

New England Diversity Council presents

Boston

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Women of Vision: Leading Transformation in the Workplace

March 24, 2015

Microsoft New England R&D Center

Sponsored by





Welcome

Dennis Kennedy

Founder & CEO, National Diversity Council



Dear Participant,

Welcome to the Second Annual Greater Boston Women in Leadership Symposium hosted by Microsoft. This great event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of executives who have made the climb up the corporate ladder.

The theme for today's summit is "Women of Vision: Leading Transformation in the Workplace". You will gather a wealth of knowledge, experience and expertise from top professional women speaking on topics pertinent to today's female leaders, as well as personal and professional challenges they faced while successfully rising to the top in their respective organizations.

I encourage you to take the initiative to meet new colleagues, talk openly about today's topics and exchange ideas. It is my hope that your experience today is rewarding and allows you to gain some insight to reflect on your own goals and status in an effort to help catapult you to the top in your own career development.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the New England Diversity Council. I would like to thank our corporate sponsors, planning committee, program participants, and volunteers for their support and participation.

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Moderator



Asker Saeed

Director of Diversity, Day Pitney, LLP



Asker A. Saeed is the Director of Diversity at Day Pitney. As a member of the firm's senior management team, he is responsible for further developing and implementing the firm's strategic diversity plan and serving as a key thought leader, ambassador and advocate on diversity, inclusion and equity, all while keeping diversity at the forefront of all of the firm's initiatives. Additionally, he leads the firm's efforts to identify, develop and foster relationships among various external constituencies who are active in diversity and inclusion, including firm clients, bar associations and affinity groups. Mr. Saeed also actively supports and collaborates with the firm's Women Working Together and Day Pitney Attorneys of Color initiatives.

Mr. Saeed joined Day Pitney from United Technologies Corporation's Pratt & Whitney division where he was most recently Vice President – Customer Business, Commercial at IAE International Aero Engines AG (IAE), a Pratt & Whitney joint venture. In that role he provided strategic oversight and leadership to the Customer Business, Commercial function. Prior to that he was lead counsel for the global leasing and finance organizations at IAE and managed all corporate governance matters for the joint venture. Prior to joining IAE he was assistant counsel in the Commercial Engines & Global Services section of Pratt & Whitney. While at Pratt & Whitney, Mr. Saeed coordinated all legal department diversity efforts and was designated by the general counsel as the legal department's representative to the UTC Diversity Council. Mr. Saeed began his legal career as an associate at two large northeast regional law firms based in Hartford, CT, where he practiced in the areas of debt finance, public finance, and general corporate matters and was an active member of the diversity and recruiting committees. Prior to entering the legal profession, Mr. Saeed was a Sales Manager with a large computer and electronics retailer based in Canada.

Mr. Saeed has been a frequent speaker on diversity and career development issues, both locally and nationally, and has presented on topics such as "Diversity Best Practices," "Charting Your Own Course," "Succeeding Within Firm and Corporate Cultures," "The Work/Life Balance" and "How to Advance and Make an Impact as an In-House Lawyer."

He has also been involved in a number of community-based initiatives, including serving on the board (and later as merger counsel) of Asian Family Services, Inc., a social services and mental health provider working within the lower income Asian communities in the greater Hartford area; the National Conference for Community and Justice of Connecticut and Western Massachusetts; and the Second Century Fund of the Welles-Turner Memorial Library. He was also involved in efforts to form an Asian Pacific American Affairs Commission in the State of Connecticut.

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Panelists



JACKIE GLENN

Global Chief Diversity Officer, EMC Corporation

Jackie Glenn is a seasoned executive in Strategic Planning, Human Resources, Talent Development, and Diversity and Inclusion. She is currently the Global Chief Diversity Officer for EMC Corporation. In this position, she leads the Diversity and Inclusion strategy for the company's global operations, ensuring not only an innovative and inclusive workforce for EMC's 60,000 employees^{3/4} but also a bottom-line value for the company. Jackie joined EMC in 2000, as the Director of HR Operations for the Sales Division.

In that capacity, she provided strategic and tactical Human Resources support to EMC sales groups, comprising more than 2,000 employees at both domestic and international sites. Overall, in her stellar 20 plus years-year career across the Human Resources spectrum, Jackie has managed and implemented programs in Employee Relations, Training and Development, Recruiting, Organizational Development, and Consulting and Coaching.

Her leadership as the Global Chief Diversity Officer at EMC includes the development of several ground breaking efforts, including the design and implementation of an innovative and mandatory D&I curriculum, institutionalization of the company's Transgender Reassignment Program, and the launch and execution of its High Potential Women's Program. Jackie has been profiled in various magazines including Black Enterprise, Working Mother, Network Journal, Boston Business Journal, Savoy, Odyssey Media, Uptown Professional and Diversity Careers. She received her undergraduate degree in Healthcare Administration from Emmanuel College and a Master's Degree in Human Resources Management from Lesley University. Jackie has a passion for community advocacy and civic leadership and is a champion for issues affecting children and families. She serves as a board member for the Children's Services of Roxbury, Girl Scouts of Eastern Massachusetts, the African American Museum- Boston and the Greater Boston Sickle Cell Anemia. She resides with her husband, Windsor, and their two daughters, Nicole and Alicia, in Milton, Massachusetts.

LINDA HOUSTON

Market Executive, Merrill Lynch

In her role as market executive, Linda focuses on clients and building Merrill Lynch's presence and business in the New England market. Linda Houston began her career at Merrill Lynch in 1984 as a client associate in New York. She became a Financial Advisor in 1986 and worked with clients in New York City and Stamford, CT. After becoming a member of the Circle of Excellence in 1997 and 1998, she moved into a management role, ultimately leading the Merrill Lynch Wealth Management offices in Connecticut and Manhattan. In 2010 Linda was named the Regional Managing Director for the New Jersey Region and in 2011 became the Market Executive of the New England Market.



Linda is involved throughout her community often speaking at women and leadership summits. Linda is also active with youth as her market organized a day for the local Girl Scout troops to come and learn about money, credit, buying power, etc. Linda has been named one of the top directors/managing directors at Merrill Lynch several times. In 1998, Linda was selected to represent Merrill Lynch's support of the Women's Sports Foundation for the advertorial "Training for Success," featured in Self Magazine. She was also recognized as one of Connecticut's Women of F.I.R.E. in 2012 as a leading woman in local financial services. Most recently, Linda received The Woman of Merit award, from the local Girl Scout chapter, which recognizes leaders who demonstrate the Girl Scout values of leadership, personal achievement, and service to the community.

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Panelists



SENATOR KAREN E. SPILKA

Massachusetts State Senator, Chair, Senate Committee on Ways and Means

Senator Karen E. Spilka is the State Senator for the 2nd Middlesex and Norfolk district, which includes the towns of Ashland, Framingham, Franklin, Holliston, Hopkinton, Medway and Natick in the MetroWest region of Massachusetts. She serves as the Majority Whip, charged with developing and actively supporting the Senate's legislative agenda, and as Senate Chair of the MetroWest Legislative Caucus, the Biotech Legislative Caucus and the Tech Hub Caucus. Senator Spilka is also a member of the Goddard Council for STEM Education and the Governor's STEM Advisory Council. Senator Spilka's legislative accomplishments include efforts in a broad range of areas including economic development, jobs creation, education, juvenile justice and services for the elderly and disabled communities.

Senator Spilka was first elected to the Massachusetts House of Representatives in the fall of 2001, where she served three years before her election to the State Senate in January 2005. Prior to becoming a legislator, Senator Spilka was in private practice as an arbitrator and mediator, specializing in labor and employment law and community and court mediation. In addition, she has been a facilitator and fact finder in disputes in the public and private sectors, as well as a social worker and trainer of adult mediation and school-based peer mediation programs, collaborative-based collective bargaining and conflict resolution strategies. Senator Spilka is a graduate of Northeastern Law School and holds a B.S. from Cornell University. She has been married for over thirty years to Joel S. Loitherstein, an environmental engineer, and has three children and two dogs.

CHANDA GUTH

Director, Human Resources, Biogen



As Director Human Resources at Biogen, Chanda Guth is responsible for HR leadership within the Technical Development, Global Engineering, and Operations Innovation organizations. She joined the company in 2014 and is leading the strategy development approach for her teams. Chanda provides high impact organizational solutions through a consultative approach and keen understanding of the businesses she supports. She brings extensive HR leadership experience spanning a diverse range of roles, including leadership of multiple centers of excellence, in Fortune 100 companies including Lockheed Martin and DIRECTV. Chanda holds an MBA and a bachelor's of science in Organizational Leadership. In addition to her professional pursuits, Chanda has a passion to serve by giving back to the communities in which she lives. She is an active board member for Purdue University's Technology Leadership Innovation Department providing academic curriculum counsel to her alma mater and previously served as the Vice President, Board of Directors for the Asian/Pacific Islander Domestic Violence Resource Project focused on addressing and preventing domestic violence in Asian/Pacific Islander communities in Washington DC, Maryland, and Virginia.



Panelists



LUZ CARRASQUILLO

Director, Learning & Development, Thermo Fisher Scientific

Luz Carrasquillo is a dynamic Talent Development Practitioner who is passionate about achieving business results through people development and advancement. Her leadership mission is to educate, inspire, and empower women to exert their unique talents in a manner that allows them to lead with influence, competence, and confidence. Often, Luz sought after for her leadership in the areas of leadership and management development training, organizational development, change management, executive coaching, and group/team facilitation.

Over the past 17 years, Luz has led large corporate and non-profit training teams. Luz' extensive learning and development experiences range from leading the design and execution of frontline competency models and career pathing, multi-level mentoring programs, company wide employee satisfaction survey action planning process, Learning Management Systems, and the facilitation of various large scale change initiative's and Six Sigma practices.

Luz succeeds at breaking down complex assignments by tackling them strategically and planning for the effective and timely execution of desired outcomes, via strong collaborative partnerships is what she does best. Luz holds a Business Administration degree and numerous professional talent development certifications.

ARLEEN ASHJIAN

Global Director, R&D Portfolio Management, International Flavors & Fragrances, Inc. (IFF)

Arleen Ashjian is the Global Director R&D Portfolio Management at International Flavors and Fragrance (IFF) for innovation programs and external Strategic Partnerships. Previously, she headed up a newly created Program Management function. She also managed the Research Perfumery group which partnered with perfumers and chemists to discover, select, and commercialize new ingredients for fine fragrances and consumer product applications. She developed and executed a global Strategic Partnership process as well as a new product development process resulting in an expanded innovation pipeline.



Arleen served as Director Corporate Quality for Ocean Spray Cranberries, Inc. 2007-2010 and was previously the Director of Business Process Management at The Gillette Company, now Procter & Gamble. In these roles, Arleen transformed key strategic processes, streamlined operations and expanded organizational capabilities for increased value. Leading the global quality function for all products at Ocean Spray, she covered eight plants, international subcontractors, and 700 growers. As Director of Business Process Management at Gillette, Arleen led the design and implementation of a stage gated new product development process and facilitated its adaptation across five business units. In her many operational and manufacturing leadership roles, Arleen implemented process improvements, cost reductions, new product and equipment introductions, and numerous automated systems; she built teams, improved methods and developed and implemented a global cost reduction management process across eleven manufacturing plants.

Arleen has an M.B.A. and a Master of Engineering from Boston University and a B.S.B.A. in Marketing from Western New England College. She is a member of the American Society for Quality and the Product Development and Management Association, Women in Flavor & Fragrance Commerce, and has a Six Sigma Green Belt.

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Panelist



MARIKA REULING

Chief of Staff, Harvard University

With more than a decade of experience in corporate and non-profit roles, Marika Reuling currently serves as the Chief of Staff to the Executive Vice President (EVP) at Harvard University. There, Marika supports EVP Katie Lapp by planning, coordinating, and evaluating the overall operation of the EVP Office; liaising among University departments; and overseeing special projects. The Office oversees all aspects of the University's financial, administrative, human resources, campus services, planning and project management, development in Allston, and information technology functions.

In addition to her work at Harvard University, Marika is an entrepreneur, and principal of Reuling Vineyard, one of the premier pinot noir and chardonnay properties in California, located on the Sonoma Coast.

Prior to her position at Harvard University, Marika served as Account Supervisor at public affairs firm Solomon McCown; as Vice President for Communications and Business Development at VPNE Parking Solutions; and as Director for Community Relations at the lobbying and public affairs firm O'Neill and Associates.

In addition to her work at Harvard, Marika is involved in a number of community activities. She is a founding member of the Whitman-Hanson Education Foundation, an organization in her hometown that funds innovative curriculum-based initiatives within the Whitman Hanson Regional School District, and was a founding member of the Phoenix Project of Massachusetts, a coalition working to address educational funding issues in the Commonwealth.

Marika graduated from Boston College in three years, and currently resides in Charlestown, Massachusetts with her husband, a youth advocacy attorney at the Massachusetts Committee for Public Counsel Services.



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Planning Committee Members

Alessandra Jaime
Event Coordinator
National Diversity Council

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Schedule of Events

- 8:00 a.m. -8:30 a.m. **REGISTRATION, CONTINENTAL BREAKFAST & NETWORKING**
- 8:30 a.m. -8:35 a.m. **WELCOME**
Jim Penny - *Senior Director, National Diversity Council*
Joel Dube - *Assistant Vice President, Regional Diversity Officer, Morgan Stanley Field Management Division & BOD, New England Diversity Council*
- 8:35 a.m. -8:40 a.m. **WELCOME & CO-TITLE SPONSORS REMARKS**
Aimee Z. Sprung - *Civic Engagement Manager, Microsoft New England Research & Development Center*
- 8:40 a.m. -8:45 a.m. **INTRODUCTION OF PANELISTS AND TOPICS**
Moderator: **Asker A. Saeed** - *Director of Diversity, Day Pitney LLP*
- 8:45 a.m. -9:05 a.m. **TOPIC #1: SMART WOMEN TAKE SMART RISKS**
Sen. Karen E. Spilka - *Massachusetts State Senator, Chair, Senate Committee on Ways and Means*
- 9:05 a.m. -9:25 a.m. **TOPIC #2: WOMEN OF COLOR: STRIVING FOR EXCELLENCE**
Jackie Glenn - *Global Chief Diversity Officer, EMC*
- 9:25 a.m. -9:45a.m. **TOPIC #3: LEADERSHIP LESSONS LEARNED**
Chanda Guth - *Director, Human Resources, Biogen*
- 9:45 a.m. -10:00 a.m. **QUESTIONS & ANSWERS SESSION**
- 10:00 a.m. -10:15 a.m. **BREAK**



Schedule of Events

- 10:15 a.m. -10:35 a.m. **TOPIC #4: CHANGING LANES: HOW DO I KNOW THE TIME IS RIGHT?**
Marika Reuling - *Chief of Staff, Harvard University*
- 10:35 a.m. -10:55 a.m. **TOPIC #5: DOING BUSINESS IN HEELS: MAKING THE WORKPLACE
A PLACE OF YOUR OWN**
Linda Houston - *Market Executive, Merrill Lynch*
- 10:55 a.m. -11:15 a.m. **TOPIC #6: SUPER WOMEN: CAN I HAVE IT ALL?**
Luz Carrasquillo - *Director, Learning & Development, Thermo Fisher Scientific*
- 11:15 a.m. -11:35 a.m. **TOPIC #7: STRATEGIES ON POSITIONING YOURSELF FOR SUCCESS**
Arleen Ashjian - *Global Director, R&D Portfolio Management International Flavors &
Fragrances, Inc.*
- 11:35 a.m. -11:55 a.m. **QUESTIONS & ANSWER SESSION**
- 11:55 a.m. -12:00 p.m. **SPONSOR RECOGNITION & CLOSING REMARKS**
Jim Penny - *Senior Director, National Diversity Council*
- 12:00 p.m. **ADJORN**



We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in their knowledge that their efforts make a difference.



Please contact **Alessandra Jaime** for Coporate Membership
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