

WOMEN AND LEADERSHIP™

2020

Virtual



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Special Thanks

Welcome to the 8th Annual Women and Leadership Conference

Welcome to the Andrus Center for Public Policy's 8th Annual Women and Leadership Conference! And, thanks to the unique challenges of COVID-19, our first voyage into the world of an all virtual gathering. While we'd rather be with you in person, it became clear months ago that was not an option. So here we are in this grand virtual experiment together!

This year brings another great lineup of incredible women leaders to share their wisdom and experience. And, another expansive offering of skill-building workshops from a wide array of talented trainers. But in addition, our new virtual environment has allowed us to add some additional features we hope you'll find interesting, informative, and fun!

Women and Leadership was created to highlight the incredible talent that exists among the women of today. Our goal is simple - we want to see gender parity across all levels of leadership - in our boardrooms, our C-suites, our elected offices, our judicial branches, our professions, our trades, and our academic institutions. We want our leadership ranks to reflect the people represented - and half of us are women.

Over the next three days, we'll bring you numerous opportunities to learn, grow, and build toward the very best version of you. And since every speaker and workshop will be taped, you can come back and revisit our offerings as much as you'd like over the coming year.

Thanks so much for joining us in 2020. We're really glad you're here, even if we can't be with you in person!



Tracy Andrus

President & Chairman
Andrus Center for Public Policy



Danielle Trujillo

Executive Director
Andrus Center for Public Policy

About the Andrus Center

The Andrus Center for Public Policy was created in 1992 to advance the legacy issues of former Idaho 4-term Governor and Secretary of the Interior, Cecil D. Andrus - wise use of our environmental resources and public lands, proper funding of education for our children, and the cultivation of leadership from all segments of our society.

The father of three daughters, Governor Andrus firmly believed in the importance of gender equity, saying "If we had more women in our elected bodies, judicial systems, and boardrooms, I honestly believe we'd be a more hospitable society and have fewer foreign wars."

True to his beliefs, Governor Andrus named the first and second women to sit on both Idaho's Appellate and Supreme courts over 25 years ago. Since that time, no Idaho governor has appointed a woman to the state Supreme Court, although one woman, Robyn Brody, ran for an open seat and was elected in 2016. We have more work to do.

AGENDA

Agenda reflects Mountain Daylight Time

Tuesday, September 15

9:00 AM
Conference Opening

9:30 AM
Andrus Center Opening Remarks
& Ice Breaker Event

10:00 AM
Keynote speaker #1
Dr. Marlene Tromp - Boise State
University President
*Discovering Internal
Empowerment*

11:00 AM
Breakout Skill builder sessions

12:30 PM
Break/Attendee engagement
time

2:00 PM
Breakout Skillbuilder sessions

3:30 PM
Keynote speaker #2
Dr. Linda Singh - Former
Maryland Adjutant General,
Major General Maryland Army
National Guard (retired)
Moments of Choice

4:30 PM
Break/Attendee engagement
time

5:00 PM
Closing Event
Apache 8 Film

Wednesday, September 16

9:45 AM
Conference Opening

10:00 AM
Keynote speaker #3
Kelly Martin - Fire Chief,
Yosemite National Park, National
Park Service (retired)
How I Thrived not just Survived

11:00 AM
Breakout Skill builder sessions

12:30 PM
Break/Attendee engagement
time

2:00 PM
Breakout Skillbuilder sessions

3:30 PM
Keynote speaker #4 Heather
Dawn Thompson - Tribal
Economic Development and
Advocacy Lawyer
Indigenous Empathy

4:30 PM
Break/Attendee engagement
time

5:00 PM
Closing event
The Perfect Candidate Film

Thursday, September 17

9:45 AM
Conference Opening

10:00 AM
Keynote speaker #5
Pat Mitchell - Former CEO PBS,
Editorial Director of TEDWomen
Becoming a Dangerous Woman

11:00 AM
Breakout Skill builder sessions

12:30 PM
Break/Attendee engagement time

2:00 PM
Breakout Skillbuilder sessions

3:30 PM
Keynote speaker #6
Shari Graydon - Informed Opinions
Founder and Award-Winning
Author
*4 Strategies to Leverage/
Women's Voices for Change*

4:30 PM
Co-worker/pet contest showcase
(voluntary)

5:00 PM
Closing event
Councilwoman Film

ANDRUS CENTER FOR PUBLIC POLICY BOARD OF GOVERNORS

Elaine French
Conservationist, Board Member,
League of Conservation Voters

Danielle Trujillo
Executive Director, Andrus Center for
Public Policy

Randy Hill
Corporate Lawyer,
Stoel Rives, LLP

A.L. "Butch" Alford
President, Tribune Publishing

Wendy Jaquet
Idaho State Legislator, 1994-2012;
Retired, Adjunct Professor
Boise State University

Bruce Bistline
Lawyer, Johnson & Monteleone

Rick Johnson
Consultant

Andy Brunelle
Former Governor Andrus Staff,
Natural Resources

Lauren McLean
Mayor, City of Boise

Tracy Andrus
PRESIDENT & CHAIR,
Andrus Center
for Public Policy

Cherie Buckner-Webb
Senator, Idaho Legislature

Mike Mooney
Retired Regional President, Bank of
the Cascades Foundation

Aimée Christensen
Founder & Executive Director,
The Sun Valley Institute for Resilience

Marcus Nye
Senator, Idaho Legislature

Monica Church
Social Studies Department Chair,
AP Government Teacher
Boise High School

Beth Oppenheimer
Executive Director, Idaho Association
for the Education of Young Children

Dr. Linda Clark
Retired State Educator

Doug Oppenheimer
President, Oppenheimer Companies

Debbie Cleverley
Sr. Private Client Relationship Officer,
Idaho Central Credit Union

John Sande
Retired

Corey Cook
Vice Provost for Academic Programs
& Planning
Saint Mary's College of California

Cathy Silak
Of Counsel, Hawley Troxell

Jenna Whitlock
Retired, Bureau of Land Management

Peggy Elliott Goldwyn
Founder, Family of Woman Film
Festival

2020 KEYNOTE SPEAKERS

DR. MARLENE TROMP



BOISE STATE UNIVERSITY PRESIDENT

Dr. Marlene Tromp is the 7th president of Boise State University. She is committed to supporting students and faculty, serving and advancing the state of Idaho, and helping the university foster research excellence to increase discovery for its students and the world.

Before joining Boise State in July 2019, Dr. Tromp was the campus provost and executive vice chancellor at the University of California at Santa Cruz, ranked by U.S. News and World Report as the 26th best public university in the country. Before joining the University of California system - broadly recognized as the premier public university system in the country - Dr. Tromp was the dean of Arizona State University's New Interdisciplinary College of Arts and Sciences and the vice provost of the university's West Campus.

She grew up in Green River, Wyoming, a trona mining town along Interstate 80 that saw its population jump three-fold in the 1970s when nearby mines led an economic boom. Her father worked at one of the mines. Neither of her parents were college graduates, but they supported their two daughters' college aspirations - especially when Tromp decided she was going to become a doctor. She earned scholarships to Creighton University, nearly 800 miles away in Omaha, Nebraska, but the financial challenges remained tangible.

Though bound for medical school, she fell in love with Robert Browning's poetry. Instead, she would go on to earn her bachelor's degree in English, come home to Wyoming to complete a master's degree and then study for her doctorate at the University of Florida. There, she wrote a dissertation on Victorian novels and the new laws being written then on domestic violence.

DR. LINDA SINGH



**INTERIM EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER,
TEDCO**

OWNER/CEO, KALEIDOSCOPE AFFECT, LLC

LEADER-IN-RESIDENCE, TOWSON UNIVERSITY

With over 30 years of leadership, consulting, and systems integration experience, having served in various senior executive level positions, Dr. Linda Singh offers a blend of public and private sector experience that spans health, defense, state, and local government. As the founder and Chief Executive Officer of Kaleidoscope Affect, LLC providing leadership and strategic advisory services for a variety of clients. Dr. Singh is transitioning from the Interim Executive Director and CEO of TEDCO focused on investing and helping to grow early stage technology and life sciences companies to fuel economic development and growth. Prior to that she served as a Major General in the Maryland National Guard, dedicating more than 38 years of service. As the Adjutant General and a Cabinet Secretary she was responsible for the Maryland Military Department. As part of her military role she worked with senior level officials at ministerial and ambassador levels in Estonia and Bosnia developing country strategies under the Department of Defense State Partnership Program. Dr. Singh retired from Accenture in 2016, she was a Managing Director in the Health and Public Service North America Operating Unit where she served for 21 years.

Dr. Singh personally mentors, coaches and speaks on leadership, diversity, adversity, career transition and issues that plague women and veterans in the workplace. She holds a bachelor's degree in business, a Master of Business Administration, a Master of Strategic Studies and a PhD in Industrial and Organizational Psychology. She is the author of "Moments of Choice: My path to leadership" and "What's in Your Box" which is scheduled for early 2020 release.

Dr. Singh is a certified Project Management Professional (PMP), Professional Certified Coach (PCC), Gallup Strengths Coach and John Maxwell certified trainer and speaker. She has received numerous awards, among them are the 2013 DiversityMBA Top 100 under 50 Diverse Emerging Leaders, The Network Journal 25 Influential Black Women in Business Award for 2014 and recipient of the Ellis Island Medal of Honor for 2015. She was also inducted into the Maryland Women's Hall of Fame in March 2015. She was also featured on the Today Show for her history making leadership team and named as one of InStyle's Badass 50 in July 2019.

KELLY MARTIN**CHIEF OF FIRE AND AVIATION MANAGEMENT FOR YOSEMITE NATIONAL PARK, RETIRED**

After finishing her Bachelor of Science Degree from Northland College in Outdoor Education in 1986, Kelly Martin began her career in federal service with a position at Grand Canyon National Park working in Fire and Aviation Management. From 1990 through 2006 Kelly continued to gain experience in the field of fire with the U.S. Forest Service in 6 different states.

In 2006 Kelly became the Chief of Fire and Aviation Management for the National Park Service until her retirement in 2019. Having worked in a male dominated career, Kelly has faced many steep challenges. However, her love and passion for the work she does has energized her to push through the hard times. In addition to her previous contributions as Chief of Fire and Aviation Management at Yosemite National Park, Kelly has been a driven mentor for the next leaders in fire management. With women comprising only 10 percent of the workforce in fire, Kelly wanted to give more women the opportunity to receive hands-on training to further their leadership careers. How has she done this?

In September 2016 Kelly presented a Congressional Testimony focused on examining misconduct and mismanagement at the national park services. She bravely shared her own personal experience with sexual harassment and grievances over the course of her 30 year career and described the progression of misconduct from the beginning of her career through the time of the hearing.

On October 13, 2017, Kelly received the Women Who Dared Gratitude Award. An award dedicated to recognizing and honoring women who have taken a personal risk that furthered the advancement of equal opportunity and status for women.

HEATHER DAWN THOMPSON



TRIBAL ECONOMIC DEVELOPMENT AND ADVOCACY LAWYER

Heather Dawn Thompson, is a member of the Cheyenne River Sioux Tribe, a Harvard Law School graduate, and an expert in Native American Tribal economic development.

She is the Founder and Lead Manager of Native American Capital's Tribal Opportunity Zones Venture Group.

Ms. Thompson is nationally recognized for her expertise in tribal owned businesses and the legal, tax, financial, and structuring benefits of conducting business with Tribal governments and Tribal corporations. She is a national leader in tribal economic development and a Bush Fellow focusing on Tribal Finance, Tribal sustainable enterprises, and Native American food sovereignty.

Ms. Thompson has extensive experience working with investors and corporations doing business in Indian Country, individual tribes, tribal and Indian-owned corporations, and intertribal associations.

Ms. Thompson served an Assistant U.S. Attorney for the U.S. Attorney's Office in South Dakota's Indian Country Section on the Pine Ridge Indian Reservation and is the former President of the National Native American Bar Association (NNABA).

PAT MITCHELL

**FORMER CEO PBS, EDITORIAL DIRECTOR OF TEDWOMEN**

Raised in a small town in Georgia with no money or connections, Pat Mitchell challenged expectations to become one of media's most admired leaders—the first woman president of PBS and CNN productions, an award-winning film and TV producer, and the co-founder and curator of TEDWomen.

In *Becoming a Dangerous Woman: Embracing Risk to Change the World*, Mitchell charts her path to power, from an early childhood on a cotton farm to the frontlines of social, political, and cultural change, where she navigated the halls of power in Washington, DC and Hollywood, traveled to war zones with Eve Ensler and Glenn Close, pressed Fidel Castro into making historic admissions about the Cold War, and formed powerful alliances with fellow media leaders like Ted Turner and Robert Redford.

Mitchell has become a dangerous woman, dangerous because she is willing to take risks to challenge the status quo. Here, she issues an inspiring call to action for all of us to be braver, bolder, and more prepared to dismantle the barriers to full equality in our own lives, and to embrace the risks necessary to create a more just and sustainable world.

Pat Mitchell was the first woman president of PBS, CNN Productions, and The Paley Center for Media, as well as an award-winning producer of documentaries and TV series. She is the co-founder and curator of TEDWomen and the Connected Women Leaders Initiative; chair of Sundance Institute and Co-Chair of The Women's Media Center; trustee of the Skoll Foundation; and advisor to Participant Media. She lives in Atlanta with her husband, Scott Seydel. Together, they have six children and 13 grandchildren.

SHARI GRAYDON



FOUNDER OF INFORMED OPINIONS & AWARD-WINNING AUTHOR

An award-winning author, women's advocate and speaker with over 25 years of experience on both sides of the microphone, Shari Graydon founded and currently leads Informed Opinions, a non-profit project of Media Action working to amplify women's voices since 2010.

A former newspaper columnist, TV producer and commentator for CBC, she also served as press secretary to a provincial premier, and as president of Media Action (formally called Media Watch). Shari has degrees in Theatre and Communications from University of British Columbia and Simon Fraser University, where she also taught communications and presentation skills. She published two award-winning, best-selling media literacy books for youth, has written speeches for public officials, and delivered communications and media training for public and private sector organizations across Canada.

Shari received the Governor General's Award in Commemoration of the Persons' Case for her advocacy on behalf of women and was named one of Canada's Top 100 Most Powerful Women. Royalties from her edited collection, *I Feel Great about My Hands - and Other Unexpected Joys of Aging*, benefits Informed Opinions. Her newest book, *OMG! What if I really AM the best person?* is part of her grand plan to bridge the gender gap in public discourse by 2025 to make Canada more democratic. Following the keynote address, you can find her book, *OMG! What if I really AM the best person?* available for purchase in the BSU Bookstore virtual booth in the expo hall.

SPECIAL ACTIVITIES

PET/CO-WORKER PHOTO CONTEST

Hopefully you have all shared your favorite furry, spiny, slimy, or spiky friend for our Pet photo contest! Winners will be announced Thursday, September 17th at 4:00 pm. 10:00 - 11:30 AM

Voting has started and will end Tuesday, September 15th at 10:00pm!

BOOTHS TO VISIT IN THE EXPO HALL DURING THE THREE DAYS

Select books are available in the virtual **Boise State Bronco Shop Bookstore** booth. Enjoy 30%. Complements of Perkins Coie.

Visit the **Idaho Women 100** booth during breaks to view various videos honoring Idaho women's courageous pasts.

Are you registered to vote? Visit the **American Association of University Women (AAUW) / League of Women Voters of Idaho (AAUW/LWV)** booth during breaks and learn more.

Visit the **Zions Bank** booth throughout the three days of the conference for a chance to win raffle prizes.

Visit the **National Park Service, Division of Fire and Aviation** booth to hear from experts in National Park Service Division of Fire and Aviation Management!

Enjoy Idaho Experience videos at the **IdahoPTV's** booth. Their newest curated collection of documentaries about women who carved their own paths and defied cultural norms.

The **Story Court** session will be conducted as an open dynamic where attendees share stories on camera. Attendees can jump into the 'session' and share their story, based on the theme - Women and Leadership.

There are more booths with activities, videos, and more, so be sure to visit the Expo Hall!

Jump to page #36 for the schedule of Main Stage, Booth and Session activities available throughout the three days.

FAMILY OF WOMAN FILM FESTIVAL

TUESDAY, SEPTEMBER 15TH, 2020 - FILM: APACHE 8

Showing Time Starting At 5pm And Is on Demand Showing. Film Duration: 57 Minutes

<http://familyofwomanfilmfestival.org/apache-8/>

TRAILER LINK: <https://www.youtube.com/watch?v=93ujzQ6VjFo>

WEDNESDAY, SEPTEMBER 16TH, 2020 - FILM: THE PERFECT CANDIDATE

Showing Time Starting At 5pm And Is on Demand Showing. Film Duration: 104 Minutes

<http://familyofwomanfilmfestival.org/the-perfect-candidate/>

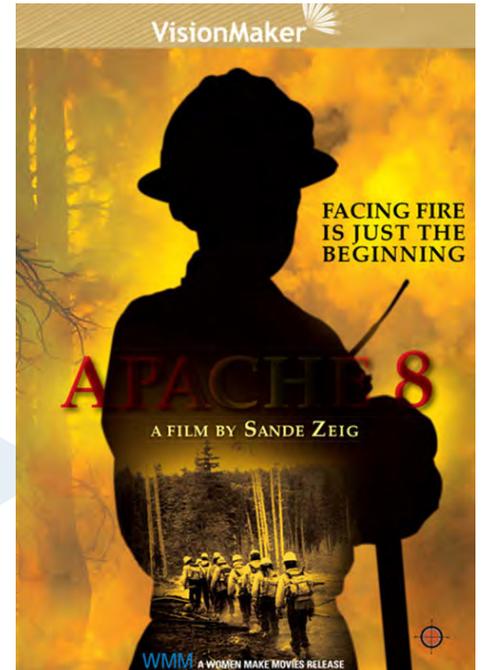
TRAILER LINK: <https://www.youtube.com/watch?v=j4WdvsZLDtg>

THURSDAY, SEPTEMBER 17TH, 2020 - FILM: COUNCILWOMAN

Showing Time Starting At 5pm And Is on Demand Showing. Film Duration: 57 Minutes

<http://familyofwomanfilmfestival.org/councilwoman/>

TRAILER LINK: https://www.youtube.com/watch?v=-Z_8_Tq2-I4





PURSUING EXCELLENCE BY EMBRACING DIFFERENCES

We believe a diverse team creates a stronger company and cultivating inclusiveness creates a stronger culture. **Our values – integrity, safety, respect, and excellence** – guide us on how we work together to achieve exceptional business results.



COME SOLVE WITH US

Great minds think alike—that’s why more and more women are choosing a career in professional consulting. To help them succeed, POWER Women’s Network offers support for career advancement and work-life balance, and promotes STEM in our communities.



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Energy Efficiency

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ENCOURAGING FEMALE LEADERS.

ICCU is proud to employ inspiring women in leadership roles throughout our many branches. We strive to cultivate young women's dreams of achieving their financial and business goals in the communities we love. We're here to help you with a full range of both personal and business financial services like checking, loans, mobile banking, and more. Come visit your local ICCU branch and see for yourself how we can help you achieve your financial success.

- Ranked #1 in the Northwest for member giveback*
- 1 in 5 Idahoans are ICCU members
- Helping members achieve financial success for 80 years
- 39 branches to serve you throughout Idaho
- 24/7 access with eBranch Mobile and Online Banking

*Callahan & Associates' Return of the Member value.



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Idaho Statesman

The Idaho Statesman
is a proud supporter of the
Andrus Center for Public Policy
Women and Leadership Conference

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INL.GOV/CAREERS



WHERE YOU BELONG

Idaho National Laboratory promotes a vibrant culture of inclusive diversity that fuels growth and drives innovation.



 Idaho National Laboratory

*Celebrating leaders who
inspire and empower
young women and girls to
be fearless in reaching for
their dreams and achieving
their fullest potential.*

Idaho Public Television is a proud
sponsor of the

**ANDRUS CENTER CONFERENCE ON
WOMEN AND
LEADERSHIP**
EMPOWERING THROUGH KNOWLEDGE

IDAHO  **PBS**
PUBLIC TELEVISION

idahoptv.org



SCIENCE TREK
Joan Cartan-Hansen
Producer/Writer/Host

DIALOGUE
Marcia Franklin
Producer/Writer/Host

IDAHO REPORTS
Melissa Davlin
Producer/Writer/Host

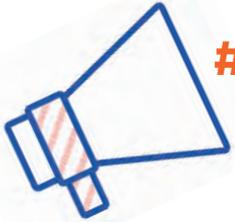
OUTDOOR IDAHO
Lauren Melink
Producer/Writer

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2020 Virtual Women and Leadership Conference

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30% OFF ALL BOOK SALES

Buy one of the Keynote speakers or Skill Builder leaders books at 30% off! A list of books available for purchase can be found in the virtual Expo Hall.

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Building your Personal Brand and Your Bottomline!

Rhea Allen - President/CEO, Peppershock Media

You will not only gain a deep understanding of personal branding, you will learn how to create one and, more importantly, what it means to maintain and inhabit that personal brand. And how to make certain your personal brand is in alignment with the organization's culture that you work or want to work for or the company you want to create or have created.

Attendees will get:

- Experience personal branding and what it means to BE their brand
- Take steps to help unlock or uncover their passions, potentials, and powers as a unique person
- Tips in creating themselves on at least three social media platforms and express their brands with tools, tips, and tactics to explore
- Steps to create a brand essence statement for their personal brand to emulate often, a mantra, core values, and strengths
- Be exposed or learn more about the various personality or character traits and skills strengths assessments to further unpack the traits and capabilities they inherently have
- Learn about building "brand ambassadors" or "loyal fans" for their personal brand
- Navigate their digital security and online (and offline) reputation management
- Gain insights, information, and inspiration on how to maintain their brand using the latest trends and techniques to be their own "brand managers."

Join culture and branding expert, a marketing industry leader, keynote speaker, and Adjunct Professor at Boise State, Rhea Allen as she provides this class based on her nearly 20 years of experience as a President and CEO of an award-winning creative and digital marketing/ad agency that's performed professional marketing and creative services all over the world. She will provide an authentic and supportive atmosphere in which learners are encouraged to deeply reveal themselves in order to manifest a truly meaningful personal brand that effectively communicates their core values, principles, and professional superpowers. She is the host of the Marketing Expedition Podcast and not only the Co-founder of Peppershock Media, but also the founder of the Marketing Expedition Community, an online subscription-based platform where members gain invaluable insights, the latest trends in marketing, forum support, ideas and inspiration for building brands and bottom lines for both personal and company brands. She has a distinct style in which she provides encouragement, coaching, and feedback.

Preventing Burnout: Navigating Caregiver Resources for Employers and Employees

Tiffany Robb, Marilyn Borup Sword, Destinie Triplett - The Family Caregiver

Approximately half of the workforce in the US are women, many employed in full-time positions. Their work responsibilities are often coupled with significant family caregiving tasks, whether it be caring for a child or an adult child with a unique health care need or disability, or an aging spouse or parent. In Idaho, there are over 300,000 unpaid family caregivers including those of diverse backgrounds and cultures, and the majority are employed outside the home. Nationally, 60% of caregivers admit their professional life has been negatively impacted by their caregiving duties (AARP, 2018). Employees want to stay employed and a lack of employee resources suitable for caregiver needs can cost the employer. Where can caregivers turn for help? In this session, we will showcase a researched-backed pilot project that identifies caregiver stress points and creates a plan with resources and services to address their specific needs. These supports are a stepping-stone to building a caring culture within the workplace - through the empowerment of employee caregivers and the use of resources to manage stress, employees and their families will experience fewer negative health outcomes that often poorly impact their professional lives.

How to Avoid Burnout and Get Remarkable Results Through Resiliency

Dwight Edwards - Owner Reach New Heights, LLC

Have you ever wondered what it takes to become and stay resilient during times of burnout? What if you had a formula you could rely on to pull yourself out of a rut and help you achieve the results you're after? There is a definite process to becoming and staying resilient. In this powerful and interactive workshop, you will learn 3 proven strategies that will help you stay focused on your goals, overcome obstacles and leverage your support system so you can thrive in your career.

Breaking Through: Tips, Techniques and Reminders on Speaking with Strength & Impact, Even When a Screen and Distance Separate You From Your Audience

Jess Flynn - Founder & CEO, Red Sky

Your vision, your voice and your ability to communicate both at a moment's notice are key to success in business and leadership. While technology has enabled you to connect with anyone, anywhere and at any time - your message and your delivery matter more than ever.

With more than two decades of experience in crafting stories and helping people share their voice, Jess will share tips and techniques to sharpen your public speaking skills whether one-on-one or with a group of 100-plus.

Breaking Through: Tips, techniques and reminders on speaking with strength & impact, even when a screen and distance separate you from your audience.

2020 SKILLBUILDER DESCRIPTIONS

Leading with the Brain in Mind: A Neuroscience-based Approach to Showing Up with Confidence and Competence

Abbey Louie

Have you ever felt under-appreciated at work? Frustrated with feedback that seemed unjustified? Left out of a decision? Micromanaged? Or uncertain about the future of your role? Unfortunately, these experiences are all too common; and even more unfortunate is the fact that recent neuroscience research suggests we lose our ability to think strategically, logically, and collaboratively in those moments—all the things needed to overcome these challenges and perform at our best. In this session, we'll explore what happens in the brain when we experience a threat to our social safety, identify the five primary drivers of social well-being, and discover practical ways to leverage these drivers. The brain is a powerful force—learning how it responds to challenging situations at work gives us the strength we need to consistently show up with confidence and competence.

Navigating Hard Conversations in a Stressed-out World

Nancy Buffington, PhD - CEO Nancy Buffington, LLC

Having “a conversation” with someone can be a challenge in the best of times. And when most of us are stressed and tired, facing painful, polarizing issues about racial justice, public health, school openings and politics, it can feel downright dangerous. But there's a high emotional cost to unresolved conversations, and often more concrete consequences too. This session will guide you through Marshall Rosenberg's Nonviolent Communication model; then we'll put your skills into practice by working through some common tough issues together.

The Power of Negotiation

Paula L. Kluksdal, Sarah Reed, Susan Olson - Hawley Troxell

“Negotiation, a method by which people settle differences – a process by which compromise or agreement is reached while avoiding argument and dispute”

The panel discussion will offer tips on the negotiation process from preparation to implementing the course of action. How to avoid heated discussions and consider alternative solutions. Have the right attitude, negotiation is not an arena for individual achievement.

The panel members will share with you what they have learned in their professional and personal lives to achieve the “power of negotiation.”

Social Media Marketing Trends and Wins to Watch For

Rhea Allen - President/CEO of Peppershock Media

With so many social media platforms, so many rules for best practices, and so much noise to bust through, how do you know what’s right for you? What are the latest trends? What’s going to work for me and/or the brand I represent? With this session, Rhea Allen intends to answer these questions and more! She is a culture and branding expert, a marketing industry leader, adjunct professor at Boise State and a national keynote speaker with nearly 20 years of experience as President and CEO of Peppershock Media, an award-winning creative and digital marketing/ad agency that’s performed professional marketing and creative services all over the world with a creative crew of 10 or more when hiring more talent is needed. She is the host of the Marketing Expedition Podcast also the founder of the Marketing Expedition Community, an online subscription-based platform where members gain invaluable insights, the latest trends in marketing, forum support, ideas, and inspiration for building brands and bottom lines for both personal and company brands, this keeps her at the leading edge of all the latest in social media marketing trends and wins!

2020 SKILLBUILDER DESCRIPTIONS

Caring for Yourself and Others- Learn How Kindness In The Workplace Affects More Than Morale

**Holly Levin, MPH, MCHES - Interim Director of Wellness/BroncoFit
Boise State University**

Learn how kindness in the workplace affects more than morale. Our wellbeing depends on us taking care of ourselves and each other always, but especially during this unusual time of working virtually. We will explore the 8 dimensions of wellness and tips for moving forward on a wellbeing journey.

Resilience: Making Strong People Stronger

Michelle Arnett, MHS - Program Coordinator St Luke's Health System

“Resilience” has become a buzzword in the media and across professional sectors. What is it? And is just something we either have or do not? Or is it something that can be developed and strengthened? This presentation will answer those questions and provide actionable strategies to build individual and team resilience.

2020 SKILLBUILDER DESCRIPTIONS

Decolonizing Leadership: A Storytellers's Guide to Changing the World

Tai Simpson - Community Organizer & Anti-racism Educator

In this workshop we explore how leadership is defined in Indigenous communities and we'll discover how storytelling plays a role in nurturing those leaders. The same principles can be applied across industries and organizations to empower ourselves, our communities, and our collective society. In these uncertain and rapidly changing times we have to revolutionize the way we lead and build community. During this session participants will be able to:

1. Connect with their own stories of success and empowerment
2. Understand how best to create space for the stories of others
3. Have tools for service leadership through storytelling

Cybersecurity Threats Affecting You and Your Clients

Edward Vasko, CISSP - Director of Boise State University's Institute of Pervasive Cybersecurity

Cybersecurity breaches make nearly daily news coverage and provide an awareness of just how pervasive the impact is to businesses of all sizes and across all industries. The average 2019 data breach cleanup costs for a small business experiencing a breach exceeded \$2.2 million. Easy avenues of stealing data, and money, from businesses has fueled significant growth of organized cyber criminal groups. Cybercrime statistics between 2017 to 2019 show a 40% increase in daily malware releases alone. Cyber criminals are organized, well prepared, and motivated to not only steal data and hold it for ransom, but also to simultaneously empty bank accounts if they can. What can you do to protect yourself, your crucial assets, and your clients? This presentation outlines not only the top trends / methods cyber criminals leverage to find access to data and bank accounts, but also offers pragmatic approaches business leaders can take to instill/improve, your cyber-hygiene posture. These simple, cost-efficient approaches and recommendations can enable your business to more effectively protect your data, your money, and the other critical assets of your business against cyber risks.



Beyond Fear: Overcoming the Impostor

Donna O'Kelly

We apologize for any inconvenience, but this Skill builder will no longer be hosting a session during the conference.

Calm + Clarity: Meditation for Riding the Waves of Quarantine

Marisa Radha Weppner MA -Owner Source Meditation | space and Sage Yoga & Wellness, Therapist at the Boise Ketamine Clinic

Learn how to use simple mindfulness practices to distress in ordinary life. Enjoy a short lecture with tips for daily practice and experience a moment of realignment through an embodied guided meditation. Guaranteed to leave you feeling refreshed!

2020 SKILLBUILDER DESCRIPTIONS

The Power of Evolving

Jonna Johnson - Owner of Coached By Jonna Johnson, Inc. and Dirt Road Paths Productions, Inc.

The Power of Evolving explores a tactical self-awareness to innovate and brand your being. In this session, you will learn to evolve into a powerful version of yourself and build a consistent desire to reprogram, revamp and explore your intentional mindset. We will explore the act of negotiation and empathy for yourself, self-preparation tactics, and communication skills, all while investing in your own genuine capabilities. We need to invest in ourselves and find pleasurable time in a guilt-free way for our inner selves to expand. Let's better understand you, your brand, power, desires, and strength - evolving you!

Social Media Marketing Trends and Wins to Watch For

Rhea Allen - President/CEO, Peppershock Media

With so many social media platforms, so many rules for best practices, and so much noise to bust through, how do you know what's right for you? What are the latest trends? What's going to work for me and/or the brand I represent? With this session, Rhea Allen intends to answer these questions and more! She is a culture and branding expert, a marketing industry leader, adjunct professor at Boise State and a national keynote speaker with nearly 20 years of experience as President and CEO of Peppershock Media, an award-winning creative and digital marketing/ad agency that's performed professional marketing and creative services all over the world with a creative crew of 10 or more when hiring more talent is needed. She is the host of the Marketing Expedition Podcast also the founder of the Marketing Expedition Community, an online subscription-based platform where members gain invaluable insights, the latest trends in marketing, forum support, ideas, and inspiration for building brands and bottom lines for both personal and company brands, this keeps her at the leading edge of all the latest in social media marketing trends and wins!

2020 SKILLBUILDER DESCRIPTIONS

The Three Dimensions of Trust: How to build, maintain, and repair high trust relationships

Joanne Chu - Ph.D & Strelco Group Co-Founder

Shannon Rush-Call - MPA & Strelco Group Co-Founder

There is an elusive yet essential ingredient for getting work done well: Trust. We know it when we experience and feel it. It brings us joy and connection, and it accelerates results. Oftentimes, however, we have difficulty identifying or articulating the distinct actions and behaviors that allow us to generate higher trust relationships. In this session, we'll explore a powerful framework, The Three Dimensions of Trust, which enables us to understand trust more concretely and then intentionally choose trust-generating behaviors. When we build high-trust relationships, we strengthen our ability to create the changes we seek in the world. This session is for any leader who wants to develop the skills to have greater trust, joy, and connection in their relationships and work.

Leading Through Extraordinary Times

Ronda Conger - Vice President, CBH Homes

No matter the conditions, through the good or bad, you can survive, adapt, and thrive. It's time to discover your superpower and see how you can grow no matter what's happening in the world.

Ronda Conger, Vice President of CBH Homes, business owner, author, and the ultimate full tank of gas is ready to share all of her secrets on leading and thriving through extraordinary times. This high energy, jam packed session will leave you passionate and ready to work on You.

Let's take action, you were made for this.

How to Thrive on Zoom

Nancy Buffington, PhD - CEO Nancy Buffington, LLC

Welcome to our new virtual reality! While we're all safe at home, we're lucky to have platforms like Zoom and Google Hangouts to keep us connected with our teams. But the transition to virtual meetings is hard for most of us: Zoom calls tire us out. We may feel uncomfortable, that we don't express ourselves clearly, or that we don't get heard. This can affect our emotions, our engagement and our work performance. But we can turn this challenge into an opportunity: it's a chance to figure out how individuals, teams, and projects can thrive online. In this hands-on session, we'll explore ways you can adjust your mindset, your environment and your online presence so you can shine in your virtual workspace.

Your Next Right Step Toward Your Financial Destination

Melissa Jenkins & Devin Geddings - Investment Advisors, R|W Investment Management

Dealing with finances can be overwhelming. Whether we are tackling debt, saving for a current goal, trying to reach retirement, or anywhere in between, we can gather a laundry list of items to accomplish. In this Skill Builder, we will journey together through many financial decisions. With any journey, we must have a current location and a destination, and then we must determine our path to get from A to B. The first step from A to B is your next right step. Join us on this journey to determine your next right step wherever you are.

2020 SKILLBUILDER DESCRIPTIONS

Top 10 Legal Tips for Small Business Success

Cathy R. Silak - Pro Bono Counsel, Hawley Troxell

If you are an owner of a small business, or plan to be, this Skill Builder will offer you tips on dealing with these ten important legal issues that will affect your business from day one: (1) legal form such as sole proprietorship, LLC, corporation; (2) laws regarding the interests of other owners, partners, and investors; (3) protecting intellectual property; (4) laws and regulations, including licenses, applicable in your business sector; (5) developing the right types of contracts in dealings with customers, suppliers and other third parties; (6) employment law compliance; (7) insurance; (8) tax issues; (9) leases and internet issues; (10) business transition and succession.

The Power of YOU

Genny Heikka - Owner/Coach Her Team Success Coaching

Your personal brand isn't something you "put on" or manufacture, and it's not simply your online presence or how and if you use social media. It's you - it's what you're known for and the unique value you bring to your company, your team... and your community. And it's more important now than it's ever been. In a world filled with changes and challenges, people are increasingly the differentiating factor in leadership, culture, influence and success. And any sort of transformation you want to see in the world starts with you.

This session will be a time for you and will help you:

Understand what personal branding is and why it's so important for your career, and your life.

Explore key things about yourself to strengthen your own personal brand.

Learn practical tips and resources to communicate with greater confidence and effectiveness.

Take steps to gain clarity for your path ahead.

This session will equip you with inspiration and a roadmap to maximize your personal brand... to make more of an impact by being *you!*

2020 SKILL BUILDER Speakers



RHEA ALLEN | President/CEO of Peppershock Media

Rhea Allen, is known for her story-telling passion and extreme diligence in obtaining effective media campaign results by planning and crafting relevant and compelling messaging. Also an in-demand integrative marketing consultant, national presenter and keynote speaker, Rhea emphasizes team building and creating a culture where she and her team can carry out superb work for their loyal Peppershock clients.



MICHELLE ARNETT | Program Coordinator St Luke's Health System

Michelle Arnett is a Program Coordinator with St. Luke's Health System in the Employee Safety and Wellbeing Dept. She is trained in Critical Incident Stress Management and Suicide Awareness through the International Critical Incident Stress Foundation, and Psychological First Aid through Johns Hopkins. Michelle is a Certified Health Coach through WellCoaches and is a Compassion Fatigue Educator through the Green Cross Academy.



NANCY BUFFINGTON | CEO Nancy Buffington, LLC

Nancy Buffington has spent most of her life exploring the power of the word. She holds a PhD in English, and taught college writing and literature for more than 20 years coast-to-coast. Teaching public speaking at Stanford helped her discover the transformative power of face-to-face communication. She left academia, moved back to Boise and opened a communications coaching practice in 2010, working with clients on five continents.



JOANNE CHU | PH.D & Strelco Group Co-Founder

Joanne supports and develops leaders across each phase of their career. She is gifted at bringing clarity to her clients at their most challenging moments. She brings similar insights to high-stakes organizational challenges. For over 20 years, Joanne has guided organizations to more fully embody their missions. As a system-level neuroscientist, she sees emergent possibilities in all complex systems.



RONDA CONGER | Vice President, CBH Homes

Some say she was raised by wolves, others claim truckers. No matter her upbringing, this superwoman has flourished in a male dominated industry for 28 years. As Vice President of CBH Homes, Idaho's largest homebuilder, Ronda leads the CBH troops daily. Named 2018 Woman of the Year by the Idaho Business Review, this businesswoman, professional speaker, and author is on a mission to spread a movement with her three books.



DWIGHT EDWARDS | Owner Reach New Heights, LLC

Dwight is the owner of Reach New Heights, LLC a small business that provides motivational speaking and business consulting. Previously, Dwight worked at HP for over 20 years in a variety of product marketing. Program management, facilitation and training roles. As the training manager, he had responsibilities for developing, implementing and executing strategies for training HP sales reps and external partners. Dwight is a facilitator for Diversity and Inclusion workshops where he mixes his training background with inspiring stories to create an inclusive environment where employees thrive.

JESS FLYNN | Founder & CEO, Red Sky

As founder and CEO of the PR and marketing agency Red Sky, Jess provides strategy and ideation across the client portfolio and leads the agency's executive skills coaching and training programs. With more than two decades of journalism and PR experience, she is a trusted advisor to private and public sector leaders who turn to her to handle high-stakes issue communication and crisis response.

**DEVIN GEDDINGS | Investment Advisor R|W Investment Management**

I first learned about the financial industry in my father's CPA office. He was patient and thorough with clients, and through him I received an invaluable education in the nuts and bolts of financial decision making. I taught English overseas before finding a permanent home in investment advising, and I now am a CERTIFIED FINANCIAL PLANNER™ professional and hold an Accredited Asset Management SpecialistSM certification.

**MARISA RADHA WEPPNER | Owner Source Meditation space and Sage Yoga & Wellness, Therapist at the Boise Ketamine Clinic**

Marisa Radha is well known for her authentic self-expression, humorous yet grounded, as she empowers students to embody their highest potential. She is the owner of Sage Yoga & Wellness and Source Meditation | space in downtown Boise. Marisa uses her graduate degree in transpersonal psychology and life coaching to bring a real-world mix of eastern and western spirituality and psychology to her teachings for self-empowerment and transformation.

**GENNY HEIKKA | Owner/Coach, Her Team Success Coaching**

Genny Heikka, MBA, is an author, speaker and life and career coach who has served in a variety of leadership roles within corporate, non-profit, and community organizations. She began her career at Hewlett-Packard then stepped into her dream of becoming an author, writing several books. She's appeared on radio and TV and is the founder of HerTeamSuccess, where she uses her expertise in business, branding and leadership to help women and companies thrive and succeed.

**MELISSA JENKINS | Investment Advisor R|W Investment Management**

Money can be a complex topic, and the world of finance can appear even more complicated. But it doesn't have to be. I love educating and empowering people to tackle their finances and their futures. After graduating from Boise State University, I joined R|W Investment Management and discovered the joy of working directly with clients to help them achieve their most important milestones. Over the years I've built upon my degree by earning designations as a Chartered Financial Analyst® and a Certified Public Accountant (non-practicing).

**JONNA JOHNSON | Owner of Coached By Jonna Johnson, Inc. and Dirt Road Paths Productions, Inc.**

Certified Practitioner and Professional Coach, Jonna became one of the premier acting coaches in America. She has become a profound influence in the acting industry for Film and Television. In addition to helping her students book major projects, she has been the public figure of many Non-Profit Organizations, giving back tremendously in communities, being awarded "Philanthropist of the Year" many years in a row.



2020 SKILL BUILDERS



PAULA L. KLUKSDAL | Hawley Troxell, Partner

Paula Landholm Kluksdal is a partner at Hawley Troxell. She is co-chair of the firm's banking practice group and chair of the real estate practice group. Her practice entails real estate and finance, and she represents a wide variety of lenders and borrowers in the documentation and due diligence necessary for securitized lending, compliance with Idaho's commercial lending regulations, loan documentation, and collection.



HOLLY LEVIN | Interim Director of Wellness/BroncoFit, Boise State University

Holly is currently the Interim Director of Wellness/BroncoFit at Boise State University, and has been at the university almost seven years. She was previously serving as the employee health and wellness educator. She enjoys creating space and opportunities for people to engage in their own wellbeing journey. She earned a masters in public health from The Ohio State University and a bachelors in health promotion from Morehead State University.



ABBEY LOUIE | Leadership Coach & Trainer

Abbey is a leadership coach and trainer with more than fifteen years of experience in leadership and team development, including over a decade at The Boeing Company where she managed global talent development programs. She believes that the strongest organizations are those in which employees feel connected to each other and to their work—so, she helps leaders build that connection through uniquely designed training, coaching, and facilitation.



DONNA O'KELLY | Director, Analytical Research Laboratories

Dr. Donna O'Kelly is the director of the Analytical Research Laboratories at Idaho National Laboratory's Materials and Fuels Complex. Prior to her arrival at INL, Dr. O'Kelly was the group leader for the Elemental Measurement Science Group at the National Institute of Standards and Technology.



SUSAN OLSON | COO & CFO, Hawley Troxell

Guided by the firm's objectives, culture, and the ethical requirements of the legal profession, Susan is responsible for all financial and operational functions of the 75+ attorney law firm. She is in the forefront of the firm's mergers and acquisitions strategies. It is Susan's duty to ensure the firm meets its financial goals and objectives and has the proper operational controls and people systems in place to achieve the firm's business objective - exceptional client service.

SARAH REED | Hawley Troxell, Partner

Sarah Reed is an attorney in the banking and real estate groups. She represents a wide variety of lenders and borrowers in the documentation and due diligence necessary for securitized lending. Sarah has significant experience in real estate transactions and title and management, including acquisitions, leases, restrictive covenants and easements, zoning and the resolution of property management issues.

**TIFFANY ROBB | The Family Caregiver Navigator**

Research associate within the Center for the Study of Aging and the Lead Navigator for the project. She has worked as a personal trainer and nutrition coach, and is very involved in the Treasure Valley community, developing a parenting group, working with neighborhood associations and serving on several boards. Tiffany holds a Master of Health Science degree, specifically in health policy, and is passionate about empowering people, the senior population, caregivers, and end of life planning.

**SHANNON RUSH-CALL | MPA & Strelow Group Co-Founder**

Shannon brings 20 years of experience designing and delivering client services and people programs in complex global environments of Fortune 500 companies. She cultivates commitment within teams and organizations to produce lasting outcomes. Central to Shannon's purpose is building inclusive cultures and empowering women to be courageous leaders. Shannon is also currently the Diversity, Equity, and Inclusion Fellow for Boise State's Blue Sky Institute.

**CATHY SILAK | Pro Bono Counsel, Hawley Troxell**

Cathy is an attorney at Hawley Troxell and a member of the firm's Litigation practice group and focuses on appellate and mediation practice. She began her career with Hawley Troxell in 1984 and became partner in 1988. From 1989 to 1990 she was Associate General Counsel of Morrison Knudsen. Cathy has practiced law in California and Washington D.C., and was appointed an Assistant United States Attorney for the Southern District of New York. She also served as a Special Assistant United States Attorney for the District of Idaho.

**TAI SIMPSON | Community Organizer & Anti-racism Educator**

Tai Simpson is "The Storyteller" in the indigenous language of the Nimiipuu nation (Nez Perce Tribe of Idaho). Tai's academic background is in sociology and political philosophy. In the community, she serves as an organizer for the Indigenous Idaho Alliance and works as Social Change Advocate with the Idaho Coalition Against Sexual & Domestic Violence. As an antiracism activist and community leader, she uses contemporary and traditional Indigenous storytelling to depict the lens of "old ways" and how they are used to protect the sacred, build strength in the community, and keep nature in balance.

**MARILYN BORUP SWORD | The Family Caregiver Navigator**

Former Executive Director of the Idaho Council on Developmental Disabilities. She has worked in the disability and aging arena for over 40 years and is currently a consultant with the Idaho Caregiver Alliance and the Navigator Project. Marilyn is a graduate of Boise State University with a Bachelors Degree in Political Science and a Masters Degree in Public Administration.





DESTINIE TRIPLETT | The Family Caregiver Navigator

Research associate within the Center for the Study of Aging and a communications coordinator for the Idaho Caregiver Alliance. Destinie has a history in youth programming and has been involved in various community organizations centered around job-training, affordable housing, caregiver support and public health. Destinie holds a Master of Health Science degree with an emphasis in health promotion.



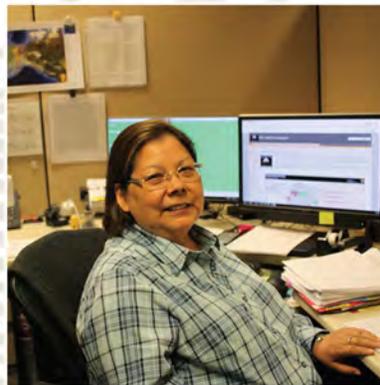
EDWARD VASKO | CISSP, Director of Boise State University's Institute of Pervasive Cybersecurity

Edward Vasko is currently helping Boise State establish itself as a top-tier University known for solving the complex cybersecurity problems facing all businesses, industries, and critical infrastructure. In doing so, his goal is to establish Boise State as a national leader of cybersecurity research and workforce development. He is a successive entrepreneur with over 30-years of experience in the cybersecurity industry.

Seeking LEADERS for SERVICE

"A strong woman looks a challenge dead in the eye and gives it a wink."

-Gina Carey



<https://go.nps.gov/team>





LEGEND
Andrus Center Events
Idaho Central Credit Union Events
CAES Events
Idaho National Laboratory Events
Idaho Women 100
National Park Service

Tuesday, September 15th, 2020

9:00	Conference opening
	9:00 -10:00 Nuclear Mythbuster videos- INL (expo hall booth)
9:30	Opening Remarks and ice-breaker
	9:30 -10:00 Open discussion - ICCU booth (expo hall booth)
10:00	Keynote speaker #1 – Dr. Marlene Tromp
11:00	Breakout Skill Builder sessions- (4 simultaneous)
12:30	BREAK
	12:00-2:00 PM- Story Court available
	Q&A with a researcher-INL (expo hall booth)
	<ul style="list-style-type: none"> 12:30-12:50 Kelly Lively – From Secretary to Space: My Journey 12:50-1:10 Ginger Wright – When “No” really means “Opportunity” 1:10-1:30 Monica Regalbuto – Stay focused on your goals 1:30-2:00 Rae Moss – Standing Out in a Crowded Room
	12:30 -1:00 Identity Theft-banking safe (Intermediate topic)- ICCU (expo hall booth)
	12:45 - NPS-Working for the National Park Service/ Hiring: Law Enforcement(expo hall booth)
2:00	Breakout Skill Builder sessions (4 simultaneous)
3:30	Keynote speaker #2 – Dr. Linda Singh
4:30	BREAK
	4:30-5:30PM Virtual tour of Experimental Breeder Reactor -- The World’s First Nuclear Power Plant- INL (expo hall booth)
	4:30 – Business Banking 101 OR Business Electronic Services (Advanced topic) -ICCU (expo hall booth)
	4:30 - Sin Ming Loo, Learn about the 12 credit Cyber 4 All Online Certification (expo hall booth)
5:00	Family of Woman Film Festival - APACHE 8 - on-demand

Wednesday, September 16th, 2020

9:00	Conference opening
	9:00-10:00 Virtual tour of Experimental Breeder Reactor -- The World’s First Nuclear Power Plant (expo hall booth)
	9:00 – Film: Ahead of Her Time: Women’s Suffrage in Idaho (Main Stage) https://www.youtube.com/watch?v=ww7Q06eNXOE&t=1s
9:50	Opening remarks
	9:30 -10:00 Understanding Credit (Beginner topic)- ICCU (expo hall booth)
10:00	Keynote speaker #3 – Kelly Martin
11:00	Breakout Skill Builder sessions (4 simultaneous)
12:30	BREAK

	12:00-2:00 PM- Story Court available
	Q&A with a researcher-INL (expo hall booth)
	<ul style="list-style-type: none"> • 12:30-12:50 Kelly Lively – From Secretary to Space: My Journey • 12:50-1:10 Ginger Wright – When “No” really means “Opportunity” • 1:10-1:30 Monica Regalbuto – Stay focused on your goals • 1:30-2:00 Rae Moss – Standing Out in a Crowded Room
	12:30 -1:00 Consumer Lending (Intermediate topic)- ICCU (expo hall booth)
	12:30 – PANEL DISCUSSION- The Long View on Gender Parity: What are Your Ideas? (Main Stage)
	12:45 – NPS-Working for the National Park Service/Hiring: Fire and Aviation Mngmt (expo hall booth)
2:00	Breakout Skill Builder sessions (4 simultaneous)
3:30	Keynote speaker #4 – Heather Dawn Thompson
4:30	BREAK
	4:30-5:30PM Nuclear Mythbuster videos (expo hall booth)
	4:30 – Real Estate Lending OR eBranch-making payments online(Advanced topic) -ICCU (expo hall booth)
	4:30 - Sin Ming Loo, Learn about the 12 credit Cyber 4 All Online Certification (expo hall booth)
5:00	Family of Woman Film Festival – The Perfect Candidate –on demand

Thursday, September 17th, 2020

9:00	Conference opening
	9:00-10:00 Nuclear Mythbuster videos (expo hall booth)
9:50	Opening remarks
	9:30 -10:00 Creating a Budget (Beginner topic) – ICCU (expo hall booth)
10:00	Keynote speaker #3 – Pat Mitchell
11:00	Breakout Skill Builder sessions (4 simultaneous)
12:30	BREAK
	12:00-2:00 PM- Story Court available
	Q&A with a researcher-INL (expo hall booth)
	<ul style="list-style-type: none"> • 12:30-12:50 Kelly Lively – From Secretary to Space: My Journey • 12:50-1:10 Ginger Wright – When “No” really means “Opportunity” • 1:10-1:30 Monica Regalbuto – Stay focused on your goals • 1:30-2:00 Rae Moss – Standing Out in a Crowded Room
	12:30 -1:00 Debt Reduction (Intermediate topic)- ICCU (expo hall booth)
2:00	Breakout Skill Builder sessions (4 simultaneous)
3:30	Keynote speaker #4 – Shari Graydon
4:30	BREAK
	4:30-5:30PM Virtual tour of Experimental Breeder Reactor -- The World’s First Nuclear Power Plant- INL (expo hall booth)
	4:30 – Investing/Wealth Management OR HYS available online only (Advanced topic) -ICCU (expo hall booth)
5:00	Family of Woman Film Festival – Councilwoman – on demand

NOTES

NOTES

MANY THANKS



Operated by Battelle Energy Alliance



MANY THANKS

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