The Pennsylvania Diversity Council Presents

The 2016

Pittsburgh Women in Leadership

Symposium

“Secure Your Place at the Table”

June 15, 2016
8:30AM – 11:30AM

Duquesne University
600 Forbes Avenue
Pittsburgh, PA 15282

Sponsored by:
Greetings,

Welcome to the 2016 Philadelphia Women in Leadership Symposium hosted by Duquesne University. This event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of female executives who have made the climb up the corporate ladder.

The theme for today’s summit is *Secure Your Place at the Table*. Despite advances over the past several years, women continue to be underrepresented in the C-Suite and executive leadership teams of businesses across the nation. By bringing together successful women leaders, we hope to educate, inspire, and encourage attendees to reflect on their own goals and status as they strive to advance in their organizations.

Listening to the success stories of today’s panelists is only one part of the symposium. In the business world, both networking and professional development are key when seeking career advancement. Therefore, we strongly encourage you to take the initiative to meet new colleagues, talk openly about today’s topics, and exchange ideas in order to make your experience today as rewarding as possible.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the Pennsylvania Diversity Council. We would like to thank our corporate sponsors, planning committee members, program participants, and volunteers for their support and participation. Without each of you, this event would not be a success.

Sincerely,

*Dennis Kennedy & Angeles Valenciano*
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Mona Dine is the Director of Talent Management at Harbison Walker International, headquartered in Pittsburgh, Pennsylvania. In this role, she partners with executives/senior leaders to drive performance and productivity across the enterprise. Mona oversees the organizational alignment and integration of talent management initiatives to meet strategic plan objectives.

Mona is an experienced human resources professional with a proven record of success in identifying, developing and executing results oriented human capital initiatives across an organization. She possesses a strong ability to serve as a strategic business partner by aligning talent needs to business outcomes. She coaches to increase individual/team effectiveness and engagement, drives process innovation and change, and motivates others in dynamic and changing environments. In addition, Mona is an ICF certified Professional Coach specializing in career and leadership development.

Mona holds a Bachelor’s degree in Psychology from the University of Michigan and a Master’s degree in Higher Education and Student Affairs from the Ohio State University. Mona is also SPHR and SHRM-SCP certified. Prior to her current role, she was Director of Talent Management and Corporate Human Resources at RTI International Metals, Inc., leading organizational effectiveness and talent management initiatives Mona also served as Vice President and Senior Talent Consultant with PNC Bank, supporting talent management initiatives across multiple lines of business. Other previous roles include Director, Recruiting and Staffing at Pittsburgh Public Schools and Director of Career Services and Assistant Director of Human Resources at Robert Morris University.

Mona volunteers for the March of Dimes, Pittsburgh Youth Leadership, and serves as a Pittsburgh Promise Coach. She also serves as a Corporate Advisory Committee member and Mentor for PA Women Work. In addition, she is a fitness instructor and resides in Pittsburgh, Pennsylvania.
PANELISTS

Aleta Richards
Vice President, PCS Regional Product Management
Covestro, LLC

Aleta Richards is the Vice President, PCS Regional Product Management for Covestro, LLC. She is responsible for the development and execution of the NAFTA product management strategy for the Polycarbonates Business Unit. Her team oversees material balances, leveraging domestic and contract manufacturing. Prior to this position, Aleta was the Vice President of HR Services and HR shared services center for Bayer Corporation. Before transitioning into the HR role, Aleta held numerous roles within Bayer Material Science. These have included global key account management, strategic marketing, inorganic chemicals sales and product management, customer service, quality management, strategic planning and market development. Aleta serves as an executive support for the Bayer Pittsburgh site’s ACCESS Network, a network of African American employees in Pittsburgh. In addition, she served as a member of the Bayer Diversity Advisory Council and supports numerous educational programs within the community. A native to Pittsburgh, Aleta holds both a BS and MBA in Marketing and International Business from the University of Pittsburgh.

Dodi Walker Gross
Counsel
Reed Smith, LLP

Dodi is an employee benefits lawyer and more than a 20 year partner with Reed Smith. In this capacity, she represents local, national, and multinational corporations. Her work encompasses the full range of employee benefits matters with respect to executive compensation, separation pay, retirement, savings, welfare and cafeteria plans. Her areas of concentration include US and international plan design; IRS, DOL, and PBGC compliance; benefit claims and other dispute resolution; benefits issues in corporate and employment transactions; labor negotiations; reductions in force; QDROs; executive employment contracts and separation agreements; retiree medical programs; and specialized benefit trusts. Welfare plan experience includes cafeteria plans, COBRA, HIPAA, and domestic partner issues. Dodi also has extensive experience representing plan sponsors and administrators in navigating IRS, DOL, and PBGC audits and correction programs. Dodi regularly speaks on a number of employee benefits topics, including for the Pennsylvania Bar Institute, and co-authors many Reed Smith client alerts, which can be found at www.reedsmith.com.
PANELISTS

Kenya Boswell
President
BNY Mellon Foundation, Southwestern Pennsylvania

Kenya currently serves as President of the BNY Mellon Foundation of Southwestern Pennsylvania. Joining the Foundation in 2008, Kenya oversees Corporate, Tax Credit and Foundation investments that support the company’s philanthropic, business and Community Reinvestment Act objectives. She is a member of BNY Mellon’s Pittsburgh Executive Council. Kenya was also instrumental in creating the $1M UpPrize, a unique collaboration between BNY Mellon and The Forbes Funds, which combines impact investing with a research-based social innovation challenge. Previously, Kenya was a Senior Representative for Duquesne Light Company’s Corporate Communications and Community Affairs team. Kenya serves as an Advisory Committee Member for Carnegie Mellon University’s Program for Research & Outreach on Gender Equity in Society (PROGRESS), Grantmakers of Western PA’s Board of Directors and the University of Pittsburgh Institute of Politics Board of Fellows and Workforce Development Committee. Kenya was recently featured in the Pittsburgh Business Times as one of their 2015 Fast Trackers and Women in Business special issue. Kenya holds a Master’s of Science Degree in Nonprofit Management from Robert Morris University and has completed the Leadership and Negotiation Academy for Women at Carnegie Mellon University.

Susan Yohe
Chief Diversity & Inclusion Officer
Buchanan Ingersoll & Rooney, PC

Susan Yohe is the Chief Diversity and Inclusion Officer at Buchanan Ingersoll & Rooney, PC and is responsible for assisting Firm leadership by attracting, recruiting, retaining, nurturing, engaging and elevating diverse talent across the Firm’s 19 offices and 11 practice areas. Previously, Susan was a full-time lawyer with more than 30 years of experience in the courtroom, in both federal and state courts and at the trial and appellate level. Susan was also a Managing Shareholder of the firm’s largest office in Pittsburgh and was Chair of the firm’s Diversity Committee. She has been selected in multiple years as a Pennsylvania Super Lawyer, as well as one of the Best Lawyers in America in commercial litigation. In 2014, she was named a BTI Client Service All-Star, a list of lawyers identified through interviews with corporate counsel who are recognized as outstanding service providers. She was also a member of the Academy of Trial Lawyers of Western Pennsylvania. Susan currently serving on the boards of the Women and Girls Foundation and the Society for Contemporary Craft. She is the Chair of the Advisory Committee of the Pennsylvania Center for Women in Politics at Chatham University.
Nancilee Burzachechi, JD, CFRE
Director, Office of Government Relations & External Affairs
Community College of Allegheny County

Nancilee Burzachechi heads up the Office of Government Relations and External Affairs for the Community College of Allegheny County (CCAC) where she has the opportunity to promote greater understanding of the role post-secondary education can provide for women and underrepresented populations. Previously, Burzachechi served as the Vice President of Institutional Advancement & External Relations and was responsible for government relations and advocacy, public fundraising and advocacy, institutional communications, public relations and marketing. In 2009, she was selected to co-chair Imagine & Achieve: The Campaign for the Community College of Allegheny County, the largest and most successful fundraising initiative in the college’s 49-year history. The campaign raised over $43 million in funds for workforce development, general program enhancements, facility and infrastructure projects and additional endowment and unrestricted funds.

Burzachechi has held CFRE (Certified Fund Raising Executive) certification since 1999 and is an attorney actively licensed to practice in the Commonwealth of Pennsylvania. She has worked in higher education for over 22 years, with 14 of those years at the college. Prior to joining CCAC, she held various positions with the University Of Pittsburgh School Of Law and Carnegie Mellon University’s Tepper Graduate School of Business. An active member of American Association of Community Colleges (AACC), Burzachechi also served on the Board of Trustees of the Council for Resource Development (CRD). She is also a member of the National Council for Marketing and Public Relations (NCMPR), the Council for the Advancement and Support of Education (CASE), the Association of Fundraising Professionals (AFP), the Pennsylvania Bar and Pennsylvania Bar Association and the Advisory Committee on Part-time Faculty, Pennsylvania Joint State Commission. Under her management, Institutional Advancement & External Relations has won numerous marketing and communications awards, including a Gold Paragon Award for Best Promotion Campaign for a Special Event.

Burzachechi is a graduate of the University of Pittsburgh’s College of Arts & Sciences, School of Law and Katz Graduate School of Business. She has been an ardent supporter of women’s rights, serving as the PFA attorney in several western PA counties early in her legal career. She is devoted to bringing educational opportunities to the residents of southwestern Pennsylvania and serves as a mentor and an adjunct faculty member in the Business departments of CCAC’s Boyce and Allegheny campuses where she has the honor of teaching credit classes in Marketing, Advertising and Business.
SCHEDULE OF EVENTS

8:00 AM - 8:30 AM  REGISTRATION, CONTINENTAL BREAKFAST & NETWORKING

8:30 AM - 8:35 AM  WELCOME
T.K. Floyd  
Executive Director  
National Diversity Council

8:35 AM - 8:50 AM  INTRODUCTION OF PANELISTS & TOPICS
Mona Dine  
Director, Talent Management  
HarbisonWalker International

8:50 AM - 9:10 AM  “BECOMING A PERSON OF INFLUENCE”
Nancilee Burzachechi  
Director, Office of Government Relations & External Affairs  
Community College of Allegheny County

Introduction:
Women who break through into senior-level leadership roles get there by delivering results. In “Becoming a Person of Influence: How to Positively Impact the Lives of Others,” John Maxwell lists a number of traits a person of influence should possess such as integrity, nurturing, faith, and understanding among others. Once you learn these simple, insightful ways to interact more positively with others, your personal and organizational success will go off the charts. Whether your desire is to build a business, climb the corporate ladder, or secure your place at the table, you can achieve it by raising your level of influence in the lives of others.

9:10 AM - 9:30 AM  “FINDING & OWNING YOUR VOICE”
Dodi Walker Gross  
Counsel  
Reed Smith, LLP

Introduction:
What does it mean for women to have a “voice” in meetings or within their organization? Many women consistently feel less effective in meetings than in other business situations. Some say their voices are ignored or overlooked while others point to an inability to find their way into conversations. How can women navigate perceptions around assertiveness in the workplace while owning their voice?
SCHEDULE OF EVENTS

9:30AM - 9:50AM  “THE COURAGE TO LEAD: INNER DIMENSIONS OF LEADERSHIP”
Susan Yohe
Chief Diversity & Inclusion Officer
Buchanan Igersoll & Rooney, PC
Introduction:
Leadership does not happen without courage. To be an effective leader, you need to know your strengths, yet that is only part of the process. You also need a broad perspective on the behaviors needed to be an effective leader in order to avoid one dimensional leadership styles. The inner dimensions of leadership include pioneering, energizing, affirming, resolving and commanding.

9:50AM - 10:05AM  QUESTION & ANSWER SESSION I

10:05AM - 10:20AM  BREAK

10:20AM - 10:40AM  “POSITIONING YOURSELF FOR THE NEXT BIG OPPORTUNITY”
Kenya Boswell
President,
BNY Mellon Foundation
Introduction:
According to Benjamin Franklin, “Opportunity often comes disguised in overalls covered in mud.” In today’s environment, successful careers are often developed by taking the road less travelled or by accepting projects or assignments that may not seem appealing. However, these assignments may provide unique opportunities to stand out amongst your peers and other leaders. Learn when and how to take risks to ensure you are positioned for the next big opportunity.

10:40AM - 11:00AM  “DEVELOPING POLITICAL SAVVY: HARD WORK & TALENT ARE NOT ENOUGH”
Aleta Richards
Vice President, Regional Product Management
Covestro, LLC
Introduction:
You cannot afford to be apolitical at work if you aspire to advance in the professional sphere. In many jobs, when you reach a certain level of technical competence, politics makes a key difference in achieving success. In the workplace, politics is about positioning your ideas in a favorable light, knowing what to say, how to say it, and when to say it.

11:00AM - 11:15AM  QUESTION & ANSWER SESSION II

11:15AM - 11:30AM  CLOSING REMARKS
T.K. Floyd
Executive Director
National Diversity Council
Become a CERTIFIED DIVERSITY PROFESSIONAL

December 5-9, 2016
University of Tampa
401 W. Kennedy Blvd.
Tampa, FL 33606

Contact:
Jim Penny, jim.penny@nationaldiversitycouncil.org
or Cecilia Orellana-Rojas,
cecilia.orellana-rojas@nationaldiversitycouncil.org

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The Pennsylvania Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today’s global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.

Please contact Shalom Gibtsawi for more information about the Council shalom.gibtsawi@nationaldiversitycouncil.org