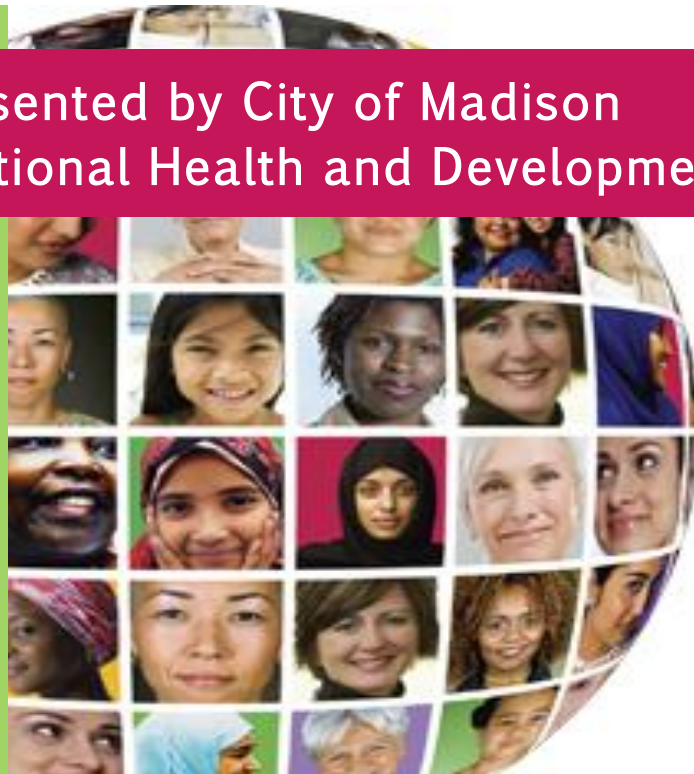


Presented by City of Madison
Organizational Health and Development

Series Dates:

- July 22
- August 19
- September 18
- September 28
- October 7

Lussier Family Heritage Center
3101 Lake Farm Road
Madison WI 53711



Welcome to the 2015

Women's Leadership Series

Included inside:

- *Introduction to the series*
- *5 day curriculum outline*
- *Biographical information for each main presenter*
- *Links to presentation resources and evaluation materials*
- *Notes sheet to jot down general or evaluation related session info*



Women's Leadership Series

City of Madison Organizational Health and Development

Introduction to the Series

City of Madison Organizational Health and Development (OHD) received funding in 2015 for implementation of a Women's Leadership Series (WLS) to increase opportunities for women to advance in the workplace. This series is related to overall hiring equity goals and ensuring that employees have the tools to succeed and advance in the workplace.

According to, "The Gender Gap," studies show that "compared with men, women don't consider themselves as ready for promotions, they predict they'll do worse on tests, and they generally underestimate their abilities." It goes on to say that competence and confidence are not only positively correlated, but that confidence has been seen to actually boost competence. One study demonstrates that while women are perceived as equally effective leaders, they are perceived as less competent in three key areas: strategic planning, effectively exploiting business opportunities, and financial understanding. Supporting literature demonstrates that perception of an individual as competent in strategic planning is critically important to advancement. Making significant strides in achieving higher representation of women in leadership requires a multi-layered approach that addresses bias in hiring practices and also development of the skills and behaviors necessary for equitable advancement. The WLS is designed to better position women for promotional opportunities.

Intended WLS Outcomes

Co-designed with Connie Thompson from the Women's Initiatives Committee (WIC), as well as a small focus group of City/County employees, this series will help provide female employees with many of the tools necessary to develop leadership capacity and advance in a more equitable manner. This feedback-intense learning experience is intended to provide participants information and an understanding in all of the following areas:

- Unique challenges of women in leadership; how to lead with authenticity and confidence, clarify personal values and how they fit within the organizational culture, and how to think strategically about actively managing one's own career.
- Networking and mentoring; strategies for networking and using power and influence more effectively within the organization, as well as how to cultivate formal/informal mentoring to increase development opportunities.
- Leadership and emotional intelligence; building a strong foundation for extraordinary leadership by increasing emotional intelligence and self-leadership — which impact all aspects of life, health, career and relationships.
- Effective communication and relationship intelligence; the perspectives and techniques that make exceptional leaders effective communicators, including training on relationship intelligence, active listening and self-awareness.
- Conflict management skills; the perspectives, strategies and skills needed to manage difficult interactions and overcome team toxins.
- Strategic planning and motivation; critical skills needed to create environments that support, motivate, and inspire the best performance from others toward strategic goals.
- Self-care; strategies related to ensuring a balanced approach to wellness given scarcity of time and resources.

Women's Leadership Series Agenda

July 22	Speaker	Topic
8:00-8:30	<i>Erin Stenson and Connie Thompson</i>	Introduction
8:30-12:00	<i>Darcy Luoma</i>	Communication and Leadership: confidence in communication, delegation/direction, leading teams, and the power of perception
12:00-1:00		Lunch
1:00-4:30	<i>Krista Morrissey</i>	Facilitated Discussion
August 19		
8:30-12:00	<i>Krista Morrissey</i>	Relationship Management: self-awareness, emotional intelligence, the power of confidence, and situational leadership
12:00-1:00		Lunch
1:00-2:45	<i>City Staff</i>	Skills Practice and Discussion
3:00-4:30	<i>Women's Leadership Panel</i>	Facilitated Discussion
September 11		
8:30-12:00	<i>Laura V. Page</i>	Conflict Management: conflict management, self management, managing team conflict, and effective problem solving
12:00-1:00		Lunch
1:00-2:45	<i>Angela Russell</i>	Conflict Management and implicit bias
3:00-4:30	<i>City Staff</i>	Skills Practice and Discussion
September 28		
8:30-12:00	<i>Darcy Luoma</i>	Leadership and Strategic Management: power of influence, setting goals, developing organizational awareness and building alliances
12:00-1:00		Lunch
1:00-2:45	<i>City Staff</i>	Skills Practice and Discussion
3:00-4:30	<i>Women's Leadership Panel</i>	Facilitated Discussion
October 7		
8:30-12:00	<i>Krista Morrissey</i>	Career Management and Self-Care: mentoring and networking, career planning, wellness/self care and work-life balance
12:00-1:00		Lunch
1:00-2:45	<i>City Staff</i>	Self-Care: Skills Practice and Discussion
3:00-4:30	<i>Erin Stenson and Connie Thompson</i>	Facilitated Discussion and Action Planning

Session and Speaker Information

<p>Darcy Luoma</p> 	<p>Darcy Luoma, certified professional life coach, dynamic facilitator, fun and engaging public speaker, has expertise in leadership, team development, emotional intelligence and personal effectiveness. Her optimistic attitude, playful and intuitive style has helped hundreds of clients achieve remarkable results, including greater work/life balance, a clearer vision, and enhanced leadership. In 2012, Darcy was thrilled to be voted Madison's Favorite Life Coach! Her master's thesis (MSOD, Pepperdine University) showed profound results that life coaching significantly increases overall life satisfaction and improves personal and professional growth. Darcy recently completed 12 years as the Director of U.S. Senator Herb Kohl's office and is now a full-time leadership coach and organization development specialist. Along with balancing being a wife and mom of two daughters, she enjoys spicy Chai lattes, boot camp, hot yoga, adventure travel, competing in triathlons, and afternoon naps.</p>
<p>Krista Morrissey</p> 	<p>For nearly two decades Krista Rae Morrissey has empowered individuals and teams to reach new heights in professional and personal performance as a premier Business Leadership & Life Coach. In launching CHOICES, she set course on a journey to impact others based on her insight and experience. Her candid, no-nonsense approach balanced by her instantly endearing, affable personality make her an unstoppable force in leading you to conquer your doubts, complete your journey and celebrate your own successful outcomes! Krista Rae Morrissey has nearly two decades of experience as an Organization Development Manager for Quad/Graphics. Her experience has provided her opportunities to coach at every level of the company with her proven methods, including extensive international leadership experience throughout Quad/Graphics' global operations. Additionally, she is an Adjunct Instructor in Adult Education, Leadership & Quality at Ottawa University and Waukesha County Technical College, an assistant providing assessments and evaluations at Alverno College for students ranging from Undergraduate to Masters' candidates and has been involved in providing leadership for various community and non-profit organizations.</p>
<p>Laura V. Page</p> 	<p>Laura V. Page is a highly experienced management and training consultant who has assisted hundreds of profit, nonprofit and government organizations on issues of communication, conflict resolution, leadership, team building and strategic planning. She is a frequent seminar instructor, meeting facilitator and leadership coach. After more than two decades of independent consulting, Laura recently returned to the UW-Madison as Dir. of Leadership and Management Programs for the Div. of Continuing Studies where she will create new outreach programs. Laura's background includes the position of Manager of Business Counseling for UW-Madison's Small Business Dev. Center, and management consultant in Chicago with Ernst & Young and has held dept. head positions in 4 organizations. Laura's education includes a Master's in Management Development from UW-Madison, a Master's in Marketing, Certificate in Administration, and Bachelor's in Philosophy from Northwestern University. Laura is a member, past Board Director and service award recipient of ATD (formerly the American Society for Training and Dev.), Southcentral Wisconsin, and a member and committee member of the Greater Madison Society for Human Resource Management.</p>
<p>Angela Russell</p> 	<p>Angela Russell has more than 13 years of professional experience involving external relations and outreach, communications, policy development, and research and evaluation. Angela is the Manager of Diversity and Inclusion for CUNA Mutual, and previously worked as a Health Equity Coordinator for Public Health Madison and Dane County, where she was responsible for agency leadership, policy development and community engagement as it relates to the social and economic determinants and health equity. Angela also worked in a variety of roles in Wis. State government and served as a Policy Advisor to Gov. Jim Doyle. She holds a Master of Science in Population Health from the UW School of Medicine and Public Health and a Bachelor of Science in Biochemistry from Beloit College. Angela is the mother of two children and enjoys reading, knitting, gardening, and spending time with family and friends.</p>

Guest Panel, Notes and Resources

August 19 Guest Panel:

Astra Iheukumere, Assistant Director of Community Networks and National Partnerships: UW Population Health Institute – County Rankings & Roadmaps

Margaret Leitinger, Vice President: Spherion

Sarah Hinkley, Owner, Life Coaching with Sarah Hinkley

Sara Alvarado, Owner, Alvarado Real Estate Group

Dawn B. Crim, Associate Dean for External Relations, UW School of Education

September 28 Guest Panel:

Laura Larsen, Budget & Program Evaluation Manager: City of Madison Finance

Lucía Nuñez, Director: City of Madison Civil Rights

Paula Tran Inzeo, Assistant Director: UW Madison Center for Nonprofits

Ananda Mirilli, Restorative Justice Director: YWCA Madison

Annette Miller, Emerging Markets and Community Development Director: Madison Gas & Electric

Resources:

Link to available session resources – <http://www.cityofmadison.com/employeeet/hr/odt/index.cfm>.

Link to pre-assessment – <https://www.surveymonkey.com/s/Q7CH5HF>

Session	Notes
<p><i>July 22, Morning</i></p> <p><i>Darcy Luoma</i></p>	
<p><i>July 22, Afternoon</i></p> <p><i>Facilitated Discussion</i></p>	
<p><i>August 19, Morning</i></p> <p><i>Krista Morrissey</i></p>	
<p><i>August 19, Afternoon</i></p> <p><i>Facilitated Discussion and Guest Panel</i></p>	

September 18, Morning

Laura Page

September 18, Afternoon

Angela Russell

September 28, Morning

Darcy Luoma

September 28, Afternoon

*Facilitated Discussion and
Guest Panel*

October 7, Morning

Krista Morrissey

October 7, Afternoon

Facilitated Discussion

Final Thoughts

Roster of Attendees City

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