



Third Annual Conference
Women in Leadership: Work-Life Balance
March 19-20, 2015
The Omni Los Angeles Hotel

PEPPERDINE UNIVERSITY
Graduate School of Education and Psychology

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“Women in Leadership: Work-Life Balance” on LinkedIn

Schedule

Thursday

March 19

8 – 8:45 a.m.

Registration

Location: Bunker Hill
Foyer, 2nd Floor Lobby

8:45 – 9 a.m.

Dean's Welcome

Location: Bunker Hill

Helen Easterling Williams, EdD
*Dean and Professor of
Education, Pepperdine
University Graduate School of
Education and Psychology*

9 – 10:30 a.m.

Plenary Session

Location: Bunker Hill

Relationships that matter: How mentoring and developmental networks enable women's success at work and in life

Kathy E. Kram, PhD
*R. C. Shipley Professor in
Management, Boston University*

10:30 – 10:45 a.m.

Break

10:45 a.m. – 12:15 p.m.

Concurrent Session 1

Option A

Location: Bunker Hill

The Role Mentors Play in Women's Work-Life Balance

*Rhonda Capron, EdD .
Academic Dean
School of Business,
Phoenix University*

Organizational leaders need to establish policies and programs to retain quality employees. Mentorship and work life balance positively impact organizational commitment and reduce turnover intention. The purpose of this phenomenological, qualitative study was to explore the role that mentors play in helping women achieve work life balance.

Mentoring Female Entrepreneurs and Business Owners

*Tom McCluskey
Business Advisor, PCR Small
Business Development Center;
Adjunct Instructor, Graziadio
School of Business and
Management, Pepperdine
University*

*Denise Berger, EdD
Advisor, itCSR*

*Melanie Rae
Founder
Guided Business Plan*

The growth in female entrepreneurship is skyrocketing, with more than 9.1 million female-owned businesses operating in the U.S. Female entrepreneurs face challenges their male counterparts don't, but they also enjoy opportunities specific to women. This growing segment of entrepreneurs thrives under specific mentoring efforts that the panel will suggest.

Option B

Location: Museum A

Global Leadership Competence and Tools for Mentoring

*Kerri Heath, EdD
Senior Advancement Officer
Pepperdine University*

*Lene Martin
Global Communications Lead
Amgen Inc.*

*Shanetta Robinson, EdD
CEO/Managing Partner
JPR Leadership Consulting*

Requirements for leaders who want to influence on a global scale have changed due to globalization and technology. Leaders must have intellectual intelligence (IQ), emotional intelligence (EQ), cultural intelligence (CQ), and moral intelligence (MQ). This presentation will breakdown how these models are used in leadership development and mentoring today's leaders.

How You Can Facilitate Your Purpose Through Positive Deviance Motivating Conditions of Transformational Leadership

*Linda M. McKenzie
Organizational Doctoral
Student, GSEP*

*Kimberly Oglesby McCowan
MSN, FNP-C*

Research shows that groups led by transformational leaders have higher levels of performance and satisfaction than groups led by other leader types. Transformational leadership enhances the motivation, morale, and job performance of followers through a variety of scope. The work begins with self-care and reflection. Are YOU ready to transform?

More than Just Words – How to Inspire, Stimulate and Motivate your Audience Every Single Workshop, Presentation or Speech

*Etel Leit, MS
SignShine Founder and Owner*

People are looking for more than knowledge in any presentation, workshop or seminar. They are looking to be inspired, stimulated and motivated. Throw away the lecture method you've been taught and adopt an innovative way to present yourself (and your expertise). In this hands-on presentation you will get the best tools on how to turn any conference or seminar into an unforgettable experience; your audience will be wowed every single time.

Option C

Location: Museum B

A Values-Driven Compass: An Exploration of Life Roles and Career Decision-Making

*Yas Djadali Hardaway
Executive Director of Career Services, Adjunct Faculty, Pepperdine University*

*Adriana Estrada
Director of Academic and Employer Partnerships, Adjunct Faculty, Pepperdine University*

*Brandi Donaldson
Career Counseling for Psychology, Pepperdine University*

Grounded in Social Cognitive Career Theory and Career Construction Theory, participants will explore their personal life stories and prioritize their values in light of their current career and life roles. Results will be used to gain clarity of how values-based career decision-making can significantly calibrate our internal compass, strengthen our identity and empower our life roles.

Option D

Location: Hershey Room

Building a Sustainable Mentoring Culture

By invitation only
Seaver Mentoring Pod Members

12:15 – 12:30 p.m.

Break

12:30 – 2 p.m.

Plenary Session and Luncheon

Location: Watercourt

Ask me to lead: Leadership lessons from the FBI

*Kathleen McChesney, PhD
Kinsale Management Consulting*

2:15 – 3:45 p.m.

Concurrent Session 2

Option A

Location: Bunker Hill

Reawakening your Inner Goddesses: Guidance for Self-Care and Leadership

*Alyson Cartagena, MFA, CLMA
Associate Professor
Rio Hondo College*

*Elaine Martinez, MS, FYT
Adjunct Professor
Rio Hondo College*

*Norkor Omoboe, MS, CSCS
Associate Professor
Harbor College*

*Jodi M. Senk, EdD, CSCS, RYT
Professor, Rio Hondo College*

This panel presentation facilitates discussion on the significance of self-care, including physical, mental, and spiritual aspects. Research from leading organizations and practical experiences of panelist will be included. Opportunities for employing strategies to activate the mind, body, and spirit to awaken your inner goddess will be conducted.

Work-Life Balance Is Challenging: How Do You Navigate Work-Life Balance With Cancer?

*Stacy Rothberg, EdD
Associate Dean of Students,
Pepperdine University*

This presentation explores ten women's journey with cancer. This study reveals how healthy women and those with cancer navigated work-life balance. Successful balancing strategies included: faith, support systems, mentoring, healthy lifestyle, resources, therapy, and hobbies.

Option B

Location: Museum A

Understanding the Transition of Women Faculty into the Role of Deanship

*Raelene Brooks, MS
Associate Dean of Nursing Mt.
San Jacinto College*

The projected shortage of deans and academic administrators will impact the number of qualified faculty assuming the complex roles as new deans. Research is needed to understand the transition of new deans from faculty roles in order to provide support for the next generation of deans to thrive and lead.

Themes identified in the literature review included: deanship, stress, role, leadership, and service.

The Necessity of Social Capital: A Review of Experiences from Women Middle Managers in Academia

*Marie Hansen, JD, PhD
Dean, College of Business,
Husson University*

Social cognition theory connects the factors of cognition, behavior and environment to explain the need for support in leadership development. Support for leaders who are women middle managers in higher education comes from people, policies and structures. Social capital gleaned from mentors or supervisors has strong positive effects on feelings of success and balance for these women.

Building Personal and Professional Relationships in a Doctoral Program

*Nicole Johnson, EdD
The ABC Coach, Inc.,
Brandman University*

*Laura Manyweather, MBA
Doctoral Student
California State University, Long Beach*

This presentation focuses on the significance of mentoring. Intentional mentors help women effectively cultivate professional relationships and navigate the educational system. Participants will learn the stages of mentoring, how to build a mentoring constellation, and practical strategies to develop and sustain meaningful personal and professional relationships in the doctoral program.

Option C

Location: Museum B

Graduate Students Managing Work and Family Roles

*Tanisha DuBransky, PhD
Adjunct Faculty Member
California Lutheran University*

This study explored the practices and perspectives of employed graduate student mothers (ages 29-42) with preschool-aged children (≤5yrs). The presentation will summarize factors related to the experience of role conflict (challenges) and role enrichment (benefits) in the course of fulfilling student, parent, and worker roles. Faculty advisors, graduate students, higher education administrators, and others interested in learning how to support these students are encouraged to attend.

Mentoring of Women from Three Perspectives: Multiculturalism, Feminism, and Spirituality

*Gimel Rogers, MA
PsyD student
Pepperdine University*

*Carrie Castaneda-Sound, PhD
Assistant Professor
Pepperdine University*

Literature has emphasized the importance of having a mentor and the role mentorship has in one's personal and professional development. Recently, literature has explored different mentorship styles and their effect of the mentor/mentee relationship. This paper will review literature to examine three perspectives of mentorship: multicultural, feminist, and spiritual.

3:45 – 4 p.m.

Break

4 – 5 p.m. Panel
Location: Bunker Hill

Formal and Informal Mentoring in a Corporate Setting

*Elena Einstein
Contracts Manager for
Commercial Satellites, Boeing*

*Robert J. Geraci
Rates Manager, Boeing*

*Herman McMillan
Contracts Functional Manager
Boeing*

*Ifeyinwa Olie
Human Resources Generalist
Boeing*

5 – 7 p.m.

Location: Bunker Hill Foyer
Networking Expo and Poster Session

Personal Stories from One Life and Three Careers: The Mentorship/Sponsorship that I Received in Each
Lisa Bock

Social Media/Technology Toolkit for Virtual Mentoring/
Apprenticeship to Empower Women's Leadership and Work-Life Balance
*Crystal Jensen, EdD
Valerie Paul, EdD*

Women Mentors Aid in Workplace Communication Between Generations
Melinda Lester

Mid-Career Peer Mentoring: Integrating Connection and Compassion for Better Work-Life Balance
*Jill Nelson, PhD
Christina Weber, PhD*

A Phenomenological Study of the Work-Life Balance of Nigerian Women in Leadership
Veronica Ufoegbune, EdD

Friday

March 20

8 – 9 a.m.

Breakfast and Networking
Location: Bunker Hill

9 – 10 a.m.
Plenary Session
Location: Bunker Hill

Mentorship – How to Make it Work for You and Your Organization

*Susan Dumond, PhD
Vice-President, Talent &
Organizational Effectiveness at
Disney-ABC Television Group*

10 – 10:15 a.m.
Break

10:15 – 11:45 a.m.

**Concurrent Session 3
Option A**

Location: Museum A

Empowered at the Academy: The Value of Mentors and Support for Women in Higher Education

*Regina M. Toman, PhD
Assistant Dean, College of Public
Affairs and Community Service,
University of Nebraska, Omaha*

*Kelly Campbell, EdD
Associate Dean and Director of
Libraries, Columbia Theological
Seminary*

*Jodi M. Senk, EdD
Professor, Rio Hondo College*

*Ennette Morton, EdD
Director of Academic Affairs,
Graziado School of Business and
Management, Pepperdine
University*

This panel presentation explores the value of mentors and support for female college and university administrators, faculty, and students. Research findings from studies conducted by the panelists will be presented. Narratives and research highlighting the significance of effective mentors and support for women's success and work-life balance in the higher education environment will be shared.

Option B

Location: Museum B

Addressing the Unspoken: Opening a Dialogue with Students about Integrating Family and Career Building

*Stephanie Woo, PhD
Professor of Psychology
Pepperdine University*

*Susan Hall, PhD
Associate Professor of
Psychology
Pepperdine University*

*Charlene Underhill-Miller, PhD
Adjunct Faculty
Pepperdine University*

Carrie Hastings, PsyD
Peggy Daglian, MA, MFT
Elyssa Helfer, BA
Janessa Kelly, BA
Alexandra Pinkus, BA
Psychology Graduate
Students, Pepperdine
University

This presentation will share how a master's level psychology graduate program in clinical psychology is attempting to redress an unspoken but notable concern and mentoring need of many graduate students (particularly women), the integration of career and family building, through panel discussions with faculty alumni and students.

Option C

Location: Bunker Hill

Leaders Who Are Working Mothers: A Phenomenological Study

Margaret Moodian, EdD
Lead Professional Tutor and
Faculty Member, Chapman
and Brandman Universities

The purpose of this study is to examine the lives of working mothers in leadership positions. This study explores strategies that mothers use to implement a work-family balance process. The goal is to collect these strategies and share them with others who wish to gain insights on success factors for working mothers who lead.

Creating Your Work-Life Balance: Perspectives from Three Entrepreneurial Mothers

Catherine Pearlman, PhD, LCSW
Assistant Professor
Brandman University
Founder, Family Coach, Inc.

Ellie Wertheim, JD
Family Mediation, LLP

Working mothers often feel that success at work may diminish their ability to be an involved parent. More hands on parenting could lessen the ability to be a leader at work. Three women share their experiences of starting their own company to find the balance between work and home life.

Mothers are Leaders: Radically Reconceptualizing the Role of Mother

Kimberly Battles-Walters
Denu, PhD
Special Advisor to President
and Provost, Azusa Pacific
University

Leadership has been defined as equipping, empowering, and influencing. Mothers do these things every day, yet are seldom, if ever, recognized as leaders. This presentation looks at the unique leadership characteristics that are indigenous to motherhood, the benefits that mothers bring into the workplace, as well as how professional mothers balance work and familial leadership.

11:45 a.m. – Noon

Break

Noon – 2 p.m. Closing Luncheon and Awards Presentations

Location: Watercourt

Honorees

Women's Elevation Award:
Yasmin Davidds, PsyD

Mentor Award for Women's
Work-Life Balance:
Kathrene Hansen

Margaret J Weber Award for
Capacity Building:
Gary Hanson, JD

Janet Z. Giele Award:
Laura Skandera Trombley, PhD

CONFERENCE TIPS

While all public areas of the hotel provide free, high-speed Wi-Fi, you may have spotty service in Bunker Hill. If you are interested in purchasing **personal Wi-Fi access**, please see the Pepperdine staff at the Resource table out in the foyer.

If you parked via **valet service**, please make sure to mention that you are part of this Pepperdine University event, for a reduction in parking fees to \$12.

Should you have any questions, the **Resource Table in the foyer** on the second floor will be staffed for duration of the conference. Feel free to stop by.

Event **surveys** are in your packets. Please fill those out at the end of each day and turn them in at the Resource Table. Your feedback helps us continue to improve.

Plenary Speaker Bios

Dr. Susan Dumond is vice president, Talent & Organizational Effectiveness at Disney-ABC Television Group, reporting to Steve Milovich, senior vice president, Human Resources, Disney-ABC Television Group. In this position, Dr. Dumond leads global talent management strategies that attract, develop and retain both the current and future workforce of The Walt Disney Company's worldwide entertainment and news television properties. She oversees the organization development, learning and development, HR analytics and insights, and HR marketing functions. In addition, Dr. Dumond is also responsible for establishing The Walt Disney Company's new Employee Digital Media organization. Prior to joining Disney, Dr. Dumond held executive consulting positions in the strategic change practices at IBM, PricewaterhouseCoopers LLP, and Survey Design Consultants, Inc. Prior to her consulting experience; Dr. Dumond was a literary agent for The Coppage Company, representing television writers.

Dr. Kathleen McChesney has held unique leadership positions in the Federal Bureau of Investigation, the United States Catholic Bishops' Conference and The Walt Disney Company before establishing Kinsale Management Consulting. She served in many leadership positions in the FBI, heading its field offices in Chicago, Illinois and Portland, Oregon and the FBI's International Training Academy, before being appointed as an Executive Assistant Director - the Bureau's third highest position. Dr. McChesney is the co-author/co-editor of two books: *Sexual Abuse in the Catholic Church: A Decade of Crisis* (2012); and *Pick Up Your Own Brass: Leadership the FBI Way* (2010). She received her Ph.D. in Public Administration from Golden Gate University, her M.A. in Public Administration from Seattle University and her B.S. in Police Science and Administration from Washington State University.

Dr. Kathy E. Kram is the R.C. Shipley Professor in Management at Boston University. Her primary interests are in the areas of adult development, relational learning, mentoring and developmental networks, leadership development, and gender dynamics in organizations. In addition to her foundational book, *Mentoring at Work*, she has recently published *Strategic Relationships at Work: Creating your Circle of mentors, sponsors and peers for success in business and life* was co-authored with Professor Wendy Murphy (Babson College). Dr. Kram is co-editor of *The Handbook of Mentoring at Work: Theory, Research and Practice* with Dr. Belle Rose Ragins. She is a founding member of the Center for Research on Emotional Intelligence in Organizations (CREIO). During 2000-2001, she served as a visiting scholar at the Center for Creative Leadership (CCL) when she completed a study of executive coaching and its role in developing emotional competence in leaders. She served as a member of the Center's Board of Governors from 2002-2009.

Honoree Bios



Women's Elevation Award

Dr. Yasmin Davidds is the founder and CEO of the Latina Leadership Academy, Latina Global Executive Leadership Program at the University of Southern California, and the Latina Entrepreneur Path. As an Organizational psychologist, Dr. Davidds has helped develop over 2,000 corporate leaders in over 200 blue chip companies throughout 22 countries. Dr. Davidds has customized and implemented customized leadership programs for Fortune 100 companies in Brazil, Columbia, Argentina, England, Spain and the U.S. In 2011, Dr. Davidds established the Women's Institute of Negotiation (WIN), dedicated to the teaching, instruction and development of negotiating skills and leadership competencies primarily focused on women in professional, academic and corporate settings.

Dr. Davidds' commitment to the empowerment and development of women leaders has brought her recognition and acclaim from the U.S. Congress, the California State Senate and the California State Assembly. Dr. Davidds has written several international best-selling books focusing on the empowerment of Latinas, has been a television talk-show host and radio personality in both English and Spanish markets within the U.S. and Latin America.



Mentor Award for Women's Work-Life Balance

Ms. Kathrene Hansen is the executive director of the Greater Los Angeles Federal Executive Board. President Kennedy established Federal Executive Boards (FEBs) in 1961 to strengthen the management and administration of Federal activities and improve intergovernmental coordination at the local level. There are 28 FEBs nationwide; the Los Angeles Federal Community is one of the largest in the United States with more than 275 separate agencies employing over 125,000 Federal employees.

Prior to joining the FEB staff in October 1995, Ms. Hansen spent more than 10 years with the U.S. Department of Veterans Affairs (VA) in positions of increasing responsibility in Clarksburg, WV, Washington, D.C. and Los Angeles. Throughout her career, Ms. Hansen has received numerous awards for her consistently outstanding performance and has been recognized by numerous community organizations.



Margaret J. Weber Award for Capacity Building

A magna cum laude graduate of the University of Utah, **Mr. Gary Hanson** received his J.D. from Pepperdine University School of Law in 1980. He joined the legal staff at Pepperdine as associate general counsel in 1982, and became general counsel in 1984. He was appointed vice president and general counsel in 2000 overseeing the University's legal, regulatory, insurance, risk, equal opportunity, and emergency operations, as well as serving as liaison to the governing board.

Hanson has taught negotiation and settlement advocacy, legal research and writing, and education law at Pepperdine's School of Law, as well as business law, international communications, and negotiations at Seaver College. Currently Mr. Hanson serves as executive vice president and chief operating officer at Pepperdine University. His responsibilities in this role encompass broad operational, financial, budgeting, legal, regulatory, governmental, human resource, construction and campus physical planning, physical plant, administrative and related duties. He also serves as the University's assistant corporate secretary, and as a director of its U.K. Charity Corporation and Argentine Foundation.



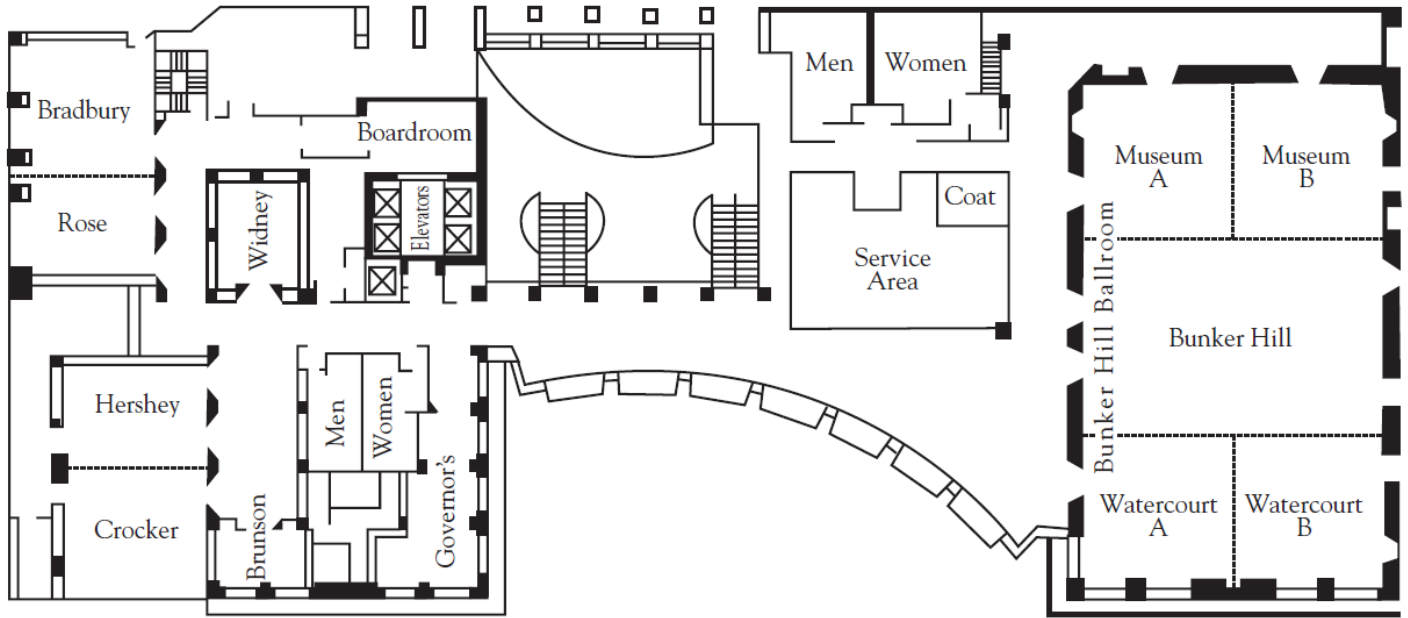
Janet Z. Giele Award

Dr. Laura Skandera Trombley has been named the eighth president of The Huntington Library, Art Collections, and Botanical Gardens. Dr. Trombley is the first woman to assume this prestigious role.

Dr. Trombley comes to The Huntington after 13 years as president of Pitzer College in Claremont, California. She is widely credited with dramatically improving the college's standing in higher education. Under her leadership, the college completed three successful fundraising campaigns, raising over \$110 million, while its U.S. News ranking improved 50 percent, moving from 70th to 35th, a feat unmatched in higher education. Pitzer has become one of the 20 most selective higher education institutions. In addition, Pitzer has been the national leader for the number of Fulbright Fellowships awarded per 1,000 students. Also under Trombley, Pitzer's endowment increased more than 200 percent, and the college added eight new buildings, all receiving Leadership in Energy and Environmental Design (LEED) Platinum or Gold certification.

Dr. Trombley is an active leader in Los Angeles-area and national organizations. She has served as a member of the Los Angeles Area Chamber of Commerce Board, the San Gabriel Chapter of the Young Presidents Organization, the Pacific Council on International Policy, The Trusteeship, the Council on Foreign Relations Higher Education Working Group on Global Issues, the Chronicle of Higher Education/New York Times Higher Education Cabinet, and the President's Council of the Association of American Governing Boards. She also is a member of the Chief Executives Organization. In 2013 President Obama named Dr. Trombley to the 12-member J. William Fulbright Foreign Scholarship Board.

Hotel Map 2nd Floor



Books Available for Purchase

Book Sale table open on Thursday, March 19.

Allen, Mark (2014) *Aha Moments in Talent Management: A Business Fable*

Davidds, Yasmin, (2015) *Your Own Terms: A Woman's Guide to Taking Charge of Any Negotiation*

Davidds, Yasmin, (2006) *Take Back Your Power: How to Reclaim It, Keep It, and Use It to Get What You Deserve*

Davidds, Yasmin, (2001) *Empowering Latinas: Breaking Boundaries, Freeing Lives*

Green, Mary Pender (2015) *Creative Mentorship and Career-Building Strategies: How to Build your Virtual Personal Board of Directors in Leadership*

Hewlett, Silvia Ann (2013) *Forget a Mentor, Find a Sponsor: The New Way to Fast-Track Your Career*

Johnson, W. Brand (2008) *The Elements of Mentoring*

Jones, Fiona (2012) *Work-Life Balance: A Psychological Perspective*

Kelly, Matthew (2011) *Off Balance*

Kram, Kathy (2014) *Strategic Relationships at Work: Creating your Circle of Mentors, Sponsors and Peers for Success in Business and Life*

Kram, Kathy (2010) *Extraordinary Leadership: Addressing the Gaps in Senior Executive Development*

Kram, Kathy (1988) *Mentoring at Work*

McChesney, Kathleen (2011) *Pick Up Your Own Brass - Leadership the FBI Way*

Ragins, Belle Rose and Kram, Kathy (2007) *The Handbook of Mentoring at Work: Theory, Research, and Practice*

Taylor, Teresa (2013) *The Balance Myth: Rethinking Work-Life Success*

Trombly, Laura Skandera (2010) *Mark Twain's Other Woman*

Conference Sponsors



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Dr. Yolanda Aguerrebere, Retired Principal, North Park Middle School in El Rancho Unified School District, Pico Rivera

Dr. Fereshteh Amin, Principal, Amin Leadership Center

Dr. Denise Berger, Consultant and Partner, LA Social Venture Partners

Dr. Kerri Heath, Senior Advancement Officer, Pepperdine University Graduate School of Education and Psychology

Ms. Cindy Hizami, Esq., Director of Planned Giving, Mount St. Mary's College

Dr. Kay Ko, Community Outreach Specialist, Federal Bureau of Investigation

Dr. Kathleen McChesney, Consultant, Kinsale Management Consulting

Dr. Claudette McLinn, Retired Supervisor, Los Angeles Unified School District

Dr. Shanetta Robinson, CEO/Managing Partner, JPR Leadership Consulting

Dr. Margaret J. Weber, Dean Emeritus, Pepperdine University Graduate School of Education and Psychology

Save the date for next year's conference: **March 24-25, 2016, at the Omni Hotel - Los Angeles.**

Women have historically served multiple roles. Currently, women perform 66% of the world's work, produce half of the world's food, and invest 90% of their income back into their families. The mission of The Digital Women's Project is to explore the work-life balance challenges of women from global perspectives through its three components -- research; a digital library/website; and the annual academic conference, Women in Leadership: Work-Life Balance.

Through its research arm, The Digital Women's Project seeks to understand the roles of women throughout the world via personal narratives. The research component provides a theoretical framework to guide future study and supports the academic pursuit and analysis of data in the area of women's work-life balance.

Initiated in 2010 under the leadership of Dr. Margaret Weber, the research focuses on women and their strategies to balance and navigate the multiple challenges they face. Women share their stories through written or audio interviews reflecting on beliefs, values and decisions and the implications for their professional and personal lives. Interviews are analyzed around four themes: identity, motivation, relational style, and adaptive style. To date, over 300 interviews have been conducted across the United States and internationally.

The digital interview library will ultimately allow women from around the world to participate in the research. As a repository for interviews, the digital library site will allow women to: submit their narratives for the database online; hear, learn, and be inspired by the stories of other women; and provide data for research purposes.

Submit your narrative to the digital archives by visiting our website:
DigitalWomensProject.com



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