

SESSION A: CHOOSE 1 WORKSHOP

Workshops happening concurrently from 11:00 am - 12:30 pm

LEADERSHIP DEVELOPMENT

- ~~**CANCELED: A1. From Knowing Better to Doing Better: Closing the Opportunity Gap for Women in the Workplace through Transformed Systems Behavior**~~
~~Presenters: Shannon Cohen, MA and Patricia Sosa VerDuin, MA, Sisters Who Lead~~
~~Access to diverse, qualified and innovative talent is crucial to any conversation about the future of your work. However, this conversation is moot without addressing faulty talent acquisition practices that often exclude women, especially women of color. Inequitable conditions result from systemic and institutional behaviors that underutilize, divest in, and overlook women of color as talent for middle management and executive leadership. Use these strategies so you do not get overlooked.~~
- A2. Real Power: Building Supportive Connections**
Presenter: Mark Saine, MS, MA, TIAA
For years, the focus in networking has been meeting people, the more the better. So we have gone to conferences, breakfasts, and meet-up groups and have clicked through hundreds of LinkedIn profiles, spending most of our networking energy on being connected with the “right” people rather than on having the right conversations. The real power in a network comes from meaningful, supportive connections not casual meetings. In this session, we will practice building real connections by learning how to tell the stories of who we are and what we contribute, and how to solicit meaningful stories from others.
- A3. Titles Don’t Make Leaders: Actualizing Organizational Citizenship**
Presenter: Veretta Nix, MA, Zingermans Community of Businesses
Individuals regardless of administrative or functional titles often demonstrate leadership in the workplace. Both aspiring and current leaders can look to the attributes of corporate citizenship to enhance personal effectiveness, positively shape organization culture, and increase organizational success.
- A4. Survival Tips for Women of Color in Leadership**
Presenter: Patricia Coleman-Burns, PhD, School of Nursing
How do you deal with discrimination? Are the skills and resources to address the concerns of women of color different compared to majority women? This session will cover strategies for guarding against professional and personal aggressions and assaults that women of color experience when serving in leadership roles.

CAREER & PERSONAL DEVELOPMENT

- A5. Overcoming Biases for High-Quality Workplace Interactions**
Presenters: Phyllis Blackman, MBA and Michael Herrington, MEd, SPHR, OHEI
This interactive workshop explores the important role relationship building plays in both the overall mission and interactions within the workplace. Participants will explore how their biases and lenses impact not only their assumptions about other people, but the quality of their interactions as well. We will explore inclusive ways to foster relationships and create an environment where people can feel like they belong and can thrive to help create a positive place for ALL!
- A6. SMASH Your Fear!!**
Presenter: Kimika Garrett, MS, Organizational Kimistry
How many times have you wanted to do something but didn’t? Quit the job where you are overworked and underpaid? Hike the “advanced” trail? There are so many things...big and small...that we miss out on throughout our lives...all due to some form of “fear.” What is surprising, is that most people do not recognize “fear” for what it is.

During this session, we will share, overcome and create a path forward to allay the fears that keep us from reaching our potential.

A7. Taking Charge of Your Career

Presenters: Darrell Washington and Linda Dabrowski, University Human Resources

Interested in taking control of your professional development? Attend this session to learn about the various resources available to support your career and educational advancement including personal branding and managing your career. Begin to put a plan in place for self-directed professional and career progress.

A8. Negotiating for Pay Equity

Presenters: Amy Acs, Adient and Alexandra Foster, Pet Supplies Plus

Gender pay gaps exist across a variety of demographics and industries. How can we as women and/or leaders in our organizations influence processes and partners to close the gap? This session will reveal strategies to help participants more confidently engage in salary negotiations from both the perspective of a candidate and a leader.

A9. LGBTQ Allyhood Training

Presenter: Will Sherry, Spectrum Center

Allyhood Development Training (ADT) uses a social justice framework to illustrate the lived experiences of LGBTQ identified people to workshop participants. Topics will include social (e.g. racial, ethnic, cultural, economic) identities, LGBTQ terminology, active bystander intervention strategies, and practice utilizing the day's knowledge and skills in real-life scenarios. Through active engagement in the training, participants will grow in their personal awareness, knowledge, skills, and actions as it relates to their engagement in doing ally work.

FINANCIAL EDUCATION

A10. She's Got It: A Woman's Guide to Saving and Investing

Presenter: Shar Banks, MBA, CFP®, ChFC®, TIAA

Investing and saving strategies for women, core concepts that guide all investing, building a plan and taking action, ways to help take on life challenges without damaging future financial well-being.

HEALTH & WELLNESS

A11. Herbal and Natural Supplements: How to Assess If They Are Good for You

Presenters: Shaun Logan, PhD and Jayne Reuben, PhD, TAMU College of Dentistry

Dietary supplements are big business because many people take them to improve their health. But how do you know which supplements are safe for you to take? In this interactive session, attendees will learn about the differences between supplements and drugs. The presenters will discuss how to find reputable information about commonly used dietary and herbal supplements as well as complementary and integrative medicine approaches that can impact your health. This workshop is designed to equip you with the basic knowledge and resources to find out what is in your over-the-counter (OTC) health products and to help you generate a list of questions to ask your doctor about dietary supplements that can affect the activity of your prescribed medicines.

A12. Personal Self Defense and Conflict Management

Presenters: Candace Dorsey, MLS, and Gary Hicks, DPSS

The presentation will identify and explore various ways to assert oneself effectively, while standing up for personal points of view, respecting the rights, beliefs and expressed views of others in a calm and positive way. We will examine both verbal and non-verbal communication skills and physical skills; explore various ways to be assertive, without being aggressive or rude to others; focus on building self-esteem, self-confidence, feeling empowered; and earning the respect of peers and colleagues. Being assertive is about individual comfort levels, so tactics demonstrated in this presentation are considered optional ways to resolve conflict.

A13. How Stress Management and Physical Activity Can Help You Be Healthier

Presenter: Colleen Greene, MHealthy

This workshop will teach participants specific techniques on supporting their health and being well while at work. Included in the presentation are some easy, basic physical movements as well as mental and emotional health activities for overall self-care.

A14. Finding Your Center: Staying Grounded While Navigating Decisions

Presenters: Doreen Murasky, LMSW and Morgan Tibble, LLMSW, CEW+

This interactive workshop creates space for you to hit 'pause' and find your center. Participants will leave equipped with tools and resources to help reduce stress by staying grounded while navigating the many decisions of life. Mindfulness practice, values assessment, big-picture reflection activity, action planning, and learning about local resources for additional support will also be included.

CHOOSE 1 LUNCH SELECTION

- Roasted chicken breast w/ Mediterranean spices, lemon and capers (gluten-free)
- Salmon with a hoisin mustard glaze
- Flank steak w/ soy, ginger & garlic glaze (gluten-free)
- Vegan vegetable soup & fruit Salad (dairy/gluten-free)

SESSION B: CHOOSE 1 WORKSHOP

Workshops happening concurrently from 2:00pm - 3:30 pm

LEADERSHIP DEVELOPMENT

B1. Shifting to Empowerment: Managing Toxic Employees

Presenters: Clarissa Love, BS, OHEI and Mary Lai Rose, PhD, ODEI

Toxic employees in the workplace are a threat to maintaining an inclusive organizational culture and climate. In this session, we will review strategies for managing toxic employees in the workplace. The content presented will include U-M resources and demonstrate possible approaches to resolving conflict. This session will include interactive practice with case studies for participants to utilize conflict resolution strategies.

B2. Powerful Partnerships: The Art of Connection

Presenter: Kristen Storey, MA, Kristen Storey Consulting

The most successful and powerful partnerships don't just happen, they are intentionally built through shared learning and goal(s), positive and inclusive-framed language and leveraging each person's strengths and contributions.

B3. Beyond Diversity: Exploring Sense of Belonging & Identity in the Workplace

Presenter: Gloryvee Fonseca-Bolorin, MA (PhD Candidate), CEW+

This workshop seeks to push the conversation of DEI forward by highlighting a sense of belonging as a critical component in cultivating more inclusive work environments at U-M. We will focus on defining sense of belonging and the role of identity as a lens for understanding inclusion, particularly for women of color staff. This workshop will include small group discussions in order to have deeper conversations about these DEI related topics.

B4. Savvy Leadership

Presenter: Tina Pryor, CEO/Founder, Continuum Global Consulting, Author

The SAVVY LEADER! You do not have to be a leader to develop your unique signature leadership style. There is a leader in all of us, you just have to find it and own it! You can lead from any position, regardless of level. Tap into your special super powers and ignite your leadership potential.

CAREER & PERSONAL DEVELOPMENT

B5. Create Possibilities, Not Liabilities, with Your Online Presence

Presenter: Lauren Love, MS, Public Affairs & Michigan News

Your online presence matters—to recruiters as well as future bosses and co-workers. It is one way that people trying to hire you learn a little more about you. Plus, your current employer probably cares how you appear online because it reflects on the company. So whether you are job searching right now or not, follow this advice to turn your online presence into an asset rather than a liability.

B6. Creating a Vision Board for Success

Presenter: Laura King, BS, Michigan Medicine HITS OCIO

You have dreams, goals and a vision for your life! But how do you hope to grow this year? What are you seeking to transform? It doesn't have to be big, just something that would require minor tweaks every day to move you towards your new reality. Creating a vision board is a powerful exercise that merges what you want to accomplish with your values, resources and goals. Whether it be for a period of 1 year, 5 years, or 10 years, you can increase your focus, eliminate indecisiveness, and motivate yourself with this session. Join this workshop where you will reaffirm your ability to dream strategically.

B7. Coping with Race-Related Stressors while Daring Greatly

Presenter: Mishelle Rodriguez, PhD, Collaborative Changemakers

This workshop will teach evidence-based strategies to address the ways that race-related stressors in our workplaces and socio-political climate impact the well-being of people of color and others as they strive to lead and create change. Participants will learn to practice strategic self-care and mindfulness, and engage social support for collective healing that will empower them to sustainably show up, as more fully themselves.

B8. You Got This! 7 Self-Empowerment Practices That Keep You In Control

Presenter: Deborah Orlowski, PhD, Dahlia Keynotes and Workshops

In today's world, we are often reacting in the moment. Although you may not be able to control what is thrown at you, this fun, interactive and introspective workshop will introduce practices that will help you control how you respond when you encounter the unexpected. Workshop participants will learn how to practice the strategy of "Never Assuming the Worst First" and develop a deeper feeling of "in the moment" self-control.

B9. Creating An Online Toolkit for Supporting Nontraditional Student Success

Presenter: Morgan Tibble, LLMSW, CEW+

CEW+, UHR, and ITS created a self-paced online training toolkit to enhance how University staff engage with and support nontraditional students. Toolkit topics address the common needs, barriers and challenges of underrepresented students at U-M. Attendees will be shown a demonstration and learn about additional engagement opportunities beyond the toolkit.

B10. Resumes for Career Changers or Those Reentering the Job Market

Presenter: Jennifer Symanns, JD, U-M Temporary Staffing Services

Changing careers or re-entering the job market? Is your resume not getting any attention? Maybe it is time for a new strategy. Attendees will gain an understanding of the benefits of a functional resume over the traditional

chronological resume format in conveying transferable skills. Participants will review resume basics and learn how to create a functional resume.

B11. Finding Your Voice Through Storytelling

Presenter: Elizabeth James, MA, MLIS, DAAS

Join this third-generation storyteller for a workshop designed to identify your strengths and challenges through recalling key moments in your life. Through telling your own stories, you can explore your own self-awareness and authenticity. Participants will learn techniques to improve speaking in public and to build self-confidence by identifying strengths that can be enhanced. By looking at the journey of one's life, you can determine those patterns and characteristics you need to leverage for advanced communication skills.

FINANCIAL EDUCATION

B12. Wills, Trusts and Medicaid + Caregiver Protection: Making Sense of it All!

Presenters: Paula Duren, PhD and Terrence Quinn, JD, TGQuinn Law Firm

During this interactive workshop, attendees will engage in a discussion aimed at helping them recognize and resolve common issues involved with wills, trusts and long-term care matters. The presenters will cover the differences between wills and trusts; legal issues involving blended families; joint ownership of property; how to avoid probate court; and rental property liability. Also, a discussion on protecting yourself while caring for a loved one with a health challenge will be included.

HEALTH & WELLNESS

B14. Line Dance Hustles and Ballroom Footwork

Presenters: Toiya Adams-Yarbrough and Sherry Hawkins

The dance workshop will consist of aerobic line dancing with set choreography designed to elevate your heart rate and get you moving. Join us for a fun-filled and energetic workshop for all abilities. In addition, learn basic steps to Urban Ballroom - no partner needed. Get your steps in and move your body to the music.