

# Simmons

LEADERSHIP CONFERENCE

Inspiring

## Resilience & Authenticity

Simmons University Institute for Inclusive Leadership



Mindy Kaling | A Conversation about Resilience & Authenticity: Why Not Me? (Moderator: Jenna Bush Hahn)

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## 2021

# Conference Insights

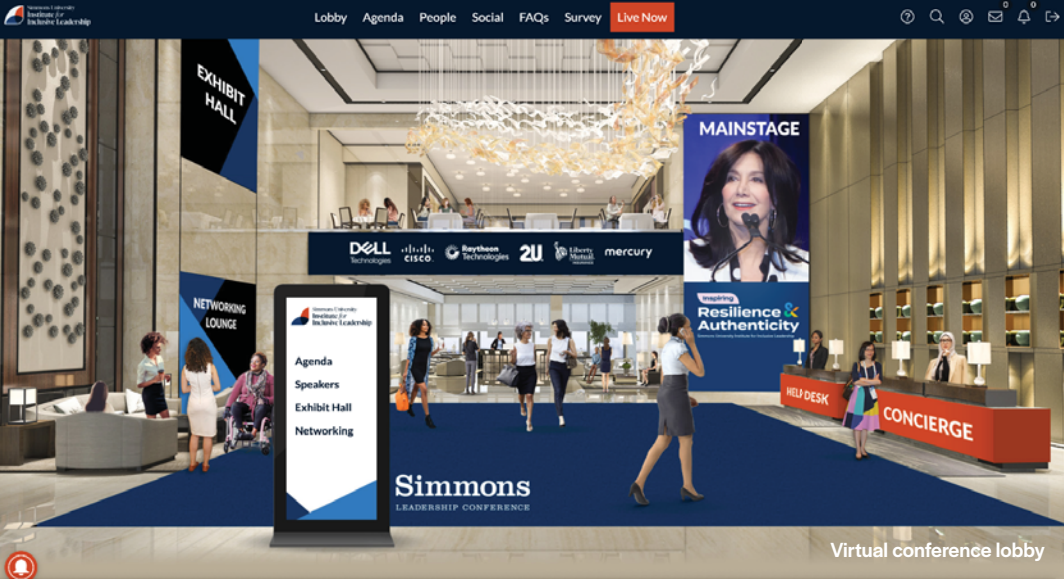
42ND ANNUAL SIMMONS LEADERSHIP CONFERENCE

March 23, 2021 & Tuesdays in April



Simmons University  
Institute for  
Inclusive Leadership

[www.inclusiveleadership.com](http://www.inclusiveleadership.com)



Virtual conference lobby

INSPIRING

# Resilience & Authenticity

Our esteemed co-hosts Joyce Kulhawik and Susan MacKenty Brady welcomed over 6,700 participants to this year’s 100% online conference. They offered personal and professional insights into the theme—Inspiring Resilience and Authenticity—and set the stage for an exceptional day of women’s leadership.

Navigating a full year of global pandemic has forced society to cope with a new normal about how to work, live, learn, and socialize remotely. Our co-hosts shared some sobering statistics about how women in the workplace have been disproportionately impacted. According to a recent McKinsey report, women’s jobs were 1.8 times more vulnerable than men’s; women accounted for 54% of all job losses (the percentage was even higher for women of color); and the loss of paid child care had the highest impact on them. Society will not be able to bounce back from Covid-19 without supporting women’s dual roles in the workforce and in the home. It is therefore critical for women to focus on their own well-being by cultivating resilience and authenticity.

Susan defined resilience as “a badge every woman has but never really asked for.” But what if we proactively build the muscle of resilience to adopt, adapt and pivot? What if it enables us to lead more powerfully? Joyce added that we also need to embrace authenticity as a source of our power as leaders—being truly ourselves—which requires incredible self-awareness and courage. Both co-hosts agreed that developing these two traits—resilience and authenticity—is what will take us the distance.



## Enhanced Virtual Experience

We didn’t let a year of pandemic get us down. Instead we produced a 100% online conference that extended the experience beyond our March 23rd event with enhanced content and additional features. The conference experience included:

**PRE-CONFERENCE**

Access to thought leadership, networking opportunities and participation in our research survey

**CONFERENCE DAY: MARCH 23**

An action-packed day of gaining wisdom from world-class women leaders, building leadership skills and knowledge, and connecting with 6,700+ peers and allies from around the globe

- **Keynote speakers:** Inspirational journeys to success from Tiffany Dufu, Tererai Trent, Jenna Bush Hager and Mindy Kaling
- **Candid chats:** Heartfelt leadership advice from Whitney Johnson and Lynn Perry Wooten
- **Business panels:** Explorations of resilience and authenticity in the workplace with women executives from global organizations
- **Networking:** Breaks to connect with other conference attendees from around the world
- **Virtual exhibit hall:** Opportunities to meet our amazing sponsors and learn about their organizations

**APRIL SIGNATURE SERIES**

A bonus keynote speaker series every Tuesday at noon in April, featuring Margie Warrell, Dr. Neha Sangwan, Angela Duckworth and Ally Love

**POST-CONFERENCE**

On-demand video access to every conference event for 90 days

# Participants

Thanks to four decades of participation from preeminent speakers and sponsorship by top organizations, the Simmons Leadership Conference has grown to become the world's authority on women's leadership.

## Speakers

**Angela Duckworth**  
New York Times  
Bestselling Author, TED  
Speaker and CEO of  
Character Lab

**Tiffany Dufu**  
Founder of The Cru and  
Author of *Drop the Ball*

**Jenna Bush Hager**  
Co-host of NBC's  
TODAY with Hoda &  
Jenna and Author

**Whitney Johnson**  
Award-winning Author,  
Speaker and Executive  
Coach

**Mindy Kaling**  
Comedy Writer, Actor,  
Producer and Author

**Ally Love**  
Founder and CEO of  
Love Squad, Peleton  
Instructor and Host of  
Brooklyn Nets

**Dr. Neha Sangwan**  
Physician, Communica-  
tions Expert and Author  
of *Talk Rx*

**Tererai Trent**  
Scholar, Humanitarian,  
Motivational Speaker,  
Educator, Mentor, and  
Founder of Tererai Trent  
International

**Dr. Margie Warrell**  
Bestselling Author,  
Founder of Global  
Courage and Women's  
Leader Advocate

**Dr. Lynn Perry Wooten**  
President of Simmons  
University

## Panelists & Moderators

**Kim Ernzen**  
Vice President, Naval  
Power, Raytheon  
Missiles & Defense

**Stephanie Georges**  
Senior Vice President  
and Chief Marketing  
Officer, Mercury

**Caitlin Gordon**  
Vice President of  
Product Management  
for Integrated Solutions,  
Dell Technologies

**Millette Granville**  
Vice President of Diver-  
sity, Equity and Inclusion  
2U, Inc.

**Jean Guan**  
Senior Vice President,  
Manager for Medical  
and SIU Claims Opera-  
tions, Liberty Mutual

**Rhonda Henley**  
Senior Director, Global  
Partner Organization,  
Cisco Systems

**Kerry Seitz**  
Vice President, Women's  
Leadership, Simmons  
University Institute for  
Inclusive Leadership

**Elisa van Dam**  
Vice President, Allyship  
& Inclusion, Simmons  
University Institute for  
Inclusive Leadership

## Co-hosts

**Susan MacKenty Brady**  
Deloitte Ellen Gabriel  
Chair for Women and  
Leadership and CEO,  
Simmons  
University Institute for  
Inclusive Leadership

**Joyce Kulhawik**  
Emmy Award-winning  
Journalist

### LEARN MORE

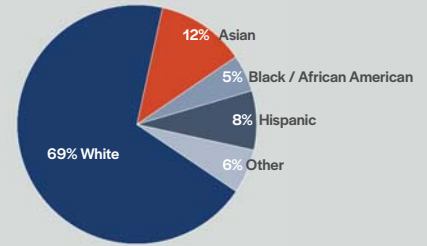
For more information about our speakers,  
panelists, moderators and co-hosts visit:  
[www.inclusiveleadership.com](http://www.inclusiveleadership.com)



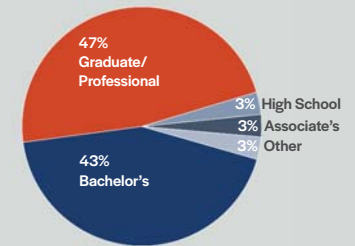
## Attendees

Over 6,700 participants from around the world attended our 2021 conference. 95% identified as women, representing a range of social identities and educational levels. 63% were ages 35 - 54.

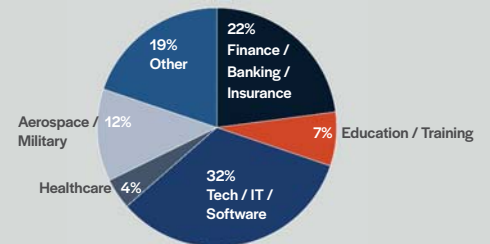
### RACE/ETHNICITY



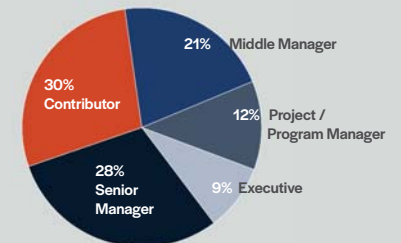
### EDUCATION



### INDUSTRY



### LEVEL



## Sponsors

Over 50 businesses and organizations in nearly every industry sponsored or supported the attendance of women leaders at all levels of management.

# Tiffany Dufu

FOUNDER AND AUTHOR

KEYNOTE

## Inspiring Authenticity: Live Your Story, Discover Your Leadership



Tiffany Dufu

“Each one of us is the most powerful change agent in our own journey.”

—TIFFANY DUFU

### TAKE ACTION

#### FIND YOUR PURPOSE

Gain clarity on what is your highest and best use—what you do extraordinarily well and what only you can do.

##### 1) Lead yourself

We're born into this life playing certain roles—daughter, student, mother—which translate into imaginary job descriptions that are given to you. For each role you play, ask yourself:

- What does a “good” [mother, daughter, spouse, fill in the blank] do?
- How do I know this? Am I the source of these expectations, or someone else?
- Am I living my own story?

If not, rewrite the job description. Get clear about what matters most to you and what you hope to achieve relative to it.

##### 2) Lead others

People trust leaders who stand for something, who have been through something, and who say: “We can get there...” Authenticity comes, in part, from the suspension of your ego in the interest of others. Try these actions:

- Enable others to achieve a shared purpose in the face of uncertainty.
- Tell people where you stand: “You know me. You know what I stand for. Trust me.”
- Cultivate trust in the face of adversity. Have you been through the fire? Share it!

In our opening keynote address, Tiffany explores the correlation between passion and purpose and leadership success. She guides us on how to discover our own purpose and lead with authenticity and resilience.

Tiffany's life's work is advancing women and girls. She executes her purpose as Founder and CEO of The Cru, a social media platform that matches women to accountability circles to help them meet their life goals. Finding your life purpose isn't a mystical thing, according to Tiffany. It's a simple decision inspired by your experience. Tiffany's purpose was informed by her childhood in LA and her parents' journey out of the vicious cycle of poverty, addiction and violence. From her father, she learned a fundamental truth: “If you want something you have never had before, you must do something you have never done before.” She also learned from her mother's ongoing struggles that it's nearly impossible to save someone else. Her mother did, however, give her the amazing gift of affirmation: “Tiffany you're so smart, so beautiful, so loved. You can do this!” It supported the lifelong ability to bounce back—and the foundation of her life's purpose: to give those affirmations to others. She offered us a framework (see right) for finding our own purpose.

### Q & A

Moderated by Joyce Kulhawik

**If we are indeed shaped by the voices around us, how do we silence the negative ones? ?**

Listen to your own voice, heart and gut. Authenticity is self-awareness. To gain clarity, find ways of centering: yoga, exercise, spiritual practice, etc. Get help from others in your community. Ask them to share a time when they experienced you at your best.

**What are some recommendations for teaching resilience to children?**

Model the behavior you hope to instill. Let them see how you experience adversity and practice resilience yourself. Let them see you frustrated, cry, ground yourself and then bounce back.

**How can we inspire young women of color who struggle with racism?**

It's so important to build your own community of support—your crew—and then tap into it. You are not alone, you are not by yourself. If you remember nothing else from today, remember this: You are smart, you are beautiful, and you are loved. You can do this!

### LEARN MORE

**The Cru:** Mention that you attended the Simmons Leadership Conference to rise to the top of the application pool: [www.thecru.com](http://www.thecru.com)

**Drop the Ball:** You can buy Tiffany's book about achieving more by doing less at: [allshewrotebooks.com](http://allshewrotebooks.com)

**Just as I am:** Tiffany recommends Cicley Tyson's recent memoir as essential reading.

# Tererai Trent

AUTHOR AND EDUCATOR

KEYNOTE

## Inspiring Resilience: Achieving Dreams Against All Odds



Dr. Tererai Trent

Tererai Trent | Inspiring Resilience: Achieving Dreams Against All Odds

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In this inspiring keynote, Tererai shares her personal journey as an African woman with a dream of getting an American education. She reminds us that we can achieve if we believe—even against all odds—as long as we have resilience and perseverance.

Though Tererai descends from generations of African women denied the rights of education—running and running and passing the baton of oppression from grandmother to mother to daughter—she vowed as a young mother of four in Zimbabwe that she would one day throw down that baton and run a different race. By chance, Tererai met an American woman who told her “if you believe in your dreams, they are achievable.” This inspired her to write down her dream of getting a PhD in America and bury that paper under a rock. She visualized her dream and then figured out how to manifest it. Tererai faced countless challenges and setbacks along the way. She also discovered the importance of another dream: giving back. She set a new goal of offering other girls in her childhood community the baton of an education. Eventually Oprah Winfrey heard of Tererai’s efforts. Oprah invited Tererai on her show and gave her \$1.5 million to rebuild her childhood school. To date, the Tererai Trent International Foundation has built 12 schools serving 38,000 students. Tererai’s message: “That’s the power of resilience. Don’t give up on your dreams. Surround yourself with those who believe in you.”

### Q & A HIGHLIGHTS

Moderated by Susan MacKenty Brady

**What do you do when being authentic makes others uncomfortable? Do you have any advice?**

Being authentic is being vulnerable. It’s a gift. It’s the ability for us to say “here I am” with our vulnerability, our soul wounds—the batons we carry. When we’re authentic, we share our stories and seek out the stories that inspire us.

**Was there any moment when you felt doubt? How did you overcome it?**

Every day I face self-doubt. I go to my writing space to confront it, expose it. We often make the wrong

decisions in doubt. So it’s also OK to say “not now, give me some time, I need to heal myself.” When we are emotionally healed, we can heal others.

**How do we move forward when we’re told by others our idea isn’t going to work?**

Tell them B.S.! You know what’s best for you. Go with it. When we allow the world to silence us, we pass on that silencing to our children. You need to stand firm and defend your idea. If they don’t want it, there is always someone else who is willing to support your idea.

“Women, we have the power to heal this world. Women, we have the power to create a fertile ground for other women to rise.”

—DR. TERERAI TRENT

### TAKE ACTION

#### HOW TO CARRY THE BATON

Tererai reminds us that all women carry the baton of oppression. It never fully goes away. So how do we carry this “soul wound” without letting it hold us back?

#### Pass the baton of wisdom

Our grandmothers and mothers also pass us the baton of wisdom. Mentorship helps you believe in your dreams. Seek out mentors who inspire you and give you social support.

#### Seek higher ground

Inspire others with your story. Let them see you. And let them know you see them. When one woman is silenced, we are all silenced. When women are awakened, the world heals.

#### Rely on your rituals

Your soul wound never goes away, it’s always there. Especially in difficult times, like now in this pandemic. Rely on your rituals. Practice furious writing, fierce writing. Get it all out, never edit. It leads to a feeling of gratefulness for the things you have in your life.

### LEARN MORE

**Tererai Trent International Foundation:** Learn more about the projects and programs offered by Tererai’s foundation at: [www.tererai.org](http://www.tererai.org)

**The Awakened Woman:** You can buy Tererai’s memoir about remembering and reigniting sacred dreams at: [www.allshewrotebooks.com](http://www.allshewrotebooks.com)

**The Girl Who Buried Her Dreams in a Can:** You can also buy Tererai’s children’s picture book memoir at: [www.allshewrotebooks.com](http://www.allshewrotebooks.com)

# Business Panel

UNPACKING AUTHENTICITY AT WORK

## PANELISTS

Stephanie Georges | Mercury  
Millette Granville | 2U, Inc.  
Rhonda Henley | Cisco Systems

## MODERATOR

Kerry Seitz | Simmons University



“Authenticity is showing up every day as who you are, but being OK that authenticity comes with a price.”

—MILLETTE GRANVILLE

## TAKE ACTION

### HOW TO LEAD WITH AUTHENTICITY

Cultivate the desire to be authentic, even in adversity. Stand by your real self, and stand your ground. Let your team see the real you. Embrace the opportunity to be more vulnerable.

**Stephanie:** The work itself has to be your reward. Make sure it has purpose and meaning. Earn your successes.

**Millette:** Be yourself in a world that constantly challenges and rewards you to be something else.

**Rhonda:** Lead by example. People need to know they can be what they can see.

## LEARN MORE

**Diversity, Equity & Inclusion at Mercury:** Learn more about Mercury’s diversity and employee initiatives at: [www.mrcy.com/company/environmental-social-and-governance/diversity-and-employee-initiatives](http://www.mrcy.com/company/environmental-social-and-governance/diversity-and-employee-initiatives)

**Diversity, Equity & Inclusion at 2U:** Learn more about Millette and 2U’s inclusion initiatives: [2u.com/latest/meet-millette-granville-2u-vp-diversity-equity-inclusion/](http://2u.com/latest/meet-millette-granville-2u-vp-diversity-equity-inclusion/)

**Diversity, Equity & Inclusion at Cisco:** Learn more about Cisco’s culture of inclusion and collaboration at: [www.cisco.com/c/en/us/about/inclusion-diversity.html](http://www.cisco.com/c/en/us/about/inclusion-diversity.html)

**What does it mean to be authentic? And how does authenticity impact your professional identity, success and sense of fulfillment? In this dynamic discussion, women leaders from a range of industries share their own stories of unpacking authenticity at work.**

### How do you define authenticity?

Our panelists all agreed that it’s about staying true to yourself and showing up every day as who you are. Millette cautioned that not everyone is going to like it, but only you can be the original version of you. Stephanie asserted that this is how you effect real change. Rhonda added that it’s the difference between an x-ray and a mirror, and how to align the two. Doing so is good for the soul and positively impacts your performance.

### How has your authenticity changed over your career?

Millette said it took her a while to realize she was dealing with a world where we don’t show up as who we really are, and that it was better to start doing so sooner than later. Stephanie told the story of being reprimanded in her early career for investing in a fund that wasn’t an immediate success. Though shaken, she decided to stand by her decision—an important lesson—because that fund out-performed many others longterm. Rhonda said she actually started her career being trained not to be authentic in how she dressed, how she showed up, how she performed. She had to let go of this “assembly line” thinking. She admitted she was still working on it. Rhonda’s daughter recently told her she didn’t like “that fake voice” she used over Zoom. Rhonda realized it was with one particular colleague. She had an honest talk with the person about why. This helped them both come to a new place in their work relationship.

### How has the merging of work and home life affected your ability to be authentic?

Our panelists all felt that, in some ways, working from home offered a blessing in disguise. It has helped many of us learn how to connect more meaningfully. We

gained the shared communion of seeing each other in living color, allowing us to extend and enhance our lens of diversity. Hopefully, there has been an increase in authenticity and, as a result, a positive impact on productivity and the bottom line.

### How do your organizations foster a natural dialogue around racial injustice?

All agreed that recent events have opened up the opportunity for courageous, tough, and sometimes uncomfortable conversations in the workplace. Millette noted that 2U Inc. has shown people how to have vulnerable and transparent dialogues about racial injustice and how to be part of the solution. Rhonda observed that what we’re seeing now, we’ve always seen; Covid has just made it harder to look past. Instead, we’re now paying attention. She’s proud of Cisco’s initiatives and quoted a colleague who always says: “Don’t tell me you value me, show me.” Stephanie said that tackling these big conversations head-on has accelerated Mercury’s transition from a What company to a Why company.

## Q & A HIGHLIGHT

### Moderated by Joyce Kulhawik

#### What are the longterm effects of code switching?

According to Rhonda, staying authentic is like flexing a muscle. It gets stronger with practice. Just remember it’s a journey not a destination. You need to constantly define, evaluate and shape your true identity. She’s not suggesting it’s easy, but it’s worth it. Millette added that recent research suggests that “covering” has actually proven to be detrimental over time.

# Lynn Perry Wooten & Whitney Johnson

AUTHOR, SPEAKER AND EXECUTIVE COACH

FIRESIDE CHAT  
ON RESILIENCE:

Disrupt Yourself



“Resilience is about enacting your strengths and resources so that at the end of a dramatic change or disruption you are better than what you are.

—DR. LYNN PERRY WOOTEN

## TAKE ACTION

### 4 PHASES OF RESILIENCE

Resilience is essential for your well-being. It makes you stretch, learn and grow. It also unlocks the potential for your future.

- 1) Acknowledge fear:** Know when you're in fear mode, and know that it's OK.
- 2) Take a graceful pause:** Build in time for restoration and reflective sense-making.
- 3) Commit to learning:** Ask yourself what you need to do differently, what you need to know, who you need to be around.
- 4) Take time to ride the growth trajectory:** Take your shot. Become your best self. Create cycles for moving from good to great.

### S-CURVE OF LEARNING

This framework allows you to maximize your team's growth and optimize learning. The ideal distribution of team members is 15% Launch Point, 50% Sweet Spot, 15% Mastery.

- **Launch Point:** Insecurity, discomfort, discouragement, impatience to begin succeeding. Know it's normal. Start building resilience.
- **Sweet spot:** Things speed up, feel fast, easy but not too easy, exhilarating. It's easy to ignore others, so keep connecting—especially with “no stat all-stars.” Say thank you.
- **Mastery:** Everything works, boredom, crankiness. It's probably time to keep climbing. Give opportunities to team members. Find ways of disrupting the status quo.

**Dr. Lynn Perry Wooten and Whitney Johnson guide us on how to leverage our resilience to lead teams through disruption. How do you seize unexpected opportunities in the face of adversity to reformulate the way you will work, think and live in a post-pandemic world?**

For Lynn, the word of the year has to be “resilience.” The pandemic has taught us that it's about more than just bouncing back. How do you not only survive but thrive in times of crisis or change by activating your strengths and resources? Lynn's next book (co-authored with Institute CEO Susan MacKenty Brady and Deloitte Chair Janet Foutty) explores four distinct phases for flourishing as a woman leader in the face of adversity (see right). For Whitney, the central question about resilience is: “What can I do to bounce back in a way that serves me?” The key to finding the right answer is understanding what growth looks like. Whitney's recent work focuses on the S-Curve of Learning (see right). As a leader, you need to disrupt yourself to keep learning. Knowing what stage of the S-Curve you're in helps you to grow faster. Over time, you gain the knowledge and self-confidence to say, “I know how to figure things out.”

## Q & A HIGHLIGHTS

Moderated by Whitney Johnson

### Lynn, what was the S-Curve of your early career?

Early in my career I needed to honor the multiple S-Curves of grad school, work, home, motherhood. Then, when I moved to Ithaca, I needed to build a “personal board of directors” for support. I also needed to take an intentional pause at that new launch point for meditation, reflection and prayer.

### What role does growth play in building your team?

Your number one job as a leader is to help your team ride the S-Curve. Be the wing beneath their wings. The sum has to be greater than its parts. You need to develop individual S-Curves for each member. And you also have to be mindful of your own leadership journey: taking courses, mentoring, meeting new people.

### What's your S-Curve right now?

Higher ed has been completely disrupted. My current challenge is to figure out how Simmons can not only beat that disruption but thrive in it, live our mission and differentiate ourselves through innovative programming.

### Do women face particular S-Curve challenges?

Lynn observed that women tend only to jump if they are 90% certain to succeed, the challenge is the courage to do it. Whitney offered a few tips: If you're thinking about it, you're probably ready. Also ask yourself: “What have I got to lose if I don't jump?” And since women tend to be judged on track-record rather than performance, build a track record of trying new things. Lynn suggested asking yourself: “What do I actually need to jump the S-Curve? How do I balance the constraints of staying put with the opportunities and challenges of jumping?”

# Business Panel

UNPACKING RESILIENCE AT WORK

## PANELISTS

Kim Ernzen | Raytheon

Caitlin Gordon | Dell Technologies

Jean Guan | Liberty Mutual

## MODERATOR

Elisa van Dam | Simmons University



Elisa van Dam



Caitlin Gordon



Jean Guan



Kim Ernzen

### Business Panel: Unpacking Resilience at Work

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In our second panel discussion, business leaders share their own personal stories of resilience and perseverance during a global pandemic that has forced us all to find new ways of communicating, working and integrating our personal and professional worlds.

#### How do you define resilience?

For Caitlin, it was all about grit in her early career—the ability to bend and not break. This past year she realized resilience also needs to come from your community: to laugh, vent, listen, pause. Kim reflected that resilience, for her, was how to make real connections and navigate challenging situations online (since in-person contact is so important to her as a leader). It was also how to get comfortable with doing things in a different way. Jean saw resilience as being like a rubber band with the elasticity to get stretched in all different directions. Self-awareness is critical to understanding how you are being stretched and what muscles you need to build for balance, recovery and rebound.

#### How is resilience different now when it's harder to get away from work?

Caitlin appreciated the ability to connect with more people, more quickly in a very personal way without having to get on an airplane. Kim acknowledged the challenge of separating work from home and suggested compensating for that loss of transition time by insisting on a clear off-time and down-time. Jean agreed that life and work are now so much more integrated. It forces you to be more vulnerable, show up where you are and be OK with not knowing the answer—real authenticity.

#### How does your organization support resilience?

Jean explained that at Liberty Mutual they have a multi-pronged strategy that includes building platforms for talking about feelings, providing employee mental health assistance and time off for self-care, and facilitating deliberate conversations. Kim offered that at Raytheon they want their employees to feel valued—in their personal lives and at work. They have taken a strong

stand on social justice and are encouraging mental health conversations and providing support structures. Caitlin reported that at Dell it starts top-down with their CEO leading by example. They also believe in leading from empathy, investing in people, and encouraging them to bring their full selves to work—including their families.

#### Is there a special flavor or resilience just for women?

Jean advised that women need to embrace having multiple roles. It's OK not to get it all done. We have to put ourselves in equal balance with everything else. Kim added that women need to learn to be more flexible, more comfortable with letting lower priority stuff go. Caitlin said, as a recovering perfectionist, she totally agrees: you don't need to be perfect every second.

## Q & A HIGHLIGHT

### Moderated by Susan MacKenty Brady

#### How do you keep motivated—sitting with the discomfort of not being OK every second of the day?

Kim thrives on the hope—of returning to in-person communication—because hope helps fuel us. Jean believes in self-care. It's good for us to do less and slower.

#### How do you disconnect from work and wind down?

Kim tries to stick to a consistent end-of-day time. She's purposeful about shutting down, transitioning to the next mode as mom and spouse. Caitlin seeks out physical movement. Her advice: take a day off—even if you can't go anywhere or do anything yet!

“We do less so we can be more. Go slower so you can go fast.”

—JEAN GUAN

## TAKE ACTION

### TIPS FOR RESILIENCE IN THE WORKPLACE

**Jean:** Practice self-focus. Take care of yourself first and foremost.

**Kim:** Be kind to yourself. Seek out empathy. Do both of those things for others.

**Caitlin:** Breathe, be in the moment, be present, be compassionate.

**Elisa:** Turn a bad day into good data. Ask yourself: What can I learn from this? What can I do differently?

**Susan:** Ask for help, ask for help, ask for help.

## LEARN MORE

**Diversity, Equity & Inclusion at Raytheon:** Learn more about Raytheon's pillars for action at: [www.rtx.com/social-impact/diversity-equity-inclusion](http://www.rtx.com/social-impact/diversity-equity-inclusion)

**Diversity, Equity & Inclusion at Liberty Mutual:** Learn more about Liberty Mutual's commitment to cultivating an atmosphere of trust and respect at: [www.libertymutualgroup.com/about-lm/corporate-information/diversity-equity-inclusion/our-commitment](http://www.libertymutualgroup.com/about-lm/corporate-information/diversity-equity-inclusion/our-commitment)

**Diversity, Equity & Inclusion at Dell:** Learn more about how Dell unlocks innovation by celebrating difference at: [corporate.delltechnologies.com/en-us/social-impact/cultivating-inclusion.htm](http://corporate.delltechnologies.com/en-us/social-impact/cultivating-inclusion.htm)



# Dr. Sandra Fenwick

CEO, BOSTON CHILDREN'S HOSPITAL

2021 AWARD RECIPIENT

Helen G. Drinan Visionary  
Leader Award



“I am inspired to make the impossible possible by those whom we serve: our patients and their families.”

—DR. SANDRA FENWICK

LEARN MORE



**Dr. Helen G. Drinan:** Helen served as the eighth president of Simmons University from 2008 to 2020. Under Helen's leadership, Simmons achieved university status, reconfigured its undergraduate curriculum around leadership development and cemented its status as a premier institution for women scholars. Connect with Helen on LinkedIn: [www.linkedin.com/in/helen-drinan-b66917190/](http://www.linkedin.com/in/helen-drinan-b66917190/)



**The Helen G. Drinan Visionary Leader Award:** This annual award, conferred by Simmons University Institute for Inclusive Leadership, honors an inspiring woman leader who embodies inclusive leadership in her personal and professional life. The award highlights a woman leader of extraordinary commitment, compassion and courage supported by vision and action. For more information: [www.inclusiveleadership.com/community/visionary-leader-award/](http://www.inclusiveleadership.com/community/visionary-leader-award/)

President Emerita Helen G. Drinan announced the first recipient of the annual leadership award in her name. We celebrated Dr. Sandra Fenwick for her lifetime of service at the intersection of science and healthcare and her inspiring leadership at Boston Children's Hospital.

Sandy was deeply honored to receive the award, citing Helen Drinan as a role model, friend and inspirational leader. Sandy dedicated the award to the women who were deeply special in her life. First she thanked the women of her past—her two grandmothers from Slovakia who journeyed to America in search of a better life, and her mother and mother-in-law who kept their families together during difficult times—acknowledging the courage and resilience, pride and support she learned from them. Next she thanked her daughter and daughter-in-law—the joys of her present—for teaching her something every single day. Finally she thanked her three granddaughters for being the hope of the future. Though Sandy comes from humble beginnings, she expressed gratitude for an upbringing that imprinted on her love, wisdom, spiritual grounding and faith, deep belief in education, hard work and, above all, service to others. Sandy attributed her success to three themes that defined her personal and professional journey: courage and resilience, vision and moral leadership.

**Courage and resilience:** Sandy described how she needed to be courageous and resilient in her early career as a doctor when she was the only woman in the room. It allowed her to achieve transformational change at a number of organizations.

**Vision:** Sandy credited her parents for gifting her with vision and offering her some wise advice: Never be satisfied. Always try to make things better. Introduce new ideas by communicating the why. This allowed her to lead an amazing team in turning around Boston Children's Hospital and making it number one.

**Moral leadership:** Sandy attested that the only way to lead is with a strong sense of morality. People look for character. She always tries to lead both as a CEO and as a person. People need to be their best selves, she advised, be mission-driven and values-focused. They need to be guided by a north star and a moral compass. That's impossible, Sandy concluded, without partners—both personal and professional.

# Jenna Bush Hager

CO-HOST OF "TODAY WITH HODA & JENNA"

KEYNOTE

Inspiring Resilience:  
The Power of Compassion



Everyone has the ability to make a profound impact on the lives of others. In this heartfelt keynote, Jenna Bush Hager tells us how her late grandmothers inspired her to find her voice and use it to be a catalyst for positivity.

Jenna's search for her own voice was greatly influenced by the voices of her two grandmothers who, though they were from starkly different backgrounds, knew who they were, stood for their beliefs and spoke their truth. It was only after their passing—both in the same year—that Jenna was fully able to realize this. She heard a story, for example, about her grandmother Barbara Bush, the former First Lady, who attended a lunch at NYU and got into a heated debate with one of the professors about transgenderism. Afterward, the professor regretted the exchange—what was the point?—until he got a letter from Barbara Bush a few weeks later informing him the lunch had changed her. “To be in your 90s and still be able to evolve,” Jenna said, “What’s more authentic than that?” Jenna also credits her grandmother Jenna Welch for passing along her quiet dignity and passion for lifelong learning. She was not one to be intimidated, even if she did live a much humbler life in West Texas. In their own ways, both grandmothers taught Jenna that if she wanted to see the world differently, she could evolve and change; that she could just be herself and use her voice in whichever way worked best for her. Jenna added that she was also very lucky to have parents who never expected her to be perfect. (In fact, she was able to mess up—on a world stage, even—and always feel their love and support.) Jenna has tried to pay this forward to her own three kids: love them with open arms and see them for who they want to be.

## Q & A HIGHLIGHTS

Moderated by Joyce Kulhawik

### How do you stay true to yourself as a public person?

These days I feel very grounded in who I am. I don't think people want perfection. As a professional I don't beat myself up. I do as a mother...

### What's the best leadership advice you've received?

Leadership revolves around listening. It's so easy to shout your opinion. It's much more impactful to listen to someone else. Lasting leadership is also about leading with love and patience, kindness, compassion and empathy.

“Resilience is built with an awesome tribe of women who have your back.”

—JENNA BUSH HAGER

## TAKE ACTION

### WHERE DO YOU FIND STRENGTH?

Jenna offered a few of her own personal experiences as options for building authenticity and resilience.

### Find your sources of inspiration

Jenna is deeply inspired by the very different—but equally powerful—strengths of her two late grandmothers.

### Stay true to your voice

Jenna always tries to use her voice for good. She looks for the right platforms for speaking her truth.

### Find your sources of comfort

This year of pandemic has taught Jenna that resiliency doesn't happen in a silo. She finds inspiration in people and community, in her faith, in books, in conversations that fill her up, and the simple magical moments of everyday life.

## LEARN MORE

**Books for adults:** You can buy Jenna's memoirs about growing up in the White House *Everything Beautiful in It's Time* and *Sisters First* (co-authored with her twin sister Barbara) at: [allshewrotebooks.com](http://allshewrotebooks.com)

**Books for children:** You can buy Jenna's children's books *Our Great Big Backyard* and *Read All About It* (both co-authored with her mother Laura) at: [allshewrotebooks.com](http://allshewrotebooks.com)

**Instagram & Twitter:** Follow Jenna on social media at: [www.instagram.com/jennabhager/](http://www.instagram.com/jennabhager/) and [twitter.com/JennaBushHager](https://twitter.com/JennaBushHager)

# Mindy Kaling

WRITER, PRODUCER AND ACTOR

## CONVERSATION

Resilience and Authenticity:  
Why not me?

## MODERATOR

Jenna Bush Hager | Co-Host of  
TODAY with Hoda & Jenna



Jenna Bush Hager



Mindy Kaling

“Authenticity for me has taken time, because I used to be more scared of what people think of my voice. It took me having life experience to realize who I was being authentic to.”

—MINDY KALING

## TAKE ACTION

### WHY NOT YOU?

Here a few insights on how Mindy made it to the top—and made it about her.

#### Get over the imposter syndrome

At first I felt bad if a joke wasn't funny. Because if you're a white guy and have a bad day you don't beat yourself up. I had to get over the feeling I was letting my people down.

#### Ignore that inner voice of “not measuring up”

During the pandemic, I gave myself permission to have a baby and gain 20 pounds. I didn't have the mental or emotional space for those older anxieties and fears about beauty and body image. Plus you learn more tricks.

#### Pay it forward

I am so blessed to have parents who embraced me for who I am and supported me on my very non-traditional journey. I hope to approach whatever my children want to do with the same open-mindedness.

## LEARN MORE

**Television & Film:** Learn more about Mindy's award-winning work as a writer, actor and producer for such hit TV shows as *The Office*, *The Mindy Project*, *Champions*, *Four Weddings and a Funeral*, *Never Have I Ever* and the *Sex Lives of College Girls* plus her film roles in *The 40-Year-Old Virgin*, *Ocean's 8*, and *Late Night* as well as her voice work for *Inside Out*, *Wreck-It Ralph* and *Despicable Me* at: [www.imdb.com](http://www.imdb.com)

**Books:** You can buy Mindy's bestselling memoirs *Is Everyone Hanging Out Without Me? (And Other Concerns)* and *Why Not Me?* at: [www.allshewrotebooks.com](http://www.allshewrotebooks.com)

**Instagram & Twitter:** Follow Mindy on social media at: [www.instagram.com/mindykaling/](http://www.instagram.com/mindykaling/) and [twitter.com/mindykaling](https://twitter.com/mindykaling)

In this candid closing conversation, Jenna asks Mindy to share the impact that authenticity, resilience—not to mention perseverance—had on her journey to success as the first woman of color to be nominated for an Emmy for writing.

### Where does your authenticity come from?

There's a fine line between sharing our stories and not oversharing. I'm a bit old-fashioned, especially on social media. My first job is to be an entertainer, which essentially means not embarrassing my 70 year old Asian father.

### What was it like being the only woman in the room writing for the Office?

Incredibly glamorous. I just wanted to do a good job and not be fired. But I felt the stress of having to prove every single day that my work outweighed being the only woman, and the only woman of color. I was so young, felt so far behind the guys on the team who all went to Harvard and called me “Safety School” because I went to Dartmouth. But it made me work harder.

### What did you learn about resilience this past year?

The value of teachers! Especially when you have to do it yourself with home-schooling. I'm lucky to have the resources of childcare and family support. But you can't

just buy your way out of situations. You need to rely on that personal network. It really does take a village.

### In your recent book you wrote about losing your mother. What did you learn about grieving?

I didn't think about the fact that our relationship would continue on after she was gone. But I was pleasantly surprised. Our relationship is still alive. Keeping her memory alive is a lot easier than I thought through anniversaries, rituals. It's such a source of comfort. Covid has created a national mourning. So it's not hard to find and connect with someone who is grieving.

### As someone who writes comedy, do you ever allow yourself the ability to just feel the downs?

Sure. But right now, a lot of people's reaction is to want to be entertained—to laugh—as a sort of respite from our national tragedy. So I'm not a first responder, but I do help people.

### What's the best leadership advice you've received?

You can't say “I love you” before you say “I.” In other words, you can't give yourself to another without knowing who you are first.

### Authenticity and resilience inform your comedy. Were you always funny?

I come from people who don't take themselves seriously, no matter how serious things are.

## Q & A HIGHLIGHTS

Moderated by Joyce Kulhawik

### Are you ever shocked—angry—to be the first to break some ceilings?

I wasn't at the time. But I ask myself now how was it possible that just 15 years ago it wasn't the case? I do think it's sad that in my 20s I could have been collaborating with super-talented women—like Ally Wong, say—but in my day, there could only be one.

# Margie Warrell

AUTHOR, FOUNDER OF GLOBAL COURAGE, WOMEN'S LEADER ADVOCATE

SIGNATURE SESSION

Tuesday, April 6, 2021

## Leading Bravely through Change and Uncertainty

LIVE

Dr. Margie Warrell



In our first Signature Series keynote, Margie shares proven resilience rituals for thriving under pressure in the midst of uncertain times. Rising above fear and leading with courage unlocks the potential to seize opportunities that adversity always brings.

Margie challenged us to “doubt our doubts” and instead ask ourselves if we are just buying into childhood stories of what we can and cannot do. We should always resist playing it safe. We must step into our power to make our mark—improve what’s working well, change what isn’t. But how? First, we must connect to a future that inspires us. What kind of leader, woman, human being do we want to be? What are our power virtues? We should embody them and start showing up as that person today. Next we must embrace challenges as opportunities for “post-traumatic growth” and beware of the “3 Ps”: viewing situations as personal, permanent or pervasive. Margie believes it’s actually possible to thrive under pressure (see right). Of course we can! We just need to change the way we do it. We must learn to trust ourselves to figure it out as we go along. Finally we must “train the brave.” It’s impossible to grow from a safe place. Courage and comfort cannot coexist.

### Q & A HIGHLIGHTS

Moderated by Susan MacKenty Brady

#### How do you help loved ones realize that the voices in their heads are not the ones they should listen to?

Ask them what is another story they could tell—just practice for an hour. Then ask how it made them feel. Better? Keep trying! Try to pose questions. Nobody likes to be told what to think; it makes them defensive. It’s better to lead others to a place of curiosity.

#### Any advice for feeling inspired after 60?

Ignore the numbers. They sometimes shrink your possibilities. You’re never too old to show up as the person you want to become. Research shows people age strong by staying active and engaged.

#### How can I move forward in my career when I know someone in my leadership team doesn’t like me?

Seek guidance and advice from the people who like you and can help you. Ask them what else you can be doing to advance. By the way, don’t assume you’re reading the situation right about that senior leader. Be brave and ask them.

#### How can women beat the imposter syndrome?

Acknowledge compliments. Don’t downplay your contribution. Celebrate small wins. Write down everything you’ve done in the past 5 years. Attribute your successes to yourself. Own the strengths you bring and why you are where you are.

“**Make your mission bigger than your fear. We must fear regret more than fear.**”

—DR. MARGIE WARRELL

### TAKE ACTION

#### HOW TO THRIVE UNDER PRESSURE

**FOCUS:** Pursue an “invented future” that inspires you, even if it scares you

- Ground yourself in the self-certainty of what you can do today
- Imagine who you can be in 5 years as the highest vision of yourself
- Ask yourself “What if I tried this?” What could you have?

**STORY:** Challenge your mental maps, check for blind spots, beware of the “3 Ps”

- Your story: What story are you spinning?
- Emotions: How does this story make you feel? Negatives: stressed out, less than, resentful, powerless? Positives: Self-assured, excited, determined?
- Actions: What will you do to achieve the positive? What will you not do when in doubt?
- Outcomes: What results will you create? Or what opportunities will be lost?

**ACTION:** Purpose, possibilities, personal agency. Prioritize what empowers

- Train the brave: Who are you at your best? What helps you bounce forward faster when you’re not?
- Prioritize your “rocks” into stepping stones: Physical: (energy, well-being); Mental (focus, agility, adaptability); emotional (confidence, resilience, humor, self-compassion); spiritual (meaning, purpose, higher power)
- Be intentional about connecting to your strengths, establish boundaries between work and personal

### LEARN MORE

**Global Courage:** Learn more about Margie’s leadership work at: [www.globalcourage.com](http://www.globalcourage.com)

**Margie’s books:** You can buy Margie’s book about leadership including *You’ve Got This!*, *Make Your Mark* and *Train the Brave* at: [www.allshewrotebooks.com](http://www.allshewrotebooks.com)

# Dr. Neha Sangwan

PHYSICIAN, COMMUNICATIONS EXPERT AND FOUNDER OF “TALK RX”

SIGNATURE SESSION

Tuesday, April 13, 2021

Resilience and Self-Care for High-Performance Leaders



“Let’s create our own prescription for coming out of this [pandemic] experience more resilient.”

—DR. NEHA SANGWAN

## TAKE ACTION

### IFIVE CONVERSATION FRAMEWORK

There are 5 key components that guide you in becoming a clear, concise and direct communicator. The work of the “i” is to interpret steps 1–4 and integrate step 5.

#### 1) BODY: Your data gathering machine

Gather external data from your communication with others (body language, tone, words) and internal data about where you are (stressed, tired, bored, etc.)

#### 2) THOUGHTS: What story are you making up?

Make sense of the data. Be mindful of Personalization (blaming yourself for a disconnect), Projection (blaming the other in conflict) and Generalization (blaming 3rd party factors to avoid conflict)

#### 3) EMOTIONS: How are you feeling?

Connect your emotions (mind) to your body (physical symptoms); name your emotions (anger, fear, anxiety); expand your perspective via thoughts; reprogram your thinking

#### 4) DESIRES: What you want combined with why you want it

Think about both short-term or emergent needs as well as long-term values

#### 5) ACTIONS: Integrate awareness into action

What are your coping strategies? What new actions can you take for better results?

Have you ever noticed that when communication breaks down, your heart rate speeds up? Dr. Neha Sangwan shares with us practical tools for empowering healthier communication, more collaborative workplaces, higher productivity and improved health.

Dr. Neha reflected that the pandemic has changed us all. It has taught us how crisis can open up possibilities, if we let it. It’s also possible to take advantage of this “global timeout” by investing in ourselves so that we can emerge stronger and more resilient. Dr. Neha shared the sobering statistic that stress causes or exacerbates 95% of all illness. She proposed five “TalkRX” questions we can ask ourselves as a prescription when we’re feeling burned out:

- 1) Why this? (What does it signify?)
- 2) Why now? (Why did your body need to get your attention?)
- 3) What signals have you missed?
- 4) What else in your life needs to be healed?
- 5) If you spoke from the heart, what else would you say?

The majority of Dr. Neha’s work focuses on mastering the art of communication—whether you’re dealing with a challenging conversation at work or having trouble talking to a loved one. According to Dr. Neha, the first conversation goes on inside you, the second goes on inside the other person, and third conversation takes place between you both. Dr. Neha’s iFive Conversation framework (see right) helps people truly connect by learning how to pause, react and respond. Dr. Neha’s ultimate goal? For everyone to feel more personal power in their lives.

## Q & A HIGHLIGHTS

Moderated by Kerry Seitz

**You only see a small amount of body language on video. Does the “set up” change the equation?**

You’re missing a lot—hand gestures, motions—so know your audience. “Thinkers” have less motion, “seers” are more expressive, “feelers” have grace for themselves and others. Use your curiosity tool to ask open-ended questions without judgment about what you observed or what was happening for them.

**How do I stop myself from flushing with embarrassment when it’s my turn to speak?**

It’s more important for you to become comfortable than it is for you to respond in real time. So ask for time if you need it: “I just had a strong reaction, that’s new information, I just need a moment...” Breathe! Use this moment of vulnerability—of authenticity—to connect with others.

## LEARN MORE

**TalkRX:** You can buy Dr. Neha’s book about the 5 steps to honest communication at: [www.drneha.com](http://www.drneha.com)

**iFive Experience™:** You can begin the iFive Conversation worksheet at: [www.drneha.com](http://www.drneha.com)

**TEDx:** View the TEDx talks that Dr. Neha has given at: [www.youtube.com](http://www.youtube.com)

# Angela Duckworth

AUTHOR, TED SPEAKER, FOUNDER OF CHARACTER LAB

SIGNATURE SESSION

Tuesday, April 20, 2021

**GRIT: The Power of Passion and Perseverances**

Angela Duckworth



Angela Duckworth | Grit: The Power of Passion and Perseverance

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**Why do some people succeed and others fail? Through her research, Angela has found that grit—a combination of passion and perseverance for a singularly important goal—is the hallmark of high achievers in every domain.**

Angela's lifelong interest in achievement led to her research on grit—a passion for what you do, the capacity to get there, and your commitment to sticking with it. When you look at very high achievers, they tend to have two characteristics over very long periods: perseverance (working hard and finishing what they do) but also passion (sustained commitment and long-term goals). Angela's research resulted in the development of a Grit Test that reveals two important findings: the first is that we get grittier with age; the second is that grit can actually be enhanced with practice. Making an effort, practicing deliberately, cultivating purpose and adopting a growth mindset all play an important role (see right). Building your grit isn't easy, but it is worthwhile. People with high grit scores also tend to score high on the Life Satisfaction Scale, the most widely used measure of happiness. Finally, never quit on a bad day. Ask for help. Get support. Quit when you're ahead, not when you're behind.

## Q & A HIGHLIGHTS

Moderated by Elisa van Dam

**How do you encourage grit in your team, your kids or in the next generation?**

Be a role model. Be intentional about modeling failure, resistance and growth mindset. Strive for a culture that is both supportive and demanding.

**Grit and resilience are not synonymous. What are the differences between the two?**

My definition of grit includes resilience but also a passion for what you do. Resilience, like grit, growth mindset or interests, is malleable and can be learned.

**Isn't grit genetic—like the warrior gene?**

Dr. Paige Harden explores the nature vs. nurture question in depth. Her findings suggest that everything,

including grit, is influenced by your genes. But that doesn't mean grit isn't malleable. You may be lucky to be genetically predisposed toward grittiness, but it's also influenced by your experience.

**How can other challenges—like a major life event—change your prioritization of grit?**

It's important to recognize your limits and take breaks. Sports psychologists advise: take time off in the short-term to stay in the long game.

**Is there a difference in grit between introverts and extroverts?**

I have found no correlation. The way it looks may be different. Extroverts may come across as grittier, but they're just more verbal.

“Grit is a predictor of the same outcomes as talent. Gritty people put in thousands of hours of high-quality practice so they can get just a little bit better.”

—ANGELA DUCKWORTH

## TAKE ACTION

### 4 TIPS FOR BUILDING GRIT

#### 1) Develop your interests

Make an effort to kindle or rekindle your interests. Though talent is important to success, you still have to apply effort. Talent x Effort = Skills. But it's also true that Skills x Effort = Achievement. So effort counts twice when you apply it to the skills you have gained.

#### 2) Practice like an expert—deliberately

The difference between being a world-class expert and just being good is practice. It's not just about the quantity of hours, but also the quality. A deliberate practice ensures results:

- 1) Break the activity into small parts
- 2) Practice each part with 100% focus
- 3) Get feedback each step of the way

#### 3) Cultivate purpose

Your motivation must come from benefiting others, making the world a better place, creating lasting meaning in your life.

#### 4) Embrace a growth mindset

Intelligence can be developed. So keep trying, learn from your mistakes. Quit when you're ahead, not when you're behind.

## LEARN MORE

**Grit:** You can buy Angela's #1 New York Times bestseller about the power of passion and perseverance at: [www.allshewrotebooks.com](http://www.allshewrotebooks.com)

**The Grit Test:** Angela's Grit Test is available at [angeladuckworth.com](http://angeladuckworth.com) or [characterlab.org](http://characterlab.org). As a reminder: It was not designed as a tool for screening or hiring. It's a tool for self-reflection and understanding.

**Character Lab:** Learn more about Angela's nonprofit to advance scientific insights that help children thrive at: [www.characterlab.org](http://www.characterlab.org)

**TED Talk:** You can view Angela's TED Talk—one of the most viewed of all time—at: [www.ted.com](http://www.ted.com)

# Ally Love

FOUNDER AND CEO OF LOVE SQUAD, PELETON INSTRUCTOR  
AND HOST OF BROOKLYN NETS

SIGNATURE SESSION  
Tuesday, April 27, 2021

## Self-Care for Effective Leadership



Ally Love

Ally Love | FOUNDER & CEO OF LOVE SQUAD, PELETON INSTRUCTOR,  
AND HOST OF BROOKLYN NETS

Ally Love encourages women to push their limits and step into their power. In this straight-talking final keynote to our conference, Ally switches gears to remind us how critical self-care is to effective leadership and holding space for others.

Ally defined what self-care and work-life balance meant for her. Her research at the start of the pandemic—she read all the magazines and blogs, watched all the videos, tried all the Instagram tips and tricks—led her to the conclusion that self-care is a hoax, something that has been sold to us. For Ally, it isn't about taking a bath or getting a facial. It's about doing the preventative work upfront to balance the mind-body-spirit connection—what she calls the “3 Ms”: Matter, Mind and Meaning (see right). She highlighted identifiers in each area for recognizing when we're out of balance and offered suggestions that worked for her personally for getting back into alignment. How do we apply self-care as leaders? In Ally's opinion, a true leader isn't someone who leads a team to success and gets the credit. It's someone who fosters conversation and asks thought-provoking questions, who prioritizes self-care so that they can listen, hold space for their team, and encourage them to guide themselves to success—so that everyone can say they all got there together.

### Q & A HIGHLIGHTS

Moderated by Kerry Seitz

#### How do you create a culture of balance and results?

We have fallen in love with being busy—not the same as being productive. The road map is different for everyone. But we need to make space to get to that creative zone. Give people the chance to work at a speed that makes sense for them. Allow for a diversity of approaches, recognizing the superstars and the rockstars.

#### How do you get yourself to work out mentally when you're just not there?

Get dressed, turn on that treadmill, put on that app, start that class—without committing to joining. Putting yourself in the space is a motivator.

#### How do you build resilience in the “3 Ms” when there's a roadblock or other factors that make it difficult?

We all have chaos in our lives. Being able to pivot is important. Give yourself options in case it doesn't work out. What's your back up? What's Plan B? Being resilient doesn't mean pushing through. It's working in tandem with things. Pivoting can make you feel good!

#### As women, we bear the weight of other people's problems. How do you balance caring for others with your own mental health?

For me it's two parts caring (I crowd-source solutions), one part not-caring (I say: “I don't have time for this!”), and one part caring what I think and want. Allow that to be a good ratio.

“True self-care is taking care of the 3 Ms: your Mind, your Matter and your Meaning.

—ALLY LOVE

### TAKE ACTION

#### 3 Ms OF SELF-CARE

It's all about well-being. There's no way to run on a full tank without prioritizing the self and doing the preventative work upfront.

#### MATTER: Taking care of yourself physically

**Identifiers:** Tune into the “I need to” inner dialogue, any loss of breath, changes in your eating routines and cravings

**Suggestions:** Find a workout that is *fun*. Eliminate any obstacles in the way of exercising. Schedule it in.

#### MIND: Taking care of yourself mentally

**Identifiers:** Lack of focus, feeling overwhelmed, confusion about what you're feeling

**Suggestions:** Take mental breaks. Find release through baking or brain games or puzzles. Detach and observe.

#### MEANING: Taking care of yourself spiritually

**Identifiers:** Loss of purpose, questioning your life path, feeling uncertain about next steps.

**Suggestions:** Ground yourself. Grow plants. Connect with Mother Earth and the Universe. Carve out the time for prayer. Meditate.

**Ally's challenge:** Internalize any external advice, reflect, and then share what works for you with your own love squad.

### LEARN MORE

**Love Squad:** Learn more about Ally's community for women that empowers through conversation, education, motivation and inspiration at: [www.lovesquad.com](http://www.lovesquad.com)

**allylove.com:** Visit Ally's website to learn more about her multi-faceted career as a CEO, NBA host, Peloton instructor, TEDx speaker, brand ambassador and model: [www.allylove.com](http://www.allylove.com)

# Thank you

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