

Leadership Pipeline

Presented By



**Leadership
Women™**

**DRAFT AGENDA
August 9-10, 2019**

[Omni Park West Hotel](#)

1590 LBJ Freeway • Dallas, Texas 75234 • Phone: (972) 869-4300

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Friday, August 9, 2019

Suggested Dress: Business casual

Time/Location	Event
11:00 a.m. to 11:30 a.m.	Registration Available – Trinity Ballroom Foyer
11:30 a.m. 12:45 p.m.	Welcome to Leadership Pipeline and Lunch
12:45 p.m. to 2:45 p.m. Trinity Ballroom	The Change Cycle/It is What You Say ➤ <i>Erin O. Crosby, Director of Operations and Communications, SMU, Simmons School of Education and Human Development</i> <i>No matter who you are or what you do, change will find you. It can sneak up on you and send you into a tailspin. And even when the change will ultimately be positive, the process of getting there can be downright ugly. Most of us simply want things to go back to the way they used to be. Change is part of the human experience, yet very few of us have been taught how to understand it or deal with it effectively. For leaders, navigating change is about understanding how people think, feel and behave in the midst of change and showing those you lead how to get to the other side. During this interactive session, Erin O. Crosby will introduce you to the Change Cycle, a human-centered approach to change management. We'll discuss how to move yourself and others through the early stages of loss and doubt to the latter stages of understanding and integration. So whether you're navigating the realities of a promotion, taking a leap of faith and starting your own business, or moving</i>

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	<p><i>your family to a new city, this session will equip you to handle the ups and downs of your professional and personal life.</i></p> <p>ERIN O. CROSBY serves as the Director of Operations at the Budd Center: Involving Communities in Education within the Simmons School of Education and Human Development at SMU. For more than 7 years, her work has focused on building the relationships, infrastructure and capacity for equitable, community-centered collaboration within The School Zone-West Dallas. She is currently a co-lead for the community development design team on a planning grant to open a PK-8 STEM School in West Dallas in partnership with Dallas ISD, Toyota and the West Dallas community. Her team is creating the systems and structures needed to integrate in-school and out-of-school, wraparound service provision within the school. Erin began her career as a youth program coordinator, developing and facilitating life skills programs for teen parents in Dallas ISD and the juvenile justice system. In 2005, she became the program and communications director for Leadership Women, designing learning opportunities for emerging and established leaders to advance their leadership strengths and to expand their understanding of the issues and opportunities shaping Texas. She is a Dallas Public Voices Fellow, and her op-eds on institutional abuse and racial violence have been published on Patheos and Truthout. She is a founding board member of SMU's Black Faculty and Staff Association and is a citywide trainer with the Center for Racial Justice in Education. Erin holds a Master's degree in print journalism from Boston University and a Bachelor's degree in English from SMU, and she is pursuing a doctorate in educational leadership at SMU.</p>
<p>2:45 p.m. to 3:00 p.m.</p>	<p>Break</p>
<p>3:00 p.m. to 4:00 p.m.</p> <p>Trinity Ballroom</p>	<p>Forging Your Financial Future</p> <p>➤ <i>Lisa Fox Danford, CFP®, CDFA®, Managing Director & Director of Financial Planning, Partner, South Texas Money Management</i></p> <p><i>Do you wish to take control of your financial life? Or do you have little or no experience with finances? In this presentation, Lisa Fox Danford will walk you through the benefits of financial planning and how you can act now to prepare for life's curve balls.</i></p> <p>LISA FOX DANFORD joined South Texas Money Management in April 2006. She currently manages the Austin office, serves as the Director of Financial Planning, and was named Managing Director in 2016. She is responsible for overseeing, developing and implementing the firm's financial planning services offered to clients, and serves on the firm's executive management team.</p>
<p>4:00 p.m. to 5:00 p.m.</p> <p>Trinity Ballroom</p>	<p>HR Dilemmas Along Your Leadership Path</p> <p>➤ <i>Terri Swain, LT'15, Managing Partner, The HR Consultant</i></p> <p><i>Frightened of having crucial conversations? Avoid dealing with uncomfortable situations? This scenario based interactive discussion will teach you how to deal with difficult people issues that exist in most workplaces, helping you move from peer relationships to management relationships.</i></p> <p>TERRI SWAIN is Managing Partner of The HR Consultant, a boutique human resources consulting firm specializing in Equal Employment Opportunity (investigations, training and expert witness testimony) and Affirmative Action Planning. Their clients range from Fortune 500 to small nonprofits and we have been serving a national client base for 19 years. Past lives included stints as a Fortune 200 Human Resources manager/leader and a United States Equal Employment Opportunity Commission investigator.</p>
<p>5:00 p.m. to 6:00 p.m.</p>	<p>Break</p>

Time/Location	Event
<p>6:00 p.m. to 8:00 p.m.</p> <p>Trinity Ballroom</p>	<p>Mentors Roundtable</p> <p><i>This is your priceless opportunity to meet with seasoned successful women leaders who have not only 'been there, done that' but are willing to talk about it! This hand-selected group of Leadership Faculty (Mentors and Guides) want to help you be your best self both personally and professionally. Each has rich and dynamic stories to share about experiences lived and lessons learned across uniquely varying professional and personal backgrounds. No question is off limits. We end at 8:00pm but feel free to stay and talk as long as you want!</i></p>
<p>8:00 p.m.</p>	<p>Session Adjourns for the Day</p>

Saturday, August 10, 2019

Suggested Dress: Business Casual

Time/Location	Event
<p>8:00 a.m.</p> <p>Trinity Ballroom</p>	<p>Breakfast Buffet</p>
<p>8:30 a.m. to 10:30 a.m.</p> <p>Trinity Ballroom</p>	<p>What Kind of Leader Are You?</p> <p>➤ <i>Facilitated by Alise Cortez, PhD, LT'14, LA'15</i></p> <p><i>What leader has made a real difference in your life? Who do you aspire to be as a leader, and what impact do you hope to cause and why? In this fun and interactive session, we'll explore your leadership journey and kick it into the gear that's right for you.</i></p> <p>DR ALISE CORTEZ is a Speaker, Consultant, Published Author, Radio Show / Podcast Host, and Purpose/Engagement Catalyst based in Dallas, Texas. Having developed her expertise within the Human Capital / Organizational Excellence industry over the last 20 years, today she is focused on helping companies, leaders, and individuals across the globe to more meaningfully and purposely connect with their work to achieve greater fulfillment, more impactful results, and harmonic work-life integration. She is a sought-after speaker, consults with organizations, and conducts workshops to increase employee engagement, performance, and leadership effectiveness. Her weekly radio show called "Working on Purpose" airs on iHeart Radio and Voice America's Empowerment channel. "Dr. C", as her students call her, is fueled by the Maslow-Humanist doctrine to "continually realize your potential" and revels in guiding and inspiring clients and students do the same. Alise has served on the following Boards: YMCA at White Rock (past Chairman of the Board), Lakewood Service League (past President and Event Chair), Woodrow Wilson High School Community Foundation (current Needs Assessment Chair), Dallas Staffing Association (past VP of Professional Development and Diversity), and the Dallas Running Club (past Co-Race Director).</p>
<p>10:30 a.m. to 11:00 a.m.</p>	<p>Hotel Check-Out</p>
<p>11:00 a.m. to 12:30 p.m.</p> <p>Trinity Ballroom</p>	<p>Leadership Focus: "My Leadership Journey since Pipeline"</p> <p>➤ <i>Ana Rodriguez, Managing Director, Business Development and Latino Leadership Initiative, SMU Cox School of Business</i></p> <p>ANA I. RODRIGUEZ is a nationally recognized non-profit executive, inspirational speaker, and organizational strategist. Since 2017, she has served as the Managing Director of the SMU Cox Latino Leadership Initiative, the country's only dedicated business-school-based national center of excellence focused exclusively on expanding the corporate leadership pipeline and accelerating top Latino talent to management and executive level positions. Rodriguez works with Fortune 1000 companies to recruit, retain and develop top talent and access a growing</p>

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	<p>multi-cultural talent pipeline who will drive business growth, create a sustainable competitive advantage for their global organizations. Prior to SMU Cox, she spent more than 15 years building winning business development, multi-institutional partnerships, public affairs, and media strategies. Rodriguez previously served as Special Assistant to the President at UNT Dallas and executive director of the Anita N. Martinez Ballet Folklorico. In 2013, she was named one of the nine most influential Latinos in Dallas by the Convention & Visitors Bureau and was recognized by D CEO as a 2018 Latino Business Award Honoree. She received the Dallas Business Journal's 40 under 40 Award in 2015 and Minority Business Leader Award in 2019. The Texas Women's Foundation honored Ana with a Young Leader Award at their 2019 Leadership Forum & Awards Dinner. In the community, Rodriguez serves on the Dallas Regional Chamber's Leadership Dallas Alumni Association Board, is a Trustee for K.I.P.P. DFW Charter Schools, and was recently elected to the Board of Directors for The Concilio, a local non-profit organization dedicated to inspiring and lifting families in traditionally marginalized communities. She is a dedicated member of the Hispanic 100 and the Hispanic Women's Network of North Texas. She was honored with "Women Making an Impact" Award by New Leaders Council- Dallas in 2018. A proud Dallas native, Rodriguez earned a Master of Business Administration with a concentration in Strategic Management, from the University of North Texas at Dallas. She received her Bachelor of Business Administration in Finance and Non-Profit Leadership Certification from Southern Methodist University. She is an alumna of Ursuline Academy, a Catholic college preparatory school for young women.</p>
<p>12:30 p.m. to 1:30 p.m.</p>	<p>Lunch – Hunter's Lounge</p>
<p>1:30 p.m. to 2:30 p.m.</p> <p>Trinity Ballroom</p>	<p>Best Practices in Supporting Workplace Mental Health</p> <ul style="list-style-type: none"> ➤ <i>Lance Garrison, PhD, Dallas Campus Dean, The Chicago School of Professional Psychology</i> <p><i>Talking about mental health issues can make many people uncomfortable and mental illness continues to carry a strong stigma. However, the impact of mental health issues in the workplace is significant and should be addressed. This session will provide an overview of mental health in the workplace. At the end of the session you will know the differences between mental health and mental illness, understand the impact of mental health problems on the workplace, and learn about best practices in building an organizational culture that supports employee mental health.</i></p> <p>DR. LANCE GARRISON was born and raised in Texas and is a graduate of the University of North Texas where he completed a Master of Arts in School Psychology and a Doctor of Philosophy in Health Psychology and Behavioral Medicine. He is a licensed specialist in school psychology and a licensed psychologist in the State of Texas. Dr. Garrison has a wide range of experiences in clinical psychology and higher education. His clinical experience includes work with school districts, pain management and rehabilitation, psychological and neuropsychological assessment, inpatient psychiatric services, medical/surgical and oncology psychological consultation, and outpatient psychotherapy. Currently, Dr. Garrison maintains a private practice in McKinney, Texas where he works with children, adolescents and their families. In higher education Dr. Garrison has served a variety of roles including clinical psychology faculty, department chair, campus president, and chief academic officer. Currently he serves as the campus dean and dean of academic affairs for the Dallas Campus of The Chicago School of Professional Psychology.</p>
<p>2:30 p.m. to 4:00 p.m.</p> <p>Trinity Ballroom</p>	<p>Moving from Manager to Leader</p> <ul style="list-style-type: none"> ➤ <i>Karen Johnson, PhD, LA'18, Equity & Inclusion Administrator, Washington State Department of Corrections, Olympia, Washington</i> <p><i>While one doesn't need an official title to be a leader – it is possible to effectively lead from anywhere in an organization - your official title is manager and you are ready to be recognized as a leader others want to follow. In this highly interactive workshop, we will discuss the qualities of leaders and managers and why both are essential to the success of</i></p>

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	<p><i>any organization and discover the importance of first understanding ourselves before we can effectively lead others.</i></p> <p>DR. KAREN JOHNSON, recognized for her engaging approach to strategic planning, leading change, and executive coaching, is perhaps best known for her time-honored ability to inspire individuals and teams of people to achieve breakthrough results. Karen began her career as an Occupational Therapist with the Department of Veterans Affairs (VA), serving this nation’s veterans for nearly 15 years in several key positions. She currently serves as the first Equity & Inclusion Administrator for the Washington State Department of Corrections. Karen has an extensive portfolio of community service, including leadership roles with the Olympia-Capital Centennial Rotary Club, YWCA of Olympia, and Black Alliance of Thurston County. She holds a bachelor’s degree in occupational therapy, a master’s in public administration and a doctorate in Urban Services. Karen lives in Olympia. Her life work is to advance liberty and justice for all.</p>
<p>4:00 p.m. to 4:15 p.m.</p>	<p>Wrap-Up</p>
<p>4:15 p.m.</p>	<p>Leadership Pipeline 2019 Adjourns; Your Leadership Journey Continues.</p>