F. Kennedy Center for Performing Arts, one of the highest achievements in the theatre today. As a member of the Critical Communications Group his work has been featured on National Public Radio, The Voice of America, The Washington Post, The Washington Times, American Medical News, Surgery News, Virginia Public Radio, The Chicago Tribune, Health Day, USA Today, U.S. News & World Report, Forbes.com, and The Atlanta Journal Constitution.



Tamura Lomax
CEO and Co-Founder
The Feminist Wire

*Lomaxis is co-founder, along with Hortense Spillers, of The Feminist Wire. She received her Ph.D. from Vanderbilt University in Religion in 2011. Lomax recently published *Womanist and Black Feminist Responses to Tyler Perry's Cultural Productions* (Palgrave Macmillan), co-authored edited volume with Rhon S. Manigault-Bryant and Carol B. Duncan, and is finishing up her first single authored monograph, *Loosing the Yoke: The Black Female Body in Black Religion and Black Popular Culture* (Duke University Press)*



Molly Ransone
Assistant Director of Learning Media Innovation
Virginia Commonwealth University

Ransone went to Virginia Commonwealth University to create high quality media content for classes with the goal of aiding faculty in bringing their subjects to life and increasing student engagement. Prior to her recent move to Richmond, she was the Creative Services Coordinator for San Francisco State University in Academic Technology and the Social Media Coordinator for the San Francisco Zoo. Ransone is simultaneously an aesthetics snob, with high expectations of her own work, and a giddy advocate of participatory culture, regardless of what the end product looks like. Continuously create!



Ann Rosser
CEO
Finding Resolution, LLC

Rosser is owner of Finding Resolution, a consulting firm focusing on better performance - setting the stage for developing leaders and empowering executives and organizations to reach greater success. As a facilitator, certified mediator and leadership coach, Rosser uses her over 20 years of executive experience as an objective "outside voice" to be a change catalyst. She is a member of the Arlington Chamber of Commerce; Association Training & Development; International Coach Federation; past Vice President of Women for Financial Education; and a graduate of Leadership Arlington. Finding Resolution is a SWaM certified business.



Anna Scholl
Executive Director
Progress Virginia & Progress Virginia Education Fund

After working on a congressional campaign in Central Virginia, Scholl moved to Washington D.C. and joined a political consulting firm. During her time consulting, Scholl's work ran the gamut from research to direct mail to online communications. In 2010, she moved back to central Virginia to join Congressman Tom Perriello's reelection campaign. In June 2011, she established Progress Virginia as the founding Executive Director. Scholl was raised in Virginia's Shenandoah Valley and graduated from the University of Virginia.



Mary Shelden
Associate Professor
Virginia Commonwealth University

Shelden joined Focused Inquiry at Virginia Commonwealth University in 2007, where she teaches the first-year seminar and second-year research writing, as well as courses in literature, history, and gender studies. With her service learning students, she has often partnered with community organizations in support of the arts. Shelden has a scholarly interest in the Transcendentalist, Abolitionist, and Women's Rights movements of the 19th century, as well as in the history of education in the U.S.



Caitlin Shiflett
Project Empower Coordinator, Injury and Violence Prevention Program
VCU Medical Center

Shiflett has been involved in anti-violence work since 2012. She serves as the project coordinator and clinical advocate for project EMPOWER which is a multidisciplinary initiative that provides direct care to patients and employees experiencing domestic or sexual violence and trains hundreds of health care providers per year on how to screen and provide a resource to patients experiencing abuse. Through building community partnerships with greater Richmond area agencies that help survivors of violence, Shiflett has had many opportunities for collaboration which has shown to be instrumental in streamlining services to clients from the hospital into the community.



Fatima M. Smith
Director of Community Outreach and Public Education
YWCA of Richmond

Smith is the Director of Community Outreach & Public Education / Regional Hospital Accompaniment Response Team (R-HART) Coordinator at the YWCA of Richmond. As R-HART Coordinator, she trains volunteers to respond to survivors of domestic and sexual violence at Central Virginia's emergency rooms. As Director, Smith is responsible for providing educational workshops on domestic violence, intimate partner violence, sexual assault, stalking, trauma informed advocacy, bystander intervention, and healthy relationships. She received a B.S. in Administration of Justice from George Mason University and her Master of Social Work from Virginia Commonwealth University, where she currently teaches a "Violence Against Women" course.



Tara Stamm
Teaching Faculty
Virginia Commonwealth University

Stamm began teaching full-time at Virginia Commonwealth University in the fall of 2015. Broadly, her research and teaching spotlights the experiences and depictions of young mothers, the importance of emerging mixed-methodological techniques, and intersections between gender, education, and media in popular culture. She holds a PhD in Sociology from Florida State University, an MA in Practical Philosophy and Applied Ethics from the University of North Florida, and a BA in English Literature also from the University of North Florida.



Karen Stanley
CEO
CARITAS

Stanley has been the CEO of CARITAS since 2000. In 2007, she took on the dual role as Executive Director for The Healing Place, a 214-bed recovery program for homeless men, and in 2012, guided the efforts to combine the organization with CARITAS making CARITAS the largest homeless services organization in the metro Richmond area. CARITAS helps break the cycles of homelessness and addiction through its four programs which include Shelter, Furniture Bank, Works and The Healing Place. Stanley currently serves on the Governor's Advisory Board on Service and Volunteerism and the Boards of Leadership Metro Richmond and Homeward.



Brandi Summers
Assistant Professor and Director of Center for Research on Culture, Race and Representation
 Virginia Commonwealth University

Summers is an assistant professor of African American Studies and Director of the Center for Research on Culture, Race and Representation at Virginia Commonwealth University. Her research and teaching interests focus on the intersection of race, urban aesthetics, media, and visual culture. Summers' research explores the broad range of meanings ascribed to black bodies in diverse environments. Her forthcoming project explores the way that competing notions of blackness structure efforts to raise capital and develop land in Washington, D.C., as well as practices and policies concerned with re-shaping prevailing narratives about progress in US race relations.



James Wasilewski
Founding and Managing Artistic Director, Performer and Facilitator
 West End Comedy

Wasilewski has facilitated workshops and sessions applying improvisational concepts and exercises to a variety of topics including teamwork, communication, and trust. He has adopted the adaptable characteristic of improv along with other traits as some of his own personal core values. Wasilewski currently serves as the Director of Annual Giving at VCU Massey Cancer Center. He manages the annual giving program with his staff, facilitates the direct mail program and delves into the world of data analytics.



Susan Wilkes
Managing Partner
 Wilkes Consulting

Wilkes is the Managing Partner of Wilkes Consulting, a firm specializing in strengthening leaders in nonprofit organizations and institutes of higher education. She is a recipient of the Instructor of the Year Award from "Nonprofit Learning Point" and serves as the lead faculty member for its highly successful Emerging Nonprofit Leaders Program. Wilkes is the current Board Chair for Fan Free Clinic and served on the founding leadership team for "Impact100 Richmond". A Phi Kappa Phi graduate of the doctoral program at Virginia Commonwealth University, Wilkes also holds an undergraduate degree in psychology, with distinction, and masters' degree in counseling from the University of Virginia.



Shawntee Wynn
Director of Domestic and Sexual Violence Services
 YWCA of Richmond

Wynn graduated from Virginia Commonwealth University with a Bachelor's of Science Degree in Parks and Recreation with a concentration in Recreation Therapy in 2001. Working in the therapeutic field for several years, she decided to further her career and attended VCU School of Social Work, earning her Master's Degree in Clinical Social Work. Since 2008 Wynn, has climbed through the ranks at the YWCA of Richmond as a leader in her field. She is currently the Director of Domestic and Sexual Violence Services and helps to support and improve the services provided to survivors of this type of violence.

CONNECT WITH US

Here are the links to get you started:

During the conference tweet us directly from your smartphone @VCU_GEHLI with #AHGWLC to 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.

www.twitter.com/vcu_gehli

www.facebook.com/gehli.vcu

www.linkedin.com/vcugehli



The Minority Political Leadership Institute is a collaborative initiative of the Virginia Legislative Black Caucus Foundation and The Grace E. Harris Leadership Institute. This program is designed for participants interested in leadership issues facing underserved communities and offers insights and concepts regarding personal leadership, policy and legislative processes.

- Meet and directly interact with Virginia Legislative Black Caucus legislators, senior elected officials, appointed officials in the governor's office, local officials and leaders across the Commonwealth
- Develop a broad awareness of the roles and challenges — as well as the potential opportunities — for minorities and others to provide leadership for Virginia's future
- Actively participate in public-service projects addressing a current need within a minority community
- Gain applied knowledge from seasoned leaders and professionals
- Experience politics in action and gamer effective networks

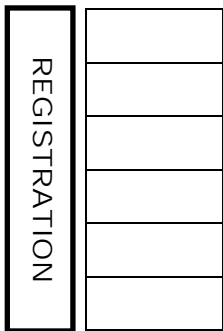
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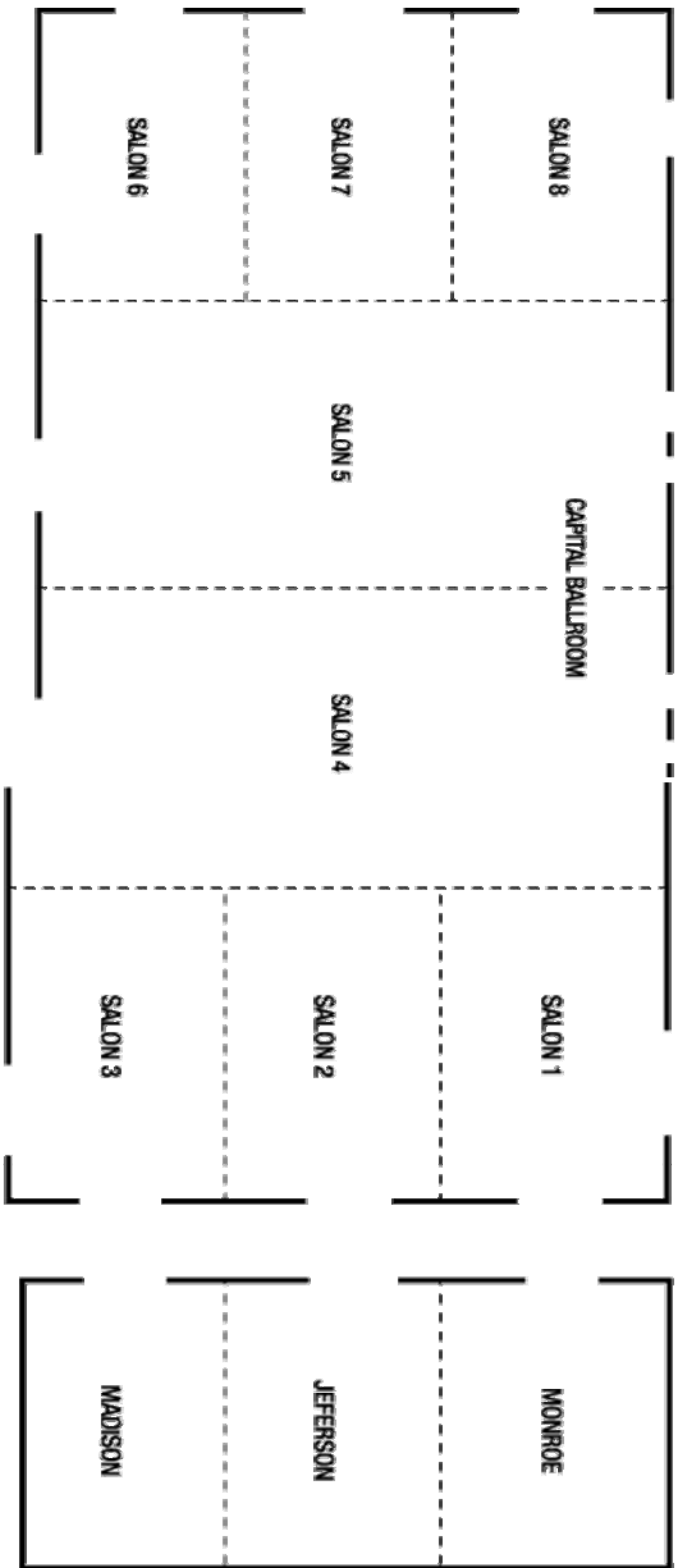
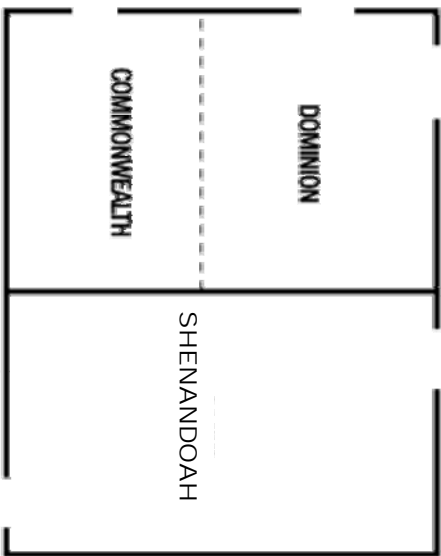


MARRIOTT
RICHMOND

RESTROOMS



ESCALATORS



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+ SCHEDULE AT A GLANCE

MORNING AGENDA

7:30 A.M. — 10:00 A.M. <i>Lower Level Foyer</i>	REGISTRATION Conference Check In Continental Breakfast
8:00 A.M. — 8:45 A.M. <i>Dominion & Commonwealth</i>	PRE-CONFERENCE SESSIONS HIGHER Ground Alumnae Coffee About HIGHER Ground
9:00 A.M. — 9:20 A.M.	WELCOME
9:30 A.M. — 10:45 A.M. <i>Salons 4-8</i>	OPENING PLENARY Passion. Purpose. Leadership: How Great Women Leaders Succeed
10:45 A.M. — 11:00 A.M.	MORNING COFFEE BREAK
11:00 A.M. — 12:15 P.M. <i>Salon 2</i> <i>Shenandoah</i> <i>Dominion & Commonwealth</i> <i>Madison</i> <i>Jefferson & Monroe</i> <i>Salon 3</i>	MORNING PANEL DISCUSSIONS Domestic & Intimate Partner Violence: Leading the Cause For Sustainable Change Intersectionality-Conscious Leadership Owning It: Women's Entrepreneurial Leadership Social Media and Social Movements: Implications for Women's Leadership Success Strategies For Organizational Leadership: Lessons From Executive Directors Women & Politics: A Reflective and Prospective View
12:30 P.M. — 1:45 P.M.	KEYNOTE LUNCH

AFTERNOON AGENDA

2:00 P.M. — 3:00 P.M. ————— AFTERNOON CONCURRENT WORKSHOPS

Jefferson & Monroe

Artfulness

Dominion & Commonwealth

Charting Your Career Path: Think like a Recruiter

Salon 3

Communication in the Workplace – Dealing with Conflict

Salon 2

Focus: The Hidden Drive of Excellence

Madison

Organizing for the Way You Think

Shenandoah

Present with Presence

3:15 P.M. — 4:15 P.M. ————— AFTERNOON CONCURRENT WORKSHOPS

Salon 3

Engaged Leadership: Building a Thriving Organization

Shenandoah

Present with Presence

Jefferson & Monroe

Salary Negotiation 101: Expert Advice For Getting What You Want At Work

Madison

Teams, Committees, and Groups, Oh My!

Salon 2

The Stalled Gender Revolution: Implications for Women Leaders

Dominion & Commonwealth

Winning Presentations: How to Make Your Audience Care About What You Say

4:15 P.M. — 5:00 P.M. ————— NETWORKING RECEPTION

+ SESSION DESCRIPTIONS



SESSION DESCRIPTIONS

ABOUT HIGHER GROUND

8:00 a.m. - 8:45 a.m.— *Dominion & Commonwealth*

Join us for this pre-conference session to learn about the HIGHER Ground Women's Leadership Development Program. Hear personal accounts from alumnae about their experiences during and after the program. Join the conversation to learn how you can participate in the 2017 class!

PASSION. PURPOSE. LEADERSHIP: HOW GREAT WOMEN LEADERS SUCCEED

9:30 a.m. - 10:45 a.m.— *Salon 4-8*

Nothing great was ever achieved without passion. Passion is the intersection between who we really are and what we do, and is one of the most powerful engines of success. It is the force that drives vision and strategy. Passion is a real difference maker, separating the extraordinary from the ordinary. When women have a passion for what they do, they have an energy to which people are drawn. Join us for our highly anticipated session, and learn about what motivates our speakers, drives their passion; their purpose; and their leadership.

Speakers: Gwen Williams Dandridge, Melanie H. Green, Kelli Lemon, Colette McEachin

DOMESTIC & INTIMATE PARTNER VIOLENCE: LEADING THE CAUSE FOR SUSTAINABLE CHANGE

11:00 a.m. - 12:15 p.m.— *Salon 2*

Domestic and intimate partner violence is very prevalent in our society, yet it continues to be a taboo topic to discuss. High profile cases of the past year helped put the critical issue at the top of the national agenda creating the space to focus and discuss domestic and intimate partner violence more broadly. Macro-level factors such as gender inequality, religious or cultural belief systems, societal norms, and economic or social policies, highlight the problem of structural inequality and the existence of a patriarchal culture as the public attention shifts its focus to understanding the role and influence of organizations and institutions in prevention. This panel will advance understanding of the micro- and macro-level factors that enable violence to continue; examine prevention strategies that build support among communities of stakeholders; and explore solutions that enhance opportunities for the long-term sustainability of structural changes.

Speakers: Caitlin Shiflett, Fatima M. Smith, Shawntee Wynn | Moderator: Sarah Jane Brubaker

INTERSECTIONALITY-CONSCIOUS LEADERSHIP

11:00 a.m. - 12:15 p.m.— *Shenandoah*

What does it mean to be a woman and (insert intersecting identity here) in the workplace? Women with multiple identities often face obstacles in the preconceived notions about their abilities, ambitions, and ultimately their career advancement. Exercising leadership requires consciousness of intersectional identities and issues around which so few leaders are really prepared to invest. The lack of attention paid to intersectionality in the workplace; how multiple identities shape and influence the experiences of women; and how organizations ultimately respond to their needs is of growing concern as organizations call for increased diversity. This discussion will address a growing need for intersectionality-conscious leadership. Join our panelist as they explore issues unique to women who identify with intersecting identities, the implications of intersectionality in professional spaces, and solutions designed to fully support and engage.

Speakers: Yolanda L. Avent, Tanya González, Virginia Lamneck, Tamara Lomax | Moderator: Juanita Sharpe

OWNING IT: WOMEN'S ENTREPRENEURIAL LEADERSHIP

11:00 a.m. - 12:15 p.m.— *Dominion & Commonwealth*

Women are choosing the path of entrepreneurship at record rates. It is estimated that there are over 8.6 million women-owned businesses in the United States generating over \$1.3 trillion in revenues. The U.S. Census envisions that women entrepreneurs and female business networks will both remain dominant, comprising of over 50% of all business in the United States in the next several years. Join us as our panel of guests share their personal stories and venturing experiences. Each of these entrepreneurs will share their journey including how they moved their ideas forward, critical lessons learned in scaling their ventures, and offer advice on the best strategies for success. This session presents a powerful opportunity to showcase perspectives on women in entrepreneurship and leadership and is an essential for anyone aspiring to be an entrepreneur or simply wanting to be inspired.

Speakers: Doris Birdsong, Jennifer Cencich, Julie Hill, Gwen Hurt | Moderator: Maureen Moslow-Benway

SOCIAL MEDIA AND SOCIAL MOVEMENTS: IMPLICATIONS FOR WOMEN'S LEADERSHIP

11:00 a.m. - 12:15 p.m.— *Madison*

Social media has helped to propel women's issues to the forefront of political agendas, bringing attention to issues often under-reported by mainstream media. Hashtag activism has helped women to share experiences of sexual violence, such as on the HarassMap platform; advance women's professional focus with #leanin and #changetheratio; keep attention focused on international issues #BringBackOurGirls and #wearesilent; and protect their daughters with #girlsrising and #sayhername. Through social media women are afforded the power to create, share, learn, collaborate, and solve problems. Social media has also helped to give voice and amplify often complex and abstract subject matter through the transmission of personal narratives. Join us for a lively discussion about how social media shifts the balance of power away from institutions and towards individuals and serves as a platform for advancing justice for women individually and collectively.

Speakers: Teresa Dowell-Vest, Tara Stamm, Brandi Summers | Moderator: Shanza Isom

SUCCESS STRATEGIES FOR ORGANIZATIONAL LEADERSHIP: LESSONS FROM EXECUTIVE DIRECTORS

11:00 a.m. - 12:15 p.m.— *Jefferson & Monroe*

Executive Directors are leadership symbols for their organizations. As such, they need to have a repertoire of styles, perspectives, roles, and behaviors from which to draw. Effective leadership requires skills in influencing others, and using power wisely. By developing leadership skills in themselves and encouraging shared leadership among their colleagues, executive directors can strengthen their organizations and build sustainability for the long haul. Whether you are an executive director or a manager you will want to join us for this session with lessons covering key leadership, management, and strategy content that give Executive Directors the confidence to lead.

Speakers: Cheryl Groce-Wright, Karen Legato, Karen Stanley | Moderator: Kristi McCullough

SESSION DESCRIPTIONS

WOMEN AND POLITICS: A REFLECTIVE AND PROSPECTIVE VIEW

11:00 a.m. - 12:15 p.m.— *Salon 3*

Women are increasingly leading the political debate at the national and state levels, from both the right and the left. For the first time in American history, females are leading candidates in primary races for both major parties' nomination for president. 2016 promises to be an important year for women in politics. How are issues traditionally important to women shaping political conversations? Join us as our panelists explore this question, weighing in with summary points about the most recent elections and share their perspectives on the political landscape as we head into the 2016 presidential election season.

Speakers: Deirdre Condit, Martha Crosby, Anna Scholl | Moderator: Robyn McDougle

ARTFULNESS

2:00 p.m. - 3:00 p.m.— *Jefferson & Monroe*

When we step into leadership, it can add to our stress levels, and that's when attention to our own wellness and establishing habits of self-care are especially important. This workshop in Artfulness – attention to the present moment by means of artistic practices and sensory experiences – will offer both experiential exercises and resources for continued practice. Come learn to reduce stress and restore calm through mindful creativity.

Speakers: Molly Ransone, Mary Sheldon

CHARTING YOUR CAREER PATH: THINK LIKE A RECRUITER

2:00 p.m. - 3:00 p.m.— *Dominion & Commonwealth*

Have you ever thought the job search would be a lot less stressful if you could just peek into the mind of the person receiving your resume? Knowing how recruiters' minds work can help you show that you are the employee they are looking for. Join us for this session to learn how to navigate the job market from a recruiter's perspective. Hear valuable tricks of the professional job-hunting trade that can help you: maximize your career searches; prevent your resume from being cast aside; and get attention to land the perfect job.

Speakers: Christina Burton, Brooke Hall

COMMUNICATION IN THE WORKPLACE – DEALING WITH CONFLICT

3:15 p.m. - 4:15 p.m.— *Salon 3*

Whether you love a good argument or cringe at the first raised voice, conflict is a fact of life and how you handle it affects the workplace, your career and professional relationships. Productivity loss in the workplace has been directly attributed to interpersonal conflict. Women often shy away from what they anticipate will produce conflict in asking for a raise, a promotion or stating their worth. This presentation will help participants productively deal “head-on” with conflict; learn how to reduce potential conflict; and determine the difference between discussion and conflict. It will include an assessment for participants to discover their natural conflict style and what important elements determine conflict outcome.

Speaker: Ann Rosser

FOCUS: THE HIDDEN DRIVER OF EXCELLENCE

2:00 p.m. - 3:00 p.m.— *Salon 2*

In this highly interactive session, participants will engage in a variety of learning activities and explore practical applications of groundbreaking author Daniel Goleman's newest work. Building on the findings from his bestselling books on emotional intelligence, Focus explores today's scarcest resource and the secret to high performance and fulfillment - attention. Participants will gain understanding of the three kinds of focus and learn how the most successful leaders direct their attention. The session will aid participants in using the latest findings from neuroscience to cultivate focus, thus strengthening their leadership and performance.

Speaker: Susan Wilkes

ORGANIZING FOR THE WAY YOU THINK

2:00 p.m. - 3:00 p.m.— *Madison*

Have you tried to get organized, maybe even gotten some help from a friend or co-worker, but you haven't been as successful as you hoped? Your brain is as unique as your thumbprint, which means the way you organize is as unique as you are. There is no "one way fits all". In this session we will explore thinking styles, help you determine your preferred style and then learn strategies to help you get and stay organized. No matter if your challenge is with paper, time or stuff, this session will give you the tools you need to create an organizational system designed just for YOU!

Speaker: Kathy Jenkins

PRESENT WITH PRESENCE

2:00 p.m. - 3:00 p.m. & 3:15 p.m. - 4:15 p.m.— *Shenandoah*

Everyone recognizes leaders with "presence." These leaders are confident. They stand out for their inherent ability to command attention and inspire commitment and trust. They can also influence and easily connect with people in a positive way, bring teams together through clear communication and are open to innovation and taking risks. So how do you become one of them or further develop the skills you have? How can you strengthen your impact? Through group discussion and participatory exercises, we will explore some of these elements of presence. There are guarantees – education (learning) and humor (laughter) will definitely be combined in this workshop.

Speaker: James Wasilewski

ENGAGED LEADERSHIP: BUILDING A THRIVING ORGANIZATION

3:15 p.m. - 4:15 p.m.— *Salon 3*

Hold this moment, at this time would you consider yourself to be the best that you can be? How do you work with others to promote experiences in which all members flourish? Drawing upon literature from positive psychology, appreciative leadership and well-being theory, this session will discuss strategies to enhance personal and professional leadership development and positive organizational outcomes. Regardless of title and/or position, each of us has the ability to facilitate identities, relationships and climates that promote employee engagement and well-being. Strategies to cultivate leadership well-being will also be discussed.

Speaker: Amy J. Armstrong

SESSION DESCRIPTIONS

SALARY NEGOTIATION 101: EXPERT ADVICE FOR GETTING WHAT YOU WANT AT WORK

3:15 p.m. - 4:15 p.m.— *Jefferson & Monroe*

Women lag behind their male colleagues in salaries, bonuses, promotions, and perks simply because they don't ask. In this session attendees will explore effective strategies for entering into negotiations; evaluate what is and isn't worth negotiating; analyze personal and professional considerations for optimal decision making; and boost their confidence in getting to yes.

Speaker: Quincy Byrdsonq

TEAMS, COMMITTEES, GROUPS, OH MY!

3:15 p.m. - 4:15 p.m.— *Madison*

Teams, committees, and groups are often necessary to make things happen and get things done. Does the process impact the effectiveness of the results? You bet it does! Join us for this session that will focus on a proven template to maximize, collaboration, communication and goal achievement.

Speaker: Tammy Jackson

THE STALLED GENDER REVOLUTION: IMPLICATIONS FOR WOMEN LEADERS

3:15 p.m. - 4:15 p.m.— *Salon 2*

Women leaders may experience challenges in managing work and life responsibilities in our culture of increasing work hours, elevated parenting expectations, second shift responsibilities, inflexible workplace policies, reinforcement of stereotypical socialization, and continued gender discrimination. The presenter and participants will examine these social forces, discuss protective factors that support women leaders, and explore advocacy activities that address these issues.

Speaker: Mary A. Hermann

WINNING PRESENTATIONS: HOW TO MAKE YOUR AUDIENCE CARE ABOUT WHAT YOU SAY

3:15 p.m. - 4:15 p.m.— *Dominion & Commonwealth*

One of the biggest fears we all have as presenters is that our audience won't care about what we're saying. Whether you're pitching an idea to your boss, seeking consensus at a meeting or delivering a monthly report, too often we end up worrying that "Even though I've worked really hard on this, will they really care?" This session will cover the essential components of preparing presentations of all kinds including an elevator pitch, large group presentation, and how to run a meeting. Upon completion of this session participants will be able to write captivating content, design exciting visuals and understand the fundamentals of delivering with clarity and confidence.

Speakers: Aaron D. Anderson, Marisa Guida, Ann Marie Halstead, David S. Leong

FOUR
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College of Humanities and Sciences



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The L. Douglas Wilder School of Government and Public Affairs at Virginia Commonwealth University provides students with the knowledge, skills and experience necessary for success in public service. Our alumni distinguish themselves in careers that span the public, private and nonprofit sectors.

The Wilder School offers doctoral, master's, bachelor's and certificate programs in criminal justice, homeland security and emergency preparedness, nonprofit management, public administration, public policy, and urban studies and planning. Visit us at wilder.vcu.edu.



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Government and Public Affairs

CONFERENCE EVALUATION

Workshops	1 Not Useful	2	3 Somewhat Useful	4	5 Very Useful
Domestic & Intimate Partner Violence: Leading the Cause For Sustainable Change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intersectionality-Conscious Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Owning It: Women's Entrepreneurial Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Media and Social Movements: Implications for Women's Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Success Strategies For Organizational Leadership: Lessons From Executive Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women & Politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Artfulness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charting Your Career Path: Think like a Recruiter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication in the Workplace – Dealing with Conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Focus: The Hidden Driver of Excellence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizing for the Way You Think	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Present with Presence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaged Leadership: Building a Thriving Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiation 101: Expert Advice For Getting What You Want At Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teams, Committees, and Groups, Oh My!	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Stalled Gender Revolution: Implications for Women Leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Winning Presentations: How to Make Your Audience Care About What You Say	<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 content?

What improvements would you make to the conference content?

Please share your ideas for future keynote or workshop speakers.

Please rate your overall conference experience.

1	2	3	4	5
Not Worthwhile		Somewhat Worthwhile		Very Worthwhile

Do you plan to attend the conference again next year?

Yes	No	Unsure
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How did you learn about the conference?

Previously attended	Email	Social Media	Conference Postcard
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 GRACE E. HARRIS LEADERSHIP INSTITUTE

ABOUT THE HIGHER GROUND WOMEN'S LEADERSHIP DEVELOPMENT PROGRAM

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.

The HIGHER Ground program content includes lectures, workshops and experiential learning designed to:

- Develop the skills and methods women employ for engaging in and understanding leadership through practice-in-action and reflective inquiry
- Broaden the capacity of women to model and emulate leadership behaviors and practices designed to strengthen collaboration and transformation
- Strengthen the performance capacities of women as agents of change to help them confidently achieve meaningful, action-oriented results



HIGHER GROUND 2017

As a participant, you will:

- Investigate your leadership style through assessment instruments and explore aspects of personality and behavior in areas such as problem solving, decision-making and communication styles to increase self-awareness
- Enhance your self-awareness of personal leadership styles and strengths
- Expand your experiential and intellectual analysis of the process of leading through a series of intensive and interactive sessions
- Develop your skills and develop methods to engage and understand leadership
- Increase your skills and abilities to gather and utilize feedback
- Gain greater effectiveness in communication and collaboration
- Obtain broader insights into processes of leading in diverse arenas
- Create a clear vision for self and organization
- Strengthen your performance capabilities as agents of change
- Grow in confidence and comfort in leadership roles

2017 Program Dates

February 2-3, 2017

March 2-3, 2017

April 6-7, 2017

May 4-5, 2017

June 1-2, 2017

June 16, 2017

Program Components Include

Strengths Based Leadership

Conflict Management

Collaboration and Negotiation

Developing your Inner Voice

Leading with Courage

Strategy and Team Building

Reflective Practice

Emotional Intelligence

Application Information

- ◆ Applications are available online at www.vcu.edu/gehli, or you can request an application by contacting us at (804) 827-1169 or email gehli@vcu.edu.
- ◆ Applications received after **November 1, 2016**, will be considered based on space availability. All applicants will be notified of acceptance by **December 1, 2016**. Once accepted, all HIGHER Ground candidates **must** submit the tuition fee **no later than January 1, 2017**, to secure space as a participant.

Tuition

The **\$1275.00** participant fee covers all program costs including an intensive leadership assessment, an overnight retreat, and meals on program days. Tuition may be paid by either a sponsoring organization or the individual. Participants are responsible for securing their own transportation to program sessions.

* Program dates and prices subject to change



VIRGINIA COMMONWEALTH UNIVERSITY

The Grace E. Harris | L. Douglas Wilder School of
Leadership Institute | Government and Public Affairs

HIGHER Ground Women’s Leadership Development Program 2017

APPLICANT INFORMATION

Applicant’s Name: _____
First Middle Last

Mailing Address: _____

City/State/Zip: _____

Phone: _____ Fax: _____ Email: _____

Organization Sector: Higher Ed. Faith-based Non-profit Private Public Other

Organization: _____

Organization Address: _____

City/State/Zip: _____

Title: _____

EDUCATIONAL BACKGROUND *(list institutions attended or degrees completed and years)*

College: _____

Graduate/Professional: _____

Certificates, Training Programs, & Licenses: _____

PERSONAL DATA *(optional)*

Race and/or Ethnicity: _____

Religious affiliation: _____

SOCIAL AFFILIATIONS/NETWORKS

List your 4 primary memberships in civic & religious organizations, professional associations, social & sorority organizations, and/or alumni associations.

PERSONAL STATEMENT

Please provide a short personal statement to answer the following questions (*not to exceed one page or 500 words*):

What are your short-term and long-term personal and professional leadership goals?

Why are you applying? Who and/or what has influenced or sustained your interest in making a difference? What values, passions, and vision do you possess to mobilize leadership for progress?

Describe the organization with which you are affiliated and how participating in the HIGHER Ground Program will help you contribute to the advancement of your organization's mission.

What is your role? What do you hope to gain from this women's leadership development program that will make a difference in your organization?

Describe a situation in which you took a leadership role and helped to affect change.

Assess your assets and limitations as a leader AND as a follower. What do you contribute to groups to help lead and follow? What approaches, skills and talents do you seek to develop in this program?

COMPLETED APPLICATION CHECKLIST

- Applicant Information Sheet
- Essay
- 1 page resume
- 1 paragraph bio-sketch (not to exceed 100 words)
- 1 nomination form
- \$200 Application Deposit (to be applied to the total program fee of \$1275)

PARTICIPATION AGREEMENT

By submitting this application, I agree to commit the time required and offer my full participation and engagement if I am selected to participate in HIGHER Ground.

- **I understand and acknowledge that my tuition balance of \$1075 is due upon my acceptance to reserve my space in the program.**
- **I understand and acknowledge that my tuition fee is non-refundable once I am accepted.**
- **I understand that if accepted, I am responsible for securing appropriate work release time for all training events.**

Applicant's Signature

Date

Please submit your application to: **The Grace E. Harris Leadership Institute
L. Douglas Wilder School of Government & Public Affairs
Virginia Commonwealth University
916 West Franklin Street, 1st Floor (In person)
P.O. Box 842534 Richmond, VA 23284-2534 (By mail)
Fax: (804) 827-1238
Email: gehli@vcu.edu**

APPLICATION DEADLINE: November 1, 2016

Applications received after the deadline will be considered on a space available basis.

WOMEN'S BASKETBALL SCHEDULE



WEDNESDAY, JANUARY 27 - 7PM

VS FORDHAM

SUNDAY, JANUARY 31 - 1PM

VS DUQUESNE

WEDNESDAY, FEBRUARY 3- 7PM

VS ST. BONAVENTURE

SUNDAY, FEBRUARY 14- 1PM

VS RICHMOND

WEDNESDAY, FEBRUARY 24- 7 PM

VS GEORGE MASON

**FREE ADMISSION WITH STUDENT ID
AT THE SIEGEL CENTER**



GET READY.

11TH ANNUAL HIGHER GROUND WOMEN'S LEADERSHIP CONFERENCE

JANUARY 27, 2017

RICHMOND, VA



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Leadership Institute | Government and Public Affairs

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