

WOMEN TO WOMEN

# EMPOWERING LEADERSHIP

*Sharing the flame*



Nov. 2 - 3, 2017

**MORE INFORMATION INSIDE**

## OUR STORY TELLERS

### Women to Women

The annual *Empowering Leadership Conference* is a unique opportunity for women of all backgrounds and sectors to learn and grow together: developing self knowledge and enhancing professional skills through stories and actionable examples of leadership shared by leading women in our communities.

### Empowering Leadership

How can we apply practical strategies to diversify the positions and skillsets of women? How can we consciously construct our own pathways to leadership? What can we expect when we accept the responsibilities of leadership? These important questions form the foundation of our exploration, setting delegates up on a journey toward their own leadership potential.

### Sharing the Flame

This year, our programme focuses on the tools and stories of practical application, shared by some of the most resilient and accomplished women in our province. Through these processes, we know that we can help women achieve an understanding of their own leadership ability, identify strategies to reach their potential, and build the skills to influence change and gain support within their organizations.

### Looking Forward

Empowering Leadership is a guiding light, a vision of The Lantern staff and its Board of Directors to honor the commitment of the Presentation Sisters to help women create more leadership-focused futures – not only for their own advancement, but also to achieve solidarity within the community at large. All women are invited to participate in what we know will become a dynamic, highly motivating and ongoing experience of leadership development for all who attend.



## OUR STORY TELLERS



**Dawn Dalley**  
**Vice President, Regulatory Affairs and Corporate Services, NL Hydro**

Appointed to her current position in August 2016, Dawn previously held the position of VP Regulatory Affairs and Customer Services with NL Hydro. She has also held the roles of VP, Corporate Relations at Nalcor Energy, as well as Manager, Corporate Communications and Shareholder Relations. Dawn holds a Bachelor of Public Relations and a Masters of Business Administration. In 2004, she received accreditation from the International Association of Business Communicators and was chosen NL Communicator of the Year in 2010. A volunteer Board Member with Ronald McDonald House and the Manuels River Heritage Society, she is also Chair of the NL sub-chapter of the International Women's Forum.



**Cathy Bennett**  
**MHA, Windsor Lake**

Cathy has been an MHA for the districts of Virginia Waters and Windsor Lake, and served in Cabinet as Minister of Finance and President of the Treasury Board. Before entering politics, Cathy had a successful career in business. Starting in the food service industry at 16, managing by 18, her business acquisitions grew into The Bennett Group, encompassing six different commercial sectors. She has served as the Chairperson of the St. John's Board of Trade and the Governor of the Atlantic Provinces Economic Council. She has been recognized with numerous awards including Atlantic Canada's Top CEO, and her contributions to the community and the nonprofit sector are widely acknowledged.

## LANTERN STAFF



### **Maureen Dunne, PhD, Director, The Lantern**

Maureen worked in the field of education for well over 40 years - as a classroom teacher, school administrator, Assistant Superintendent of the Roman Catholic School Board for St. John's and as an Associate Assistant Director (Professional Development) at Avalon East School Board. She spent 10 years in the Instructional Development Office at Memorial University developing programs for first year students, and providing programming for the teaching development of both faculty and graduate students; she also taught graduate courses in the Faculty of Education. In her current work as the Director of The Lantern, her favorite project is the development of a leadership program for women. Maureen's earlier degrees are from Memorial and her PhD was earned at the University of Toronto.



### **Emily Pottie, BA., MGS., Assistant Director, The Lantern**

Emily Pottie is a CFA in St. John's, originally hailing from Lunenburg, Nova Scotia. Since moving to The Rock, she has earned a Bachelor of Arts and a Master of Gender Studies from Memorial University. Emily has extensive experience with non-profit and feminist organizations, with an applied focus on girls programming and leadership. She joined The Lantern and the Women to Women: Empowering Leadership planning committee in April of this year.



## OUR PANEL MEMBERS



### **Deirdre Greene Lono, D.Phil.**

Deirdre is a research, policy, government relations, and communications professional with more than 25 years' cross-sector experience. She holds a BA from Memorial University and M.Litt and D.Phil. degrees from the University of Oxford. She wrote the first Oxford thesis on Tolkien's fiction and, as a SSHRC Fellow, contributed significantly to the development of the Shorter Oxford English Dictionary on Historical Principles. Having worked in various roles for NOIA, the provincial government, and Easter Seals, she now integrates her research, writing and editing skills into a career in communications and policy analysis for the NL oil and gas industry. She is currently Corporate Communications Manager for C-CORE, a not-for-profit research and development corporation.



### **Kelly Mansell, Entrepreneur, Rocket Bakery**

Kelly is an owner as well as sales and marketing manager for the popular Rocket Bakery on Water Street. She has a long history of creativity in entrepreneurship and, besides her bakery, she is also involved as a partner in the Toronto-based Comrags boutique and its acclaimed fashion line. She has worked as an account director and public relations consultant for several public relations firms, most notably Praxis PR, where she was responsible for PepsiCo Canada's PR initiatives. Besides the excellence of her food establishment, Kelly is widely respected for her generous support of charities, non-profits, and other initiatives that promote social justice.



### **Linda Ross, President/CEO, Provincial Advisory Council on the Status of Women**

Linda has held her current position since May 2009. She has over 30 years' experience in policy development and program planning and delivery in the fields of community development, women's economic and social equality, HIV/AIDS, and public health, both in Canada and internationally. Linda has also been a member of, or chaired, numerous prestigious boards or organizations that are rooted in social justice issues. Holding a BSc (Hons) from Waterloo, she also holds certificates in Change Management and Performance Development from the Faculty of Management at McGill University. She is the recipient of the 2017 YWCA Women's Distinction, Lifetime Achievement Award.

## OUR FACILITATORS



### **Amanda Hancock, Graduate Student, PhD**

Amanda is a PhD student in Memorial University's Faculty of Business Administration, and has spent 10 years as a Human Resources professional. As a breast cancer survivor, champion rower, and board member for Fertile Future and Special Olympics, Amanda pursues her passion of women in leadership every day. *This year, Amanda is both a panel member and a facilitator!*



### **Heather Peters, MER, ACC, IPMA-CP NL Practice Lead, Senior Consultant, Certified Coach – Knightsbridge Robertson Surette**

Heather is a leadership coach, a solutions-driven consultant, and an energetic facilitator with more than 20 years' experience in various industries. In her current role, she focuses mainly on leadership development, employee engagement, team development, coaching, succession planning, strategic HR, career transition, organizational review, and compensation.



### **Tanya Noseworthy, MSc., Executive Director, Strategic Planning and Policy Department of Natural Resources, Government of Newfoundland and Labrador**

Tanya leads a number of initiatives focused on corporate policy, change management, and leadership development, including supporting the development of Gender Equity and Diversity Plans in the natural resource sector. She has also held a number of policy positions within government.



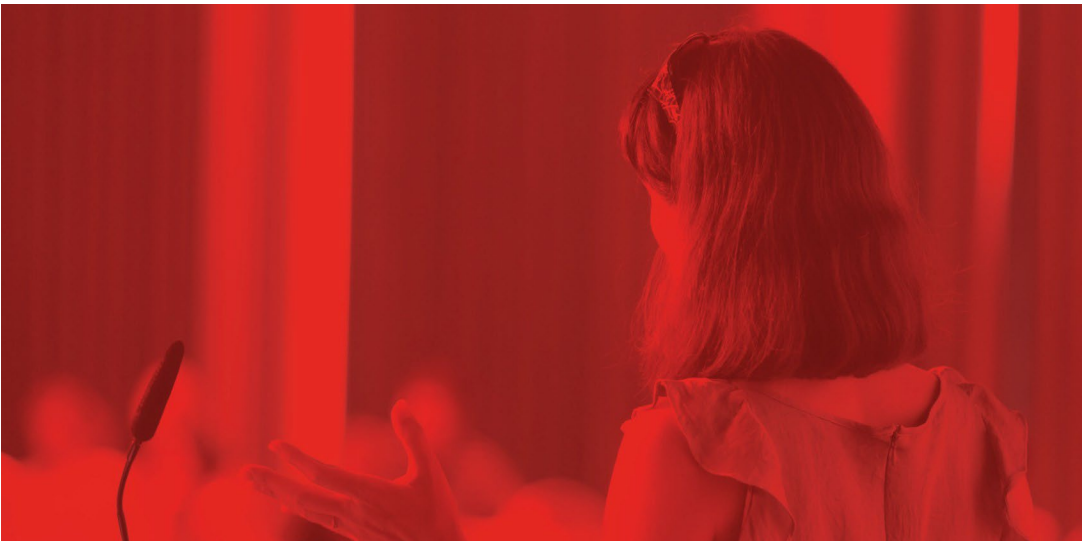
**Kara Arnold, PhD, Professor of Organizational Behaviour and Human Resource Management, Memorial University**

Kara is a Professor of Organizational Behaviour and Human Resource Management at Memorial University's Faculty of Business Administration. Her work has been presented at international conferences and published in leading journals and book chapters. She also regularly facilitates training sessions on leadership and teambuilding at the Gardiner Centre.



**Alyson Byrne, PhD, Professor of Organizational Behaviour and Human Resource Management, Memorial University**

An assistant professor, Alyson's research lies in leadership, status, gender, and relational outcomes. She is a primary investigator on a national grant examining how women acquire senior leadership roles as it relates to identity processes, and has been published in journals such as Organization Science, Journal of Management Studies, Harvard Business Review, and The Leadership Quarterly.



# SEQUENCE

CO-CHAIRS: KARA ARNOLD

PLANNING TEAM: DEIRDRE GREENE LONO, AMANDA HANCOCK

## THURSDAY AFTERNOON, Nov. 2, 2017

12:30pm	Registration Desk Opens Pre-conference and Conference
1:30pm-4:30pm	Pre-conference Workshop: Understanding Yourself as a Leader Facilitator: Heather Peters MER, ACC, IMPA-CP
5:00pm	Registration Desk Opens
6:15-6:30pm	Welcome Maureen Dunne, PhD, Director, The Lantern
6:30-8:00pm	Session I: The Compelling Case for Diversity Facilitator: Tanya Noseworthy, MSc.
8:00-8:15pm	Break
8:15-9:30pm	Sharing Stories I Story Teller: Dawn Dalley, MBA

## FRIDAY MORNING: Nov. 3, 2017

9:00-10:30am	Session II: Designing a Personal Path to Leadership Facilitator: Heather Peters, MER, ACC, IMPA-CP
10:30am-12:00pm	Sharing Stories II Intergenerational Panel Chair: Deirdre Greene-Lono (C-CORE) Amanda Hancock, Researcher Kelly Mansell, Entrepreneur Linda Ross, PACSW
12:00-12:50pm	Lunch Catered by Rocket Bakery, served on site



# OF EVENTS

NOLD, MAUREEN DUNNE

COCK, TANYA NOSEWORTHY, HEATHER PETERS, EMILY POTTIE

## FRIDAY AFTERNOON: Nov. 3, 2017

1:00-2:30pm

Session III: Addressing Gender Inequity in the Workplace  
Co-facilitators: Kara Arnold PhD, Alyson Byrne PhD,  
and Amanda Hancock PhD (student)

2:45-4:15pm

Story Session III  
Story Teller: The Honourable Cathy Bennett

4:15-4:30pm

Concluding Remarks

## *CONTINUING THE CONVERSATION*

### **WOMEN TO WOMEN: SHARING THE WISDOM**

Free to Conference Registrants!

\$20/session for others

### **FIRESIDE CHATS**

The conversation does not end here! Fireside Chats is returning as a popular series of conversations about leadership with prominent women leaders in Newfoundland and Labrador. A stellar group of women have enthusiastically volunteered to participate. Each session will feature a resilient and amazing woman speaking about her leadership experience and conversing with the attendees. She will interact with the participants in an informal environment which invites exchange and wisdom-sharing on all sides. Come and access the insights of generous, outstanding women leaders in your community!

To sign up for our distribution list, e-mail: [information@thelantern.ca](mailto:information@thelantern.ca)



# Pre-Conference Workshop: **Understanding Yourself as a Leader**

**Facilitator: Heather Peters**

**It all starts with you.** Whether you are stepping into a leadership role or elevating within the leadership ranks, it is all about what you can control – yourself. This working session will explore what it takes to be a successful leader, provide research around leadership effectiveness and competency variation by gender, and finally, provide you with the **results of your self-assessment to help you dive into your preferred behaviours** and reflect on its impact in your current role or determine what you need to hone for your next role.

The assessment used will be the Leadership Effectiveness Analysis (LEA) instrument which is based on 40 years of research and normed in 15 countries and eight global regions to drive self-awareness and reflection. You will be given online access to the instrument before the conference opens and your printed personal self-evaluation reports will be distributed at the beginning of this workshop. There will be generous time for interaction with your colleagues and with the facilitator.

# Session I: The Compelling Case for Diversity

**Facilitator: Tanya Noseworthy**

This session will assist participants to achieve a deeper understanding of diversity and the steps that can be taken on the leadership path. You will take away knowledge essential to building a practical toolbox of ideas and skills that can be used to effect change in your own thinking as well as in your organizations. This session will provide historical perspective, data, practical knowledge, and best practices for the integration of diversity and inclusion policies.

**“Women leaders are on a mission, serving some higher purpose than simply advancing their careers.”**

**-J. Barsh and S. Cranston**

# Session II: Designing a Personal Path to Leadership

**Facilitator: Heather Peters**

This session will focus on you, your current leadership strengths (or potential), and areas to modify relative to research based leadership competencies. We will draw on your Leadership Effectiveness Analysis (LEA) results and takeaways to dig deeper into not only WHAT needs to be focused on but help you begin to understand HOW you can make that happen. This session will animate self-awareness of your own style in terms of areas such as driving the vision/message, creating followership and working with others to achieve results. Walk away with an individual development plan to put your learnings into action to enhance your current or future role, team or career.

**“ Little girls with  
dreams become  
women with vision. ”**

**-Unknown**

# Session III: Addressing Gender Inequity in the Workplace

**Co-Facilitators: Kara Arnold, Alyson Byrne,  
and Amanda Hancock**

Women have made great strides in their workforce participation over the past decades. Yet the pace of moving women into leadership roles is still painfully slow. We explore why this is the case, despite years of effort. If what we have been doing is not working, exactly how can we improve gender equity in our workplaces and increase the number of women in leadership roles? In this session, we discuss common individual and organizational solutions, with a focus on what actually works most effectively. Find out what needs to be done differently, and how each of us, no matter our level in our organization, can actively engage to affect change within our own sphere of influence.

**“ Give up on being  
perfect and begin  
the work of  
becoming yourself. ”**

**-A. Quindlen**

# CONFERENCE SUPPORT FROM THE UNION OF PRESENTATION SISTERS

Long before research revealed that **the education of women is one of the greatest contributors to social and economic development**, the Presentation Sisters were providing opportunities for girls' education, starting in covert "hedgerow" schools in Cork, Ireland in 1754. By 1833 they had established a school and convent in St. John's and later expanded into various outposts and small towns across the province. In the years since 1833, much has changed, but **the Presentation Sisters maintain their commitment to education** and development of opportunities for girls and women.

In recent years, as their numbers decline, the local Presentation leadership team has become more conscious of **leaving a legacy to the province**. They have made important decisions to enrich local communities through gifts of large, well maintained buildings for use in a variety of community-based social action initiative. **The Lantern is one.**

When demographic and public policy changes brought about the building's closure as a school, it was re-purposed as a centre welcoming all seekers and providing programs—or space for others who provide programs — **that focus on spirituality, wellness, community, justice, and development for all** — but particularly for women and girls.

The Sisters also consider this conference, Women to Women, Empowering Leadership to be an important piece of their legacy, providing **an opportunity to encourage positive, hopeful women to take leadership roles** in their organizations and in the community at large.

## OUR SPONSORS

### SILVER SPONSORS:



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### BRONZE SPONSORS:



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#### Special thanks to:



Union of Presentation Sisters  
Newfoundland and Labrador Province  
Canada



OUR  
LEGACY  
PARTNER





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