



October 15-16, 2015

As of September 2, 2015

Creating Inclusive Leadership Workplace for Cultural & Global Change

**Disney's Yacht & Beach Club Resorts & Convention Center
1700 Epcot Resorts Blvd - Lake Buena Vista, FL 32830**

Wednesday, October 14	
7:00 pm – 9:00 pm	PRE-CONFERENCE KICK-OFF RECEPTION <i>Sponsored by: Disney</i>
Thursday, October 15	
6:00 am – 6:45 am	MORNING HEALTH & WELLNESS ACTIVITY Leah Goldstein, world champion cyclist and blackbelt, will wake everyone up with a punching/kicking/laughing rock out session followed by some self-defense tactics that can could actually save your life. To center you for the day ahead, Leah will conduct a cool down with nuggets of wisdom on motivation and prioritizing healthy living. LEAH GOLDSTEIN
7:30 am - 5:00 pm	REGISTRATION
7:30 am – 8:00 am	CONTINENTAL BREAKFAST
8:00 am – 8:45 am	WELCOME REMARKS AND TEN YEAR SPONSOR RECOGNITION Emcee: Dr. Shirley Davis / Founder & President / The Success Doctor & celebrated author Sheila Robinson / Founder / Diversity Women's Business Leadership (DWBL) Conference & Publisher and CEO of Diversity Woman Magazine A seasoned international executive, and currently the leader of America's largest single-site workforce, George A. Kalogridis is a vocal champion of diversity and inclusion. As he says, "The Walt Disney Company thrives on creativity, great storytelling and exceptional imagination. When you're looking for people who possess those strengths, you absolutely have to keep open every door and every window. Otherwise, you run the risk of missing out on the individual who can take us to the next level." As he welcomes the 2015 National Diversity Women's Business Leadership conference, George will explain how keeping those doors and windows open have helped make Disney the globally respected brand that it is today. George A. Kalogridis / President / Walt Disney World Resort Lake Buena Vista
8:45 am –	MORNING KEYNOTES

9:30 am	<p>COVERING</p> <p>Most <i>Fortune 500</i> companies have a diversity and inclusion officer who superintends an impressive array of programs focused on the needs of a diverse workforce. Yet, reports suggest that full inclusion remains elusive.</p> <p>Why have inclusion programs stalled on these fronts? One intuitive answer is that these initiatives have not lived up to the core ideal of inclusion. The ideal of inclusion has long been to allow individuals to bring their authentic selves to work. However, most inclusion efforts have not explicitly and rigorously addressed the pressure to conform that prevents individuals from realizing that ideal.</p> <p>Uncovering Talent Research hypothesizes that a model of inclusion analyzing that pressure might be beneficial to historically underrepresented groups. Indeed, given that everyone has an authentic self, a culture of greater authenticity might benefit all individuals, including the straight White men who have traditionally been left out of the inclusion paradigm. To test this theory, this research draws on the concept of “covering.”</p> <p>Hear from research that insists inclusion of the whole person will revolutionize leadership and change corporations for the better. You will be able to identify a plan to build your own uncovered narrative the story of who you are and take personal ownership for diversity, inclusion and talent issues.</p> <p>Christie Smith / Managing Director, West Region / Deloitte Consulting LLP</p> <p>THE JOYS OF POWER</p> <p>Only 26% of women in the U.S. report that they would accept an executive leadership position if offered tomorrow. Research consistently shows that women view the burdens of a powerful position outweighing the benefits. Yet, two of CTI's latest reports <i>Women Want Five Things</i> and <i>Black Women Ready to Lead</i>, find that with power, women are more likely to get the things they say they want out of their careers: the ability to flourish, reach for meaning and purpose, excel, and empower others and be empowered. This research also examines the startling distinctions between black women and white women in their appetite—and readiness—for executive roles. Our data shows that black women are more likely than their white female counterparts to pursue a powerful position and to have greater clarity around how the benefits of leadership outweigh the burdens. This work underscores the urgent need to reframe narratives around women and ambition and for companies to change women's perceptions of a top job and, equally important, to change what a top job might offer top female talent.</p> <p>Ripa Rashid / Senior Vice President / Managing Director / Hewlett Consulting Partner & Senior Vice President / Center for Talent Innovation</p>
9:30 am – 10:30 am	<p>GENERAL PLENARY PANEL:</p> <p>LEADERSHIP INSIGHTS ON GENDER DIVERSITY</p> <p>Accelerating the Advancement of Women Leaders</p> <p>Progress in women's advancement has slowed considerably in recent years. An earlier generation's hope that filling the pipeline would eventually produce parity up through the ranks has clearly not materialized. At the same time, organizations' widespread adoption of policies prohibiting gender discrimination, while opening many doors to women, have also failed to close the gender gap at more senior levels, suggesting that impediments to women's advancement are more complex and elusive than deliberate forms of gender discrimination.</p> <p>Moderator: Deborah Roberts / News Anchor & Emmy Award Recipient / ABC</p> <p>Panelist: Darys Estrella / Vice President for Corporate Sustainability / VICINI & former CEO / Dominican Republic Bank</p> <p>Panelist: Lisa Lutoff-Perlo / President & CEO / Celebrity Cruises</p>

	Panelist: Jo Ann Jenkins / CEO / AARP
10:30 am – 11:00 am	NETWORKING BREAK & MEET THE AUTHORS
11:00 am – 12:30 pm	LEADERSHIP & EXECUTIVE DEVELOPMENT BREAKOUT SESSIONS <i>The following breakout sessions educate, inform, and generate fellowship opportunities through shared learning and discussion. They emphasize tools and strategies you can apply back home to overcome hurdles and soar to your own personal success. Witness business and community leaders present case studies and facilitate meaningful conversations that address your greatest challenges and concerns. Take home powerful best practices and impactful solutions.</i>
SESSION 1 11:00 am – 12:30 pm	How to Career Path So You Think You're Ready for a Board Seat? Serving on a corporate board can open doors to new networks and offer opportunities to acquire valuable training. Hear an insider's perspective on what recruiters are looking for and how to land your first seat. Gain an understanding of boardroom politics and how to navigate them with confidence. Learn how to ensure your board experience is both personally fulfilling and professionally relevant. Gain insights in how to become proficient at enhancing your visibility, and pinpointing the right risks to take. This session will also help to identify the implications and opportunities of what your mentor relationship means in landing a seat at the table. Facilitator: Anne Lim O'Brien / Vice Chairman / Global CEO & Board Practice; and Global Consumer Markets Practice / Heidrick & Struggles Presenter: Dr. Gloria Bozeman Herndon / Founder & President / GB Group Global Presenter: Nancy D. O'Reilly, PsyD / President / Women Connect4Good, Inc. & Celebrated Author
SESSION 2 11:00 am – 12:30 pm	Catalyzing Generational Differences for Better Innovation According to Deloitte's study on <i>Generations in the Workplace</i> , within the next 6 to 10 years, Gen X and Gen Y will constitute a workforce nearly the size of the Baby Boom generation. These numbers make a powerful business case for why companies must understand and leverage generational differences. This session will reflect on the skills and perspective needed to lead different generations—and the knowledge that can be harnessed from them. Learn how: <ul style="list-style-type: none"> - generational changes in the workforce are influencing the marketplace - to foster collaboration among intergenerational teams - innovation and growth takes place when a company's generations come together Moderator: Dr. Rosina L. Racioppi / President and Chief Executive Officer / WOMEN Unlimited, Inc. Panelist: Lissiah Hundley / Executive Director, Diversity & Inclusion / COX Communication Panelist: Elizebeth Varghese / Principal, Tax Services / Ernst & Young LLP
SESSION 3 11:00 am – 12:30 pm	Adaptive Leadership in the 21st Century Where Women Leadership and the Marketplace Intersect The 2009 credit crisis shook the global markets and affirmed that companies must be agile to survive. As markets change, there is increasing interdependence of economy, people and information. At the same time, businesses face heightened expectations to demonstrate sustainability, corporate social responsibility (CSR) and transparency. These shifts require a transformation from the old prescriptive leadership model to a new, more adaptive style. Discover how women leaders can empower a dynamic network of actors to achieve common goals despite uncertainty. Hear how an adaptive

leadership approach can leverage workforces to give you an edge in the U.S. and global markets.

Panelist: **Tara Frank** / Chief Diversity Officer / **Hallmark**

Panelist: **Maria Medrano** / Global Inclusion & Collaboration Strategist / **CISCO**

Panelist: **Angela L. Talton** / Senior Vice President, Global Diversity & Inclusion / **Nielsen**

SESSION 4 11:00 am – 12:30 pm	<p>Burn out? Not with ME! Committed to the Well Being of Individuals, Organizations and the Globe Executive women professionals are a vigorous group. You have burned out, renewed, and started again numerous times because of your dedication to a healthy world. Why repeat this cycle? Create a fresh perspective and a more powerful set of skills that lead to sustainable change, so that your work makes a lasting impact. This session addresses change levers most essential for living the future now: self knowledge, change agent skills and organizational development.</p> <p>Moderator: Constance St. Germain, Ed.D., J.D./ Executive Dean, Colleges Of Humanities & Sciences & Social Sciences / University of Phoenix Panelist: Lourdes Diaz / Vice President Diversity & Strategic Partnerships / Sodexo Panelist: Millette Granville / Director, Diversity & Inclusion / Delhaize America Shared Services Group, LLC</p>
SESSION 5 11:00 am – 12:30 pm	<p>YOUR Path to Opportunity: Advancing Women in STEM There are more women than men graduating today with engineering degrees. Yet, more men hold leadership positions in STEM related fields. During this interactive session learn how women can leverage their current role to advance more women into STEM careers. Hear about how influencers are igniting STEM passion for learning that opens new pathways for young girls through colleges and careers, while addressing the emerging issues facing the work place. Finally, gain insights to the importance of diversity in STEM careers and the winning strategies implemented by corporate and industry leaders.</p>
11:00 am – 12:30 pm	<p>LEADERSHIP COACHING SESSIONS <i>One on one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy in. Advance sign up is required.</i></p>
12:30 pm – 2:00 pm	<p>LUNCHEON</p> <p>Open Mike: A Fireside Chat with Leaders, Legends and Pioneers</p> <p>Invocation: Alka Dhillon / CEO / Technalink, Inc.</p> <p>Moderator: Geraldine Moribar / Executive Producer / CNN Panelist: Cathie Black Hearst / former Chairman & Publisher / Hearst Publications Panelist: Tena Clark / Grammy Award recipient & Founder / DMI Music & Entertainment Panelist: Dr. Johnnetta Betsch Cole / Director / Smithsonian National Museum of African Art Panelist: Pat Harris / Global Chief Diversity Officer / McDonald's Corporation</p> <p>2015 Mosaic Woman Legacy Award Recipient Cathie Black Hearst / former Chairman and Legacy Publisher / Hearst</p>
2:00 pm – 2:30 pm	<p>DESERT & COFFEE BREAK: Meet the Authors with Special Book Signing</p>

2:30 pm – 4:00 pm	BREAKOUT SESSIONS – Repeat and additional ones offered
SESSION 1 2:30 pm – 4:00 pm	<p>MY Future: Career Exploration in a New Age Creating a Cultural Competent Career within my Organization</p> <p>Cultural Competence (CC) has become the most significant emerging competency for leaders in the culturally diverse workplace and marketplace. In this interactive session you will learn specific strategies to develop and leverage CC in your careers and across your organization. You will learn how to apply CC to enhance your career and your organization's competitive advantage and develop an action plan to build CC in your organization and to achieve your career goals.</p> <ul style="list-style-type: none"> - Provide a definition of Cultural Competence (CC) and illustrate its relationship and significance to Diversity and Inclusion - Explore where and how CC can be applied for individual organizational success. - Increase the CC knowledge of the participants - Design and apply specific strategies to develop and sustain CC as a strategic factor in an individual's career and an organization's effectiveness. <p>Facilitator: Neal Goodman, Ph.D., President, Global Dynamics Panelist: Adrienne Trimble / General Manager, Diversity & Inclusion / Toyota Motor Engineering & Manufacturing North America</p>
SESSION 2 2:30 pm – 4:00 pm	<p>Developing Inclusive Leadership Why Women: The Leadership Imperative to Advancing Women and Engaging Men</p> <p>Women's Leadership is stuck in most organizations for two common and recurring reasons. First, while senior leaders (still 85% men) are often times in agreement that there is a need for change, many lack the sense of urgency to drive that change. Second, those organizations where senior leaders embrace and drive change, many do not take a truly integrated approach to promoting women's leadership that is supported consistently across the organization.</p> <p>Attendees of this presentation will leave with an understanding of what steps you can take that will allow you to:</p> <ul style="list-style-type: none"> - Build your company's business case for women in the marketplace and in the workplace - Drive more revenue by understanding women as consumers and customers - Drive operating effectiveness and profit through talent and workplace strategies designed to recruit, retain, and advance women - Apply best practices from <i>VivaWomen!</i>, Publicis Groupe's global women's initiative, including the application of its highly successful "freedom within a framework" model - Engage male champions as sponsors for women's leadership strategies <p>Join Joanna Lane, one of the leaders of Publicis Groupe's VivaWomen! initiative and Jeffery Tobias Halter, for a conversation on the importance, strategies and challenges that come with developing a strong women's network and ways to engage male champions for optimal success.</p> <p>Co-Facilitator: Jeffery Tobias Halter / Founder / YWomen Co-Facilitator: Joanna Zeman Lane / Senior Partner, Talent Engagement & Inclusion / Publicis Groupe</p>
SESSION 3 2:30 pm – 4:00 pm	<p>Fast Lane, Wrong Direction: Insider Secrets to Redesign Your Success</p> <p>In the mad dash to succeed fast, many of us compromise so much of our health, relationships, family and personal satisfaction for our work. Over time, we find</p>

	<p>ourselves bored, burned out, unfulfilled and operating well below our brilliance, and we have no idea how to fix it. Whether finding your "right direction" requires a complete personal or professional u-turn or a mere shift in direction, this session provides self-assessment and open dialogue to validate where you are with immediately applicable strategies to get more of what you truly want. Renessa offers witty yet profound insights from her book <i>Fast Lane, Wrong Direction</i> and her breakthrough new tool, "The Success & Happiness Test", equipping you to redesign your personal leadership to experience greater freedom, fulfillment and excellence in your climb to success. Participants are encouraged, but not required, to take the Success & Happiness Test prior to the workshop.</p> <ul style="list-style-type: none"> - What are the signs on the road (physical, mental/emotional, professional and relational) that signify you may be in the fast lane going in the wrong direction at any point in time? - What is your "driving dialogue", the single biggest trap to consistently maintaining your "right direction" personally and professionally? - What can you do with your signs on the road to experience more fulfillment, vitality and peak performance in your career, leadership and personal life right now? <p>Participants are encouraged, but not required, to take the Success & Happiness Test at www.SuccessAndHappinessTest.com prior to the workshop.</p> <p>Facilitator: Renessa Boley Layne / Founder / Designer Life Unlimited Presenter: Tujuanna Williams / Chief Diversity Officer / Fannie Mae</p>
SESSION 4 2:30 pm – 4:00 pm	<p>Wellbeing, Spirituality, and Mindfulness: Embracing the Holistic Elements of Leadership</p> <p>Wellbeing and mindfulness are now being acknowledged as important components to our individual, organizational, and community health and wellness.</p> <p>We will address important questions including:</p> <ul style="list-style-type: none"> • What is the role of wellbeing and mindfulness in leadership? diversity and inclusion? communication? energy? And power? • What are the connections between mindfulness and productivity? • How can wellbeing and mindfulness help your organization? <p>Highlighting the growing research on the organizational, scientific, and individual benefits of wellbeing and mindfulness, this session will discuss practical, "real life" ways to adopt wellness, wellbeing and mindfulness in modern working life.</p> <p>Moderator: Tanya M. Odom, Ed.M. / Global Diversity & Inclusion & Education Consultant & Executive Coach Panelist: Howard Ross / Co-Founder & Chief Learning Officer / Cook Ross, Inc. Panelist: Darlene Slaughter / Chief Diversity Officer / United Way Worldwide Panelist: Dr. Suzan Wasik / Professor of Counseling / North Carolina Central University</p>
2:30 pm – 4:00 pm	<p>LEADERSHIP COACHING SESSIONS - Repeat</p>
4:00 pm – 5:00 pm	<p>ANNUAL DIVERSITY LEADERSHIP "STARS WHO MEAN BUSINESS" PEER AWARDS Celebration & Reception</p> <p><i>"Stars" awards celebrate individuals who advance diversity and inclusion (D&I) within their organizations and within the D&I field at large. Awardees demonstrate the passion, commitment and results that positively impact this growing movement. "Stars" awards also honor diversity executives who share Diversity Woman's vision and commitment to leadership empowerment for women.</i></p> <p>Candi Castleberry Singleton / Advisor / Dignity & Respect Campaign</p>

	<p>Dr. Johnnetta Betsch Cole / Director / Smithsonian National Museum of African Art</p> <p>Anise D. Wiley-Little / Diversity Woman Star Award Committee Chair and Chief Human Capital & Diversity Officer / Kellogg School of Management at Northwestern University</p> <p>Entertainment: Alfredo Rodriguez, world renowned Pianist</p>
<p>5:00 pm – 7:00 pm</p>	<p>10th Anniversary Celebratory Reception <i>sponsored by:</i> Target</p>

Friday, October 16	
6:00 am – 6:45 am	MORNING HEALTH & WELLNESS ACTIVITY Leah Goldstein, previous Israeli secret police officer (and world champion cyclist and blackbelt), will show you how to overcome obstacles, literally! Bring a towel and be ready for a secret agent scavenger hunt. You will traverse a simple obstacle course (fun and for all fitness levels), and overcome the barriers that try to impede your success!
7:30 am – 9:00 am	REGISTRATION
8:00 am – 8:30 am	CONTINENTAL BREAKFAST
8:00 am– 8:45 am	MORNING REMARKS AND TEN YEAR SPONSOR RECOGNITION EMCEE: Grace Figueredo / Vice President, Workplace Culture / Chief Diversity & Inclusion Officer / AETNA Sheila Robinson / Founder / Diversity Women's Business Leadership (DWBL) Conference & Publisher and CEO of Diversity Woman Magazine Caroline A. Wanga / Senior Director, Diversity & Inclusion / Target MEN AS ALLIES Tom Murray / Senior Vice President, Chief Talent Officer / EMC
8:45 am – 9:30 am	MORNING KEYNOTES GET BIG THINGS DONE: THE POWER OF CONNECTIONAL INTELLIGENCE As game-changing a concept as emotional intelligence was in the 90s, connectional intelligence is the human ability to combine knowledge, ambition, and people, amplified hugely by new technologies. In our hyperconnected world, it is changing the future of diversity and inclusion efforts in corporate America by quickly, efficiently and creatively helping people enlist supporters, drive innovation, develop strategies and implement diverse solutions to big problems. Learn how to leverage Connectional Intelligence to maximize the impact of your diversity efforts, improve the probability of creating business value and unleash the full capacity of your entire employee base. Erica Dhawan / Founder & CEO / Cotential ACHIEVING A GLOBAL MINDSET: CHALLENGES & OPPORTUNITIES OF CULTURAL COMPETENCY Globalization has transformed society, economics and politics, greatly influencing demographics. Not only are today's employees more diverse, heads of state like Barak Obama, Angela Merkel, Nicolas Sarkozy and Ellen Johnson Sirleaf, reflect a sea change in perceptions of leadership. A multi-cultural workforce symbolizes a new way of thinking about diversity and inclusion efforts. Annette Richardson / Senior Advisor – Office of Partnerships / United Nations
9:30 am – 10:30 am	EXECUTIVE PANEL GENERAL PLENARY PANEL As an increasing number of women join the C-suite ranks of well-known companies, the media has tracked their every move. From Yahoo! to Ebay to Facebook to the State Department, women in key roles are being closely followed for decisions ranging from changes in benefits to changes in hairstyles. Why is it that being a female leader generates so much attention? Is this a natural element of progress, or does it

	<p>demonstrate a step backward for women who simply want to LEAD? Join a diverse panel of female leaders from the private sector, and from a range of industries, for their perspectives on whether a double standard exists in the C-Suite and learn about positive and negative notoriety they've experienced in their leadership roles.</p> <p>Moderator: Audra Bohannon / Senior Partner, Workforce Performance, Inclusion & Diversity / Korn Ferry</p> <p>Panelist: Fumbi Chima / Chief Information Officer / Walmart</p> <p>Panelist: Tami Erwin / Senior Vice President & Group President, Consumer Mass Business Markets Sales & Services / Verizon</p> <p>Panelist: Donna Johnson / Chief Diversity Officer / MasterCard Worldwide</p> <p>Panelist: Kristine Snow / President, Capital Services / CISCO</p>
10:30 am – 11:00 am	NETWORKING BREAK & MEET THE AUTHORS
11:00 am – 1:00 pm	<p>LEADERSHIP COACHING SESSIONS</p> <p><i>One on one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy in. Advance sign up required.</i></p>
11:00 am – 1:00 pm	<p>FORUM A: LEADERSHIP & EXECUTIVE DEVELOPMENT FORUM</p> <p><i>This session is intended for senior executive leaders</i></p> <p>Moderator: Candi Castleberry Singleton / Leader / Dignity Respect Campaign</p> <p>Panelist: Rosanna Durruthy / Chief Diversity Officer / CIGNA</p> <p>Panelist: Wendy Lewis / Senior Vice President of Diversity & Strategic Alliances Major League Baseball</p> <p>Panelist: S. Shariq Yosufzai / Vice President, University Partnerships & Association Relations (Upar) / Chevron Corporation</p>
FORUM A 11:00 am – 1:00 pm	<p>FORUM B: Leadership Brilliance in the Midst of Uncertainty</p> <p>Stale. Stuck. Spiritless. This is what a leader, then a team, and ultimately a business becomes when mojo is lost. In order for leaders to reinvigorate and ignite a fresh mindset that enables a team and a practice to thrive, they must stop communicating and start connecting.</p> <p>Connection begins when leaders make a commitment to bring out the best in themselves and then do the same for everyone around them. This challenges team members to raise the bar on their engagement and productivity. The ultimate benefactors of this shift in thinking are customers who opt-in to become your brand champions.</p> <p>Upon completion of this course, participants will emerge from this highly interactive session with a plan of action and will be able to:</p> <ul style="list-style-type: none"> - Revitalize their role within their team and line of business. - Improve their ability to connect with their team, instead of just communicating. - Create a high-performing team that exceeds expectations. <p>Simon T. Bailey / Author & Founder / Brilliance Institute</p>
1:00 pm – 2:30 pm	<p>MOSAIC AWARDS' LUNCHEON</p> <p>The Mosaic Woman Award recognizes diverse and multicultural women for their unique vision and leadership, as well as their cultural and global influence. The Mosaic Woman Awards are presented in the following categories: Legend • Lifetime Achievement • Trailblazer • Leadership • Pioneer</p> <p>Invocation: Synthia Saint James / world renowned artist</p>

	<p>Mosaic Woman Lifetime Achievement Award Recipient Susan Taylor / Editor-in-Chief / Emerita, Essence</p> <p>Mosaic Woman Trailblazer Award Recipient Tina Knowles Lawson / Fashion Designer, Author & Humanitarian</p> <p>Mosaic Woman Pioneer Award Recipient Chris Nee Pioneer / Screenwriter & Creator / Doc McStuffins</p> <p>Mosaic Woman Legend Award Recipient Bishop Vashti Murphy McKenzie / AMC Church</p>
2:30 pm – 3:00 pm	<p>CLOSING KEYNOTE</p> <p>Bishop Vashti Murphy Mckenzie of AMC Church</p> <p>Sheila Robinson / Founder of Diversity Women's Business Leadership (DWBL) Conference & Publisher and CEO / Diversity Woman Magazine</p>
3:00 pm – 4:00 pm	<p>CLOSING DESERT RECEPTION</p>