

Jumping *the* Curve

April 23, 2014



Rita Moreno

Award-Winning Actress and Author



Zainab Salbi

Founder Women for Women International



Hillary Rodham Clinton

Former Secretary of State and
Former US Senator from New York

SIMMONS
LEADERSHIP CONFERENCE

simmons.edu/leadership



DIVERSITY LEADS TRANSFORMATION

Everyone has a hand in driving trust and innovation. Trust EMC to help you lead your IT and business transformation.

See how at emc.com.



Dear Friends:

Welcome to the 2014 Simmons Leadership Conference, recognized as the *world's premier professional conference for women*.

Now celebrating its 35th year, today's conference takes as its theme ***Jumping the Curve***—the need to step away from the familiar and step up to the unknown in order to sustain success. The 2014 program highlights the compelling stories of dynamic thought leaders who have made these profound, creative leaps, offering guidance about how you, too, can continuously evolve your company or career on your own terms. Throughout the day, nationally renowned experts will present a full array of practical techniques and leadership strategies that you can apply both professionally and personally. And just as important, you will be in the company of over 3,000 other inspiring and aspiring women professionals from diverse industries, disciplines, and backgrounds. It's an amazing day to focus, learn, network, and re-energize.

We dedicate this year's conference to the memory of Joyce Kolligian—a leader and innovator who had the vision and passion to transform the Simmons Leadership Conference from a small alumnae gathering to the renowned event that it is today. She is, and will continue to be, sorely missed.

The Simmons Leadership Conference has once again partnered with extraordinary sponsors. Without their support, we could not provide the high-quality programming we deliver each year. Please allow some time to visit their booths in the Corporate Marketplace. We are most grateful for their generosity and participation in today's event.


Please know that all proceeds from the Conference provide scholarships to graduate students attending Simmons College. Thank you for helping us to reach our goal. Enjoy this extraordinary day.

Sincerely,

Helen G. Drinan '75LS, '78SM
President
Simmons College



Judy Benjamin
Director
Simmons Leadership Conference



In Memoriam

Joyce J. Kolligian '87, '89SM Leaves Lasting Legacy at Simmons Leadership Conference

Joyce J. Kolligian '87, '89SM passed away in June 2013 leaving behind a lasting legacy that celebrates both leadership and education. As a Simmons undergraduate and School of Management alumna, Joyce was an ardent believer in women's leadership. For two decades she worked tirelessly to create an experience that would engage, educate, and inspire attendees to fulfill their potential as leaders and as individuals.



After many years of serving on the conference committee, Joyce formally joined Simmons in 1993 as a consultant to the Simmons Leadership Conference, then served as the executive director of the Conference since 2000. With Joyce's inspired guidance, the Leadership Conference expanded from a small, regional gathering of about 150 women to a nationally recognized, premier leadership event, boasting more than 3,000 attendees annually. Joyce was equally passionate about increasing access to education, working to ensure that proceeds from the Leadership Conference helped fund scholarships for Simmons graduate students.

Joyce was the recipient of the Rappaport Award for Outstanding Leadership from the Simmons School of Management, the Distinguished Alumni Award from Colby Sawyer College in 1997, and most recently on May 11, 2013 was awarded the Susan Colgate Cleveland Medal for Distinguished Service from Colby Sawyer, the college's highest honor.

Joyce will always be remembered as a beloved mother, grandmother, a treasured friend and colleague, and a valued mentor.

To support the School of Management Scholarship Fund in Kolligian's memory, please visit alumnet.simmons.edu/joycekolligian.

Save *the* Dates

ENCORE Breakfast Series
October 1, 2014

National Conversation on Board Diversity
with
2020 Women on Boards
November 20, 2014

Simmons Leadership Conference
April 2, 2015

SIMMONS LEADS 

The Day at a Glance

6:45 – 7:45 **Check-In & Continental Breakfast**

7:45 – 8:20 **Welcoming Remarks**

Commonwealth Complex, Seaport WTC, Lower level

Joyce Kulhawik

Master of Ceremonies

Helen G. Drinan

President, Simmons College

ML Krakauer

Executive Vice President, Human Resources, EMC Corporation

James Carmody

Vice President and General Manager, Seaport World Trade Center

Marilyn Crouther

Senior Vice President, US Public Sector, Enterprise Services

Hewlett-Packard Company

Debbie Dunnam

Senior Vice President, Americas Services, Cisco Systems

Elizabeth B. Amato

Senior Vice President, Human Resources and Organization, United Technologies Corporation

Dawn Frazier-Bohnert

Vice President, Diversity and Inclusion, Liberty Mutual

8:25 – 9:15 **Opening Keynote: *Fostering Innovation***

Denise Morrison, CEO, Campbell Soup Company

Commonwealth Complex, Seaport WTC, Lower level

9:25 – 10:45 **Concurrent Morning Sessions**

1. Personal Finance: *Money Myths You Can't Afford to Believe*

Helaine Olen

Waterfront Ballroom, Seaport WTC, Lower level

2. Creativity, Productivity, & Engagement: *Reclaim Your WhiteSpace®*

Juliet Funt

Cityview Ballroom, Seaport WTC, Upper level

3. Signature Dialogue: *The Other Side of War*

Zainab Salbi with Renée White, Ph.D.

Amphitheater, Seaport WTC, Mezzanine level

4. Social Media Marketing: *The Social Selling Revolution*

Clara Shih

Seaport Ballroom, Seaport Hotel, Mezzanine level

5. Leadership Lessons: *The Female Mind: The Biology of Leadership*

Dr. Helen Fisher

Plaza Ballroom, Seaport Hotel, Plaza level

6. Business Panel: *Transforming Business for High Performance*

Panelists: Debbie Dunnam, SVP Americas Service Sales, Cisco Systems;

Patricia Florissi, Ph.D., VP and Global Chief Technology Officer,

EMC Corporation

Moderator: Susan Vinnicombe, OBE, Deloitte Ellen Gabriel Chair for

Women and Leadership, Simmons School of Management

Harborview Ballroom, Seaport WTC, Upper level

10:45 – 11:15 **Meet the Speakers Book-Signing Break**

Corporate Marketplace, Seaport WTC, Lower level

11:15 – 12:05 **Morning Keynote: *Innovation 2.0***

Rana Foroohar

Commonwealth Complex, Seaport WTC, Lower level

12:05 – 1:15 **Luncheon**

Commonwealth Complex, Seaport WTC, Lower level

1:15 – 2:05 **Afternoon Keynote: *My Life from Zero to 60, Plus 20***

Rita Moreno

Commonwealth Complex, Seaport WTC, Lower level

2:10 – 3:30 **Concurrent Afternoon Sessions**

7. Personal Finance: *Money Myths You Can't Afford to Believe*

Helaine Olen (repeat of morning session)

Waterfront Ballroom, Seaport WTC, Lower level

8. Creativity, Productivity, & Engagement: *Reclaim Your WhiteSpace®*

Juliet Funt (repeat of morning session)

Cityview Ballroom, Seaport WTC, Upper level

9. Signature Dialogue: *Exploring the Frontiers of Science and Human Potential*

Mae Jemison, MD with Betty Nguyen

Amphitheater, Seaport WTC, Mezzanine level

10. Social Media Marketing: *The Social Selling Revolution*

Clara Shih (repeat of morning session)

Seaport Ballroom, Seaport Hotel, Mezzanine level

11. Leadership Lessons: *The Female Mind: The Biology of Leadership*

Dr. Helen Fisher (repeat of morning session)

Plaza Ballroom, Seaport Hotel, Plaza level

12. Business Panel: *Transforming Business for High Performance*

Panelists: Kathy Garcia, SVP, Enterprise Services, Hewlett-Packard Company; Neeti Bhalla, Executive Vice President, Investment Strategy & Risk Management, Liberty Mutual Group Asset Management Inc.;

Nicole Parent Haughey, Vice President, Corporate Strategy & Development, United Technologies Corporation

Moderator: Rana Foroohar

Harborview Ballroom, Seaport WTC, Upper level

3:30 – 4:00 **Meet the Speakers Book-Signing Break**

Corporate Marketplace, Seaport WTC, Lower level

4:00 – 5:00 **Closing Keynote Address: *Former Secretary of State Hillary Rodham Clinton***

with Moderator Helen G. Drinan, President, Simmons College

Commonwealth Complex, Seaport WTC, Lower level

5:00 – 5:30 **Connection Reception**

Corporate Marketplace, Seaport WTC, Lower level

Conference Schedule

6:45 – 7:45 **Check-In & Continental Breakfast**

7:45 – 8:20 **Welcoming Remarks**



Joyce Kulhawik

Simmons College alumna Joyce Kulhawik is a Boston broadcasting legend. As the Emmy Award-winning arts and entertainment critic for WBZ-TV for more than 25 years, she covered local and national events from Boston and Broadway to Hollywood. She has regularly reported live from the red carpet at the Oscars, the Grammys, and the Emmys, as well as from major news scenes including Ground Zero in New York City in the immediate aftermath of 9/11. Kulhawik also co-hosted the nationally syndicated movie-review show *Hot Ticket* with Leonard Maltin and was a continuing co-host on *Roger Ebert and the Movies*. She currently serves as President of the Boston Theater Critics Association, a member of the Boston Society of Film Critics, and a critic for RogerEbert.com. A three-time cancer survivor, Kulhawik also lends her expertise as an arts advocate and cancer crusader all over the region.

8:25 – 9:15 **Opening Keynote: *Fostering Innovation***



Denise Morrison

Denise Morrison is the first woman to be named president and CEO of the Campbell Soup Company and is among just 22 women—including her sister—to head a Fortune 500 company. Since assuming leadership in 2011, she has set about creating a culture of innovation, flexibility, and risk-taking at the 144-year-old consumer foods and beverages maker, tapping new growth markets with a host of product introductions. In her dynamic and insightful presentation, Morrison explains the importance of visionary thinking to compete effectively in today's global marketplace.

9:25 – 10:45 **Concurrent Morning Sessions**

1. Personal Finance: *Money Myths You Can't Afford to Believe*



Helaine Olen

At the same time that income inequality in the US has widened and social safety nets have frayed, the personal finance industry has mushroomed into a multi-billion dollar business. But as popular *Forbes* blogger and financial commentator Helaine Olen explains, many so-called advisors have become rich preying on people's fears, propagating simple formulas about saving and spending that seldom succeed. In this lively and enlightening session, Olen exposes the dubious practices and outright deceit of financial gurus in the age of the easy fix.

2. Creativity, Productivity, & Engagement: *Reclaim Your WhiteSpace®*



Juliet Funt

Uncommitted time is a dwindling resource, constantly pillaged by the relentless, reactive busy-ness that breeds burnout. But whether you are in the C suite or on the front lines, uncommitted time is essential for strategic thinking, creativity, and focus. In this fast-paced, high-impact, and often hilarious session, Juliet Funt describes how restoring WhiteSpace® can bring new clarity of mind, improved productivity, and stronger personal and professional engagement to your over-scheduled, multi-tasking workday.

3. Signature Dialogue: *The Other Side of War*



Zainab Salbi

Founder and former CEO of Women for Women International, Zainab Salbi has dedicated her life to empowering women in war-torn areas to become full and equal participants in their communities. In its 20 years, her organization has provided direct aid, rights education, job skills training, and small business development to more than 350,000 women from Afghanistan to South Sudan. An escapee from Saddam Hussein's Iraq, Salbi describes her own experiences of oppression, the extraordinary lessons learned from working with war survivors, and her new priority to help women in the Middle East play larger roles in business, politics, and the media.



**Moderator
Renée White, Ph.D.**

4. Social Media Marketing: *The Social Selling Revolution*



Clara Shih

Every day, a billion people around the globe share the most important moments of their lives on social media, from new jobs to newborns—and everything in between. Your own social networks are full of these “social signals” and your competitors are acting on this information in real time. Best-selling author, social media pioneer, and Silicon Valley tech CEO Clara Shih describes how you can take advantage of this wealth of information to succeed in today's radically different selling environment.

5. Leadership Lessons: *The Female Mind: The Biology of Leadership*



Dr. Helen Fisher

Based on her groundbreaking brain scanning studies, biological anthropologist Helen Fisher likens men and women to two feet: they help each other get ahead, in part because they think differently. And as Fisher explains in this fascinating presentation, women's ancient, biologically based aptitudes—to gather and integrate details, to take a broader, more holistic perspective, and to weigh multiple options and plot a long-term course—are all leadership qualities that are essential to the modern bottom line.

Conference Schedule Continued...

6. Business Panel: *Transforming Business for High Performance*



Patricia Florissi



Debbie Dunnam

How do companies not just get to the top but also manage to stay there, through good economic times and bad? The true success stories are businesses that focus less on short-term revenue growth and more on continuously opening up new playing fields, thriving from one business venture to another. The process is

not necessarily smooth or risk-free and requires keeping several steps ahead of the game. The corporate leaders from market-leading companies on this panel reveal how it's done.



Moderator
Susan Vinnicombe

10:45–11:15 Meet the Speakers Book-Signing Break

11:15–12:05 Morning Keynote: *Innovation 2.0*



Rana Foroohar

In the debate over improving America's economic competitiveness, talk often turns to reforming education, building better infrastructure, and cutting red tape. But there is little discussion of the more endemic problem: how American business has moved away from its roots in technologically based innovation and toward a culture of quarterly profit taking. Rana Foroohar, *TIME*'s assistant managing editor for business and economic coverage, provides an in-depth look at the lessons to be drawn from winning businesses and economic models in both the US and abroad.

12:05–1:15 Luncheon

1:15–2:05 Afternoon Keynote: *My Life from Zero to 60, Plus 20*



Rita Moreno

Winner of every major award in the entertainment industry: the Emmy, Grammy, Oscar, and Tony, Rita Moreno has lived a life that is worthy of its own Hollywood movie. Despite early success, however, the legendary actress, singer, and dancer had to struggle for years against Hollywood typecasting as well as against her own self-doubt. With her signature wit, warmth, and candor, Moreno describes her journey from early childhood in Puerto Rico through a spectacular career that spans seven decades and still continues to flourish.

2:10–3:30 Concurrent Afternoon Sessions

7. Personal Finance: *Money Myths You Can't Afford to Believe*



Helaine Olen

At the same time that income inequality in the US has widened and social safety nets have frayed, the personal finance industry has mushroomed into a multi-billion dollar business. But as popular *Forbes* blogger and financial commentator Helaine Olen explains, many so-called advisors have become rich preying on people's fears, propagating simple formulas about saving and spending that seldom succeed. In this lively and enlightening session, Olen exposes the dubious practices and outright deceit of financial gurus in the age of the easy fix.

8. Creativity, Productivity, & Engagement: *Reclaim Your WhiteSpace®*



Juliet Funt

Uncommitted time is a dwindling resource, constantly pillaged by the relentless, reactive busy-ness that breeds burnout. But whether you are in the C suite or on the front lines, uncommitted time is essential for strategic thinking, creativity, and focus. In this fast-paced, high-impact, and often hilarious session, Juliet Funt describes how restoring WhiteSpace® can bring new clarity of mind, improved productivity, and stronger personal and professional engagement to your over-scheduled, multi-tasking workday.

9. Signature Dialogue: *Exploring the Frontiers of Science and Human Potential*



Mae Jemison, MD

Mae Jemison gives new meaning to the expression "the sky's the limit." In addition to her pioneering role as the first African-American woman to travel in space, she is a successful entrepreneur and a passionate crusader for science education and literacy. In her latest endeavor, she is leading the 100 Year Starship initiative, tackling the massive challenges of innovation and planning to ensure human space travel to another star within the century. As a woman who continues to excel in the traditionally male-dominated realms of science, technology, and medicine, Jemison provides inspiring stories about achieving one's potential.



Moderator
Betty Nguyen

10. Social Media Marketing: *The Social Selling Revolution*



Clara Shih

Every day, a billion people around the globe share the most important moments of their lives on social media, from new jobs to newborns—and everything in between. Your own social networks are full of these "social signals" and your competitors are acting on this information in real time. Best-selling author, social media pioneer, and Silicon Valley tech CEO Clara Shih describes how you can take advantage of this wealth of information to succeed in today's radically different selling environment.

Conference Schedule Continued...

11. Leadership Lessons: *The Female Mind: The Biology of Leadership*



Dr. Helen Fisher

Based on her groundbreaking brain scanning studies, biological anthropologist Helen Fisher likens men and women to two feet: they help each other get ahead, in part because they think differently. And as Fisher explains in this fascinating presentation, women's ancient, biologically based aptitudes—to gather and integrate details, to take a broader, more holistic perspective, and to weigh multiple options and plot a long-term course—are all leadership qualities that are essential to the modern bottom line.

12. Business Panel: *Transforming Business for High Performance*



Kathy Garcia



Neeti Bhalla



Nicole Parent Haughey



Moderator
Rana Foroohar

How do companies not just get to the top but also manage to stay there, through good economic times and bad? The true success stories are businesses that focus less on short-term revenue growth and more on continuously opening up new playing fields, thriving from one business venture to another. The process is not necessarily smooth or risk-free and requires keeping several steps ahead of the game. The corporate leaders from market-leading companies on this panel reveal how it's done.

3:30–4:00 Meet the Speakers Book-Signing Break



Book-Signing & Sales

Books are available for purchase beginning at 6:45 a.m. in the Corporate Marketplace on the lower level. Please make your purchases early in the day to avoid standing in long lines during breaks. Tote bags are provided for carrying books and other items.

Published speakers are signing books during both the morning and afternoon breaks at 10:45 a.m. and 3:30 p.m. in the Corporate Marketplace.

4:00–5:00 Closing Keynote Address: Former Secretary of State Hillary Rodham Clinton



Hillary Rodham Clinton

Hillary Rodham Clinton served as the nation's 67th Secretary of State from 2009 until 2013, after nearly four decades in public service. Her "smart power" approach to foreign policy repositioned American diplomacy and development for the 21st century. Clinton played a central role in restoring America's standing in the world, reasserting the United States as a Pacific power, imposing crippling sanctions on Iran and North Korea, responding to the Arab Awakening, and negotiating a ceasefire in the Middle East. Earlier, as First Lady and then Senator from New York, she traveled to more than 80 countries as a champion of human rights, democracy, and opportunities for women and girls. Clinton also worked to provide health care to millions of children, create jobs and opportunity, and support first responders who risked their lives at Ground Zero. In her historic campaign for US President in 2008, Clinton won 18 million votes.



Moderator
Helen G. Drinan

5:00–5:30 Connection Reception

We Need Triathletes

Building a brand is a journey. A race that you don't finish alone. And while your mind and body carry you the distance, it's your team that gives you the heart to finish first. That's the committed mentality Eline de Graaf brings to work each day as a Senior Marketing Manager at Philips Consumer Lifestyle. She's delivering an enhanced sense of confidence around the world for Philips Norelco users, with the same relentless spirit that drives her toward her next triathlon medal.

Philips is proud to support the 2014 *Simmons Leadership Conference* and passionate about empowering the development and success of women in the workplace. Stop by **Booth #102** to learn more about how Philips is improving lives today, and how we could enhance yours in the future.

www.philips.com/na/careers
@PhilipsJobsNA

Eline de Graaf
Senior Marketing Manager

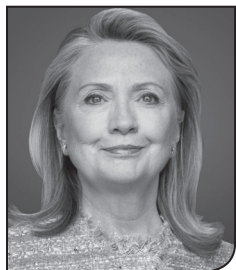


At Philips, We don't need employees.
We need people.

PHILIPS

Speaker Profiles

Hillary Rodham Clinton, Former Secretary of State and Former U.S. Senator from New York



Hillary Rodham Clinton served as the nation's 67th Secretary of State from 2009 until 2013, after nearly four decades in public service. Her "smart power" approach to foreign policy repositioned American diplomacy and development for the 21st century. Clinton played a central role in restoring America's standing in the world, reasserting the United States as a Pacific power, imposing crippling sanctions on Iran and North Korea, responding to the Arab Awakening, and negotiating a ceasefire in the Middle East.

Earlier, as First Lady and then Senator from New York, she traveled to more than 80 countries as a champion of human rights, democracy, and opportunities for women and girls. Clinton also worked to provide health care to millions of children, create jobs and opportunity, and support first responders who risked their lives at Ground Zero. In her historic campaign for US President in 2008, Clinton won 18 million votes.

Neeti Bhalla



Neeti Bhalla is the Executive Vice President and Head of Investment Strategy & Risk Management at Liberty Mutual Group Asset Management Inc. She joined Liberty Mutual in September 2013.

Prior to her time with Liberty Mutual, Bhalla was a Managing Director at Goldman Sachs. Bhalla began her career with Goldman Sachs within the Investment Banking Division, London in 2000.

Most recently, she was Head of Tactical Asset Allocation in the Investment Strategy Group, part of the Investment Management Division.

Before Goldman Sachs, Bhalla worked at the Central Bank of Kenya and the Nairobi Stock Exchange. Bhalla was a Rhodes Scholar at Oxford University, where she earned an MBA and MSc in Social Anthropology. She also earned a BA in Economics from Kenyatta University in Nairobi, Kenya.

Join the conversation
on Twitter

@simmonsleads

#slc14 #leadership #womenleaders



Helen G. Drinan



As President of Simmons College since 2008, Helen G. Drinan has guided the school to new levels of competitive strength financially, academically, and operationally. An ardent advocate for women's education as a pathway to leadership, she is a member of several organizations working to empower women, including 2020 Women on Boards, the Massachusetts Women's Forum, and the Mount Holyoke College Board of Trustees. Before her appointment at Simmons, Drinan had a highly successful career in the private and nonprofit sectors, with stints as Senior Vice President of Human Resources at Caritas Christi Health Care, President and CEO of the Society of Human Resources Management, and Executive Vice President of Human Resources for BankBoston. Drinan currently serves on the boards of directors of the Association of Independent Colleges and Universities in Massachusetts (AICUM) and of Blue Cross Blue Shield of Massachusetts.

Debbie Dunnam



Debbie Dunnam, Senior Vice President of Americas Services Sales at Cisco Systems, leads a diverse organization with responsibility for all technical and professional services sales, channel partner sales, and field marketing in the United States, Canada, and Latin America. During her tenure, she has steadily advanced through several leadership positions, including heading up the Go To Market Shared Services organization, the Worldwide Customer Operations team, Cisco Services Sales in the US Enterprise, Commercial, and Canada customer base, the Inside Services Sales team, and the US Cisco Services Partner Organization sales group. Dunnam participates in multiple inclusion and diversity efforts, both inside the company and within the partner community. With more than 25 years of IT experience, she has held executive positions in other industry-leading companies including HP and Dell.

Dr. Helen Fisher



Biological anthropologist Helen Fisher is a pioneer in the neurochemistry of leadership and gender differences. A visiting research professor at Rutgers University, she has produced groundbreaking studies on the biological basis of thinking styles, demonstrating how women's innate talents are especially suited to addressing some of today's most pressing problems. She has applied her insights in a variety of consulting assignments at VISA, Deloitte, Procter & Gamble, and other organizations, and makes regular appearances on TV and radio talk shows such as *Dateline NBC*, *Anderson Cooper 360°*, and *Charlie Rose*. Also renowned as the nation's leading expert on romantic love, Fisher has written extensively on the brain science of human attraction, including *Why Him? Why Her? Finding Real Love By Understanding Your Personality Type*. She currently serves as Chief Scientific Advisor to the Internet dating site chemistry.com.

Speaker Profiles Continued...

Patricia Florissi



As Vice President and Global Chief Technology Officer for EMC Sales, Patricia Florissi helps to define the company's mid-and long-term technology strategy and serves as a liaison with EMC's customers and partners. She is an expert on Big Data and how technology and the availability of scientific and social data are transforming the way we work and live. Before joining EMC, she was Vice President of Advanced Solutions at Smarts, where she led the research, design, and release of several products that continue

to drive millions of dollars in revenue. After EMC acquired Smarts in 2005, she was quickly promoted to CTO of the entire Ionix business unit, and then advanced to Americas CTO in 2010, to Americas and EMEA CTO in 2011, and to Global CTO in 2012. An EMC Distinguished Engineer, Florissi holds multiple patents and has written extensively for such publications as *Computer Networks* and *IEEE Proceedings*.

Rana Foroohar



Award-winning journalist Rana Foroohar is Assistant Managing Editor of *TIME* magazine, overseeing business and economic coverage across all platforms. Her *Curious Capitalist* column, covering the intersection of the global economy and Main Street, has become a must-read for economic and political thought leaders. Foroohar previously served as *Newsweek's* Deputy Editor in charge of international business and economics, as well as the magazine's economic correspondent covering Europe and the

Middle East. Known for her high-level yet accessible analysis of national and world events, she is a frequent commentator on business for *CNN*, *MSNBC*, and the *BBC*, and regularly chairs panel discussions with world leaders, intellectuals, and economists at the World Economic Forum. Foroohar is currently a contributor to *The Daily Beast* and can be heard weekly on the New York public radio show, *Money Talking*.

Juliet Funt



Juliet Funt is the founder and owner of WhiteSpace® at Work, a training and consulting firm that helps organizations, their leaders, and employees flip the norms of business to reclaim their creativity, productivity, and engagement. A nationally recognized expert in coping with the Age of Overload, she has developed a method for personal process improvement based on the concept of WhiteSpace®—carving out time from overscheduled, multitasking work routines for the freeform, flexible thinking that is so vital to

energized, focused, and successful performance. With her unique blend of charisma, humor, and tough love, she demonstrates to audiences how this practice can change the negative patterns and behaviors preventing organizations from achieving optimum results. Funt has brought her thought-provoking content and immediately applicable tools to a number of Fortune 100 corporations, as well as to companies in industries ranging from financial services to technology, from manufacturing to the military.

Kathy Garcia



A recognized leader in the IT services industry, Katherine Garcia is Senior Vice President of Applications Services for HP Enterprise Services. Her organization supports clients across all industries and located in more than 170 countries, applying innovation to modernize and manage their applications portfolios to enhance business results. Before joining HP, Garcia held several senior management positions at IBM that enabled her to gain a global perspective and to develop expertise in high-growth markets. In

her most recent position there, she served as General Manager of IBM Global Business Services, Growth Markets MTN, a global telecommunications company. In this role she was responsible for creating and executing strategic plans to initiate business operations across Africa. Previously in her career, Garcia was President of Lockheed Martin Naval Electronics and Surveillance Systems.

Nicole Parent Haughey

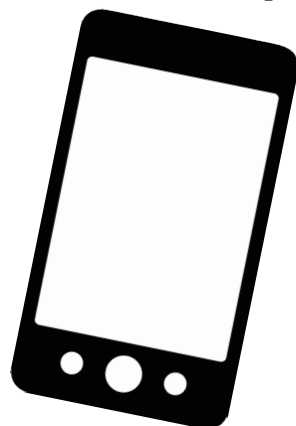


Nicole Parent Haughey is Vice President of Corporate Strategy & Development at United Technologies Corporation. She brings to UTC two decades of Wall Street experience, most recently as managing partner at Vertical Research Partners, an independent equity research firm that she co-founded. Haughey previously served as Managing Director and Global Sector Head of Industrials at Credit Suisse, covering the domestic electrical equipment and multi-industry sectors as well as coordinating industrial equity

research across the United States, Europe, and Asia. She also held senior research positions at Banc of America Securities, LLC, SalomonSmithBarney, and Cowen & Company. A frequent guest on CNBC, she has been recognized by *Institutional Investor*, *The Wall Street Journal*, *Forbes*, and *StarMine* for her insightful analysis. Haughey currently serves on the board of overseers at Harvard University and on the advisory board of the Resolution Project, dedicated to developing socially responsible young leaders.

Download the Simmons Leadership Conference Mobile App!

<https://Crowd.Cc/S/14Do>



Sponsored by



Mae Jemison, MD



Former NASA astronaut Mae Jemison made history as the first African-American woman to travel in space. But as an engineer, scientist, medical doctor, and educator, her accomplishments hardly stop there. She is the founder of The Jemison Group, Inc., a technology consulting company that researches, develops, and implements advanced technologies suited to the developing world. She is also Founder and President of a medical devices company, BioSentient Corporation. In addition to a stint as professor of environmental studies at Dartmouth College, Jemison founded and directs The Earth We Share, an international science camp for 12–16 year-olds. Jemison is Bayer Corporation's national advocate for the Making Science Make Sense initiative, a member of the Institute of Medicine of the National Academy of Sciences, and on the boards of Kimberly-Clark Corporation, Scholastic Inc., Valspar Corporation, and Gen-Probe Inc.

Rita Moreno



Legendary singer, dancer, and actress Rita Moreno is one of just a handful of performers—and the only Latina—to win the entertainment industry's four most prestigious awards. Her breakout performance came as Anita in *West Side Story*, earning her an Oscar for best supporting actress and paving the way for Hispanic actors to play more meaningful roles. She won the Grammy for her contribution to *The Electric Company Album*, the Tony for best featured actress in *The Ritz*, and two Emmys for guest appearances on *The Muppet Show* and *The Rockford Files*. She has continued to work steadily in feature films and on television, most recently in recurring roles in the prison drama *Oz* and the sitcom *Happily Divorced*.

Moreno recounted some of the ups and downs of her spectacular career in a one-woman show, *Life Without Makeup*, and in her no-holds-barred autobiography, *Rita Moreno: A Memoir*.

Denise Morrison



Consistently named by *Forbes* and *Fortune* as one of the country's most powerful women in business, Denise Morrison became President and CEO of Campbell Soup Company in 2011. The first woman to head the \$7.7 billion consumer foods maker, she brought to the task a 30-year track record of building iconic brands at Kraft Foods, Nestle, Nabisco, and Pepsi-Cola. In just her first year as CEO, Morrison reinvigorated sales growth with the launch of 288 new products and the \$1.55 billion acquisition of Bolthouse Farms, instilling a new spirit of innovation and creativity at the venerable company. Morrison is a founding member of the Healthy Weight Commitment Foundation, a first-of-its-kind coalition of manufacturers, retailers, and other organizations to combat obesity, especially among children. She currently serves on the board of directors of Catalyst and Enactus, as well as of the Campbell Soup Company.

Betty Nguyen



NBC News and MSNBC anchor Betty Nguyen has spent her career covering breaking news around the globe, reporting on some of the most important political, environmental, and cultural events of our time—from the Boston Marathon bombings, to the 2012 presidential election, the Arab Spring, and the Gulf oil spill. Before her move to NBC, she anchored the *CBS Morning News* and reported for *CBS This Morning*, also serving as special correspondent for *Entertainment Tonight*. Nguyen previously anchored the weekend edition of *CNN Newsroom*, and contributed to award-winning coverage of Hurricane Katrina and the 2006 tsunami in South Asia. After returning to Vietnam for the first time since fleeing the war, Nguyen and her family were inspired to found Help the Hungry, a global nonprofit organization that distributes food, clothing, medicine, and basic essentials to those in need.

Helaine Olen



Freelance journalist and former financial columnist Helaine Olen delights in debunking the idea that personal finance experts always have their clients' best interests in mind. In her recent book, *Pound Foolish: Exposing the Dark Side of the Personal Finance Industry*, she reveals the conflicts of interest and misleading advice offered by those who profit off the economic anxiety of everyday Americans while purporting to help them achieve financial security. Olen got her start in personal finance by writing the *Money Makeover* feature in the *Los Angeles Times*. Since then, her work has appeared in numerous print and online publications, including the *New York Times*, *Washington Post*, *The Atlantic*, *Slate*, *Salon*, and *Pacific Standard*. Olen is currently a regular contributor to both *The Great Debate* and *Equals* on the *Reuters* website and regularly reports on a wide range of topics including personal finance, women's issues, politics, education, and career strategies.

Clara Shih



A technology innovator, Silicon Valley entrepreneur, and celebrated author, Clara Shih is Co-Founder and CEO of Hearsay Social, providing market-leading social media management software to Fortune 500 companies. She developed Facebook's first social business application in 2007 and subsequently wrote *The Facebook Era: Tapping Online Social Networks to Market, Sell and Innovate*—the de facto social networking bible for corporations. Before starting her own company, Shih held a variety of key technical, product, and marketing positions at Google, Microsoft, and Salesforce.com. She has been named one of *Fortune's* Most Powerful Women Entrepreneurs and *Fast Company's* Most Influential People in Technology. Shih serves on the board of directors of Starbucks and the advisory board of Facebook's Work4 recruiting solution, and is an advisor to Good Karma, a nonprofit she founded that conducts technology education programs in developing countries.

Speaker Profiles Continued...

Susan Vinnicombe



Susan Vinnicombe is the Deloitte Ellen Gabriel Chair for Women and Leadership at the Simmons School of Management, and a faculty affiliate at the Center for Gender in Organizations. Also a professor at Cranfield University's School of Management in England, Vinnicombe is an internationally renowned researcher and consultant on gender diversity on corporate boards, women's leadership styles, and issues women face in developing their managerial careers. She has written extensively on these topics and is the author or co-author of 10 books, including the *Handbook of Research on Promoting Women's Careers*. In recognition of her outstanding contributions to workplace diversity and the economic empowerment of women, Vinnicombe has been awarded an Order of the British Empire (OBE), named a Fellow of the British Academy of Management, and is a 2013 recipient of The International Alliance for Women World of Difference 100 Award.

Renée White, Ph.D.



Renée White is Dean of the Simmons College of Arts and Sciences. A leading expert on issues of gender, race, and reproductive health, she is the author of *Putting Risk in Perspective: Black Teenage Lives in the Era of AIDS* and co-author of *HIV/AIDS: Global Frontiers in Prevention/Intervention*. Prior to her appointment at Simmons, White was a professor of sociology and black studies at Fairfield University, where she was named the institution's first academic coordinator for diversity and global citizenship. She also taught at Central Connecticut State College and Purdue University. White has been a Wye faculty fellow at the Aspen Institute, and was selected as a delegate for Vision 2020, a national initiative dedicated to gender equity. A former editor of the *Journal of HIV/AIDS Prevention in Children & Youth*, she now serves as advisor to the *Journal of HIV/AIDS and Social Sciences*.

See the possibilities

PwC proudly supports the Simmons Leadership Conference. We encourage all of you to "Jump the Curve" in 2014. Learn more about PwC and our commitment to diversity and women's leadership:

www.pwc.com/diversity



© 2014 PricewaterhouseCoopers LLP, a Delaware limited liability partnership. All rights reserved.



TOMORROW starts here.

Today there are more things connected to the Internet than there are people in the world. We are leading the next step in the evolution of the Internet and helping change the way we work, live, play and learn.

Discover how Cisco makes amazing things happen.



Engaging the Network for Good

Visit the Cisco booth located in the Simmons Leadership Conference Marketplace.



Read about Cisco's women of influence. Visit our News and Awards page.

www.bit.ly/12cOS5C



Read blogs from our Inclusion and Diversity Ambassadors.

blogs.cisco.com/diversity



Learn all about Inclusion and Diversity at Cisco.

www.cisco.com/go/diversity



Download our app and access amazing stories and resources.

www.cisco.com/app



Join the Conversation: #TomorrowStartsHere #IoE

Corporate Sponsors & Supporters

Platinum

EMC²

SEAPORT

Gold

CISCO

hp

Liberty Mutual
INSURANCE

United Technologies

Silver

biogen idec

PHILIPS

Putnam
INVESTMENTS

Bronze

MERCK
Be well

NOVARTIS

zoetis

Luncheon

MFS

Registration/Check-in

pwc

Tote Bag

THE HARTFORD

Mobile APP

ANALOG DEVICES

Reception

ORACLE

Supporter

MASSACHUSETTS

BOSTON COACH

BNY MELLON

COLLEGIATE PRESS

Interaction Associates
RETURN ON INVOLVEMENT.™

John Hancock
the future is yours®

VISION QUEST CONSULTING

Watson's
CANDIES
CELEBRATE THE GIFT OF CONVERSATION.™

Charging Station

McGladrey

Media

WGBH

Womens TOOLBOX

Corporate Sponsors & Supporters Continued...

Non-Profit



Leadership Table

Babson Capital
Celgene
Dimension Data
Iron Mountain
J.P. Morgan
KPMG
Mass Mutual
Ocean Spray
Sun Life Financial
Visa
Wells Fargo Bank

Association Partners

85 Broads
2020 Women on Boards
ALPFA
City Year
Greater Boston Chamber of Commerce
Healthcare Businesswomen's Association (HBA)
National Society for Hispanic MBAs (NSHMBA)
Network of Executive Women (NEW)
New England Human Resource Association (NEHRA)
WITI

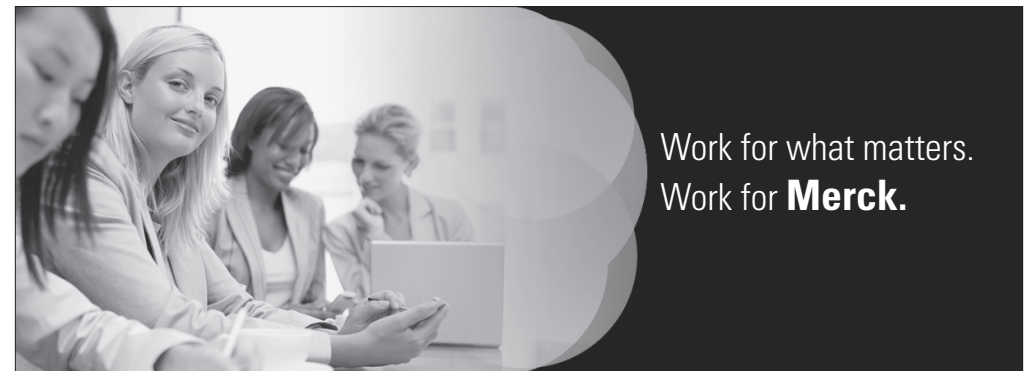


Caring deeply
can change lives.
And **companies.**

It takes every Biogen Idec employee
to make us who we are today.

biogen idec

CARING DEEPLY. CHANGING LIVES. | BIOGENIDEC.COM



Work for what matters.
Work for **Merck.**

Merck employees come from an array of backgrounds and do many different things, yet each of us knows our work matters. Together, we strive to find new ways to create a healthier future through our portfolio of prescription medicines, vaccines, biologic therapies, consumer health and animal products. Become inspired by that mission and feel empowered to advance it in the work you do every day.

Join our possibility-rich environment, where we empower our teams to innovate, explore, and discover the true extent of their talents as they arrive at solutions that improve the quality of life.

Merck Proudly Supports the Development of Women Throughout the World.

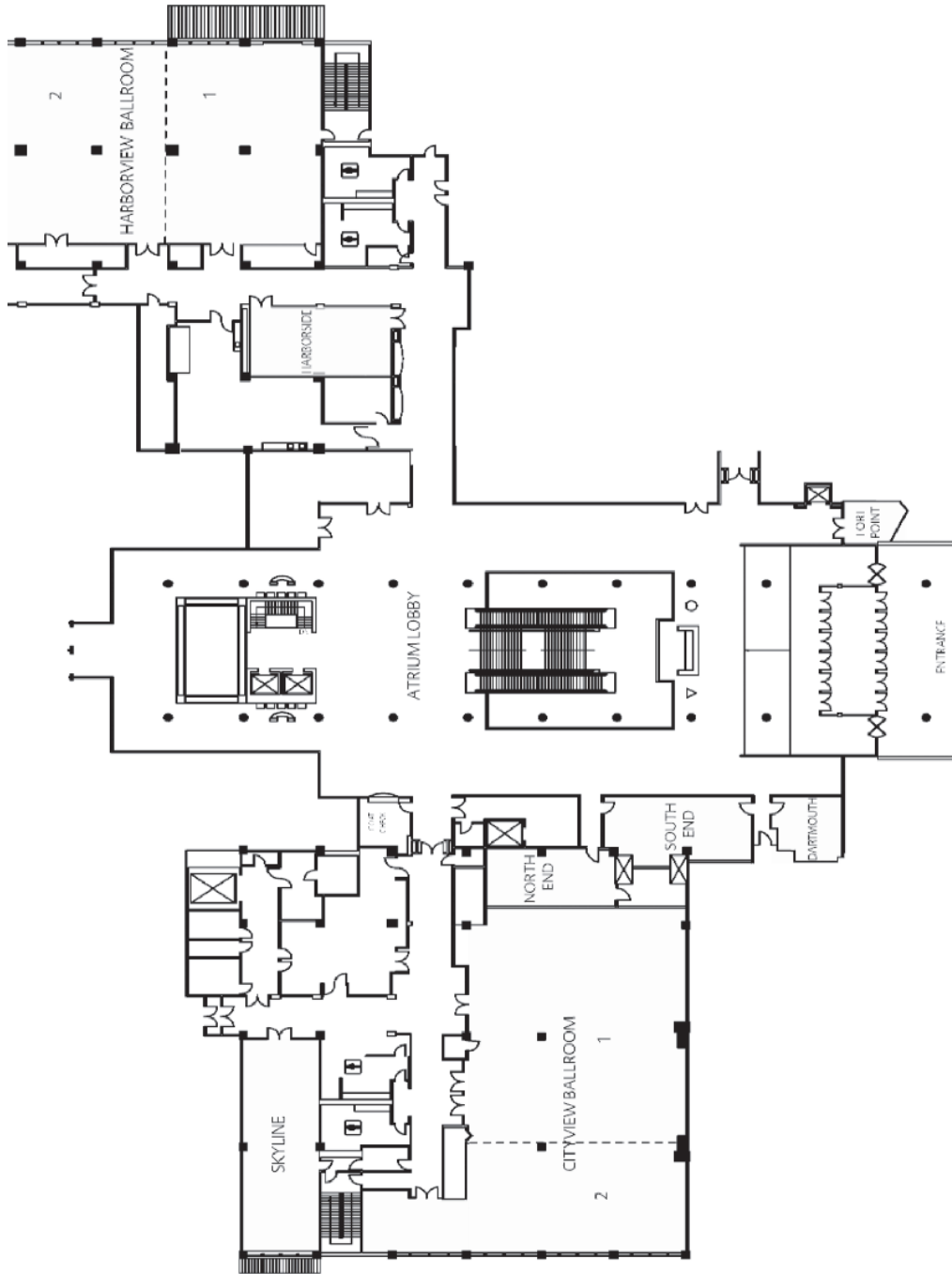
Learn more by visiting us at:
Merck.com/careers

Merck is an equal opportunity employer, Minority/Female/Disability/Veteran,
proudly embracing diversity in all its manifestations.

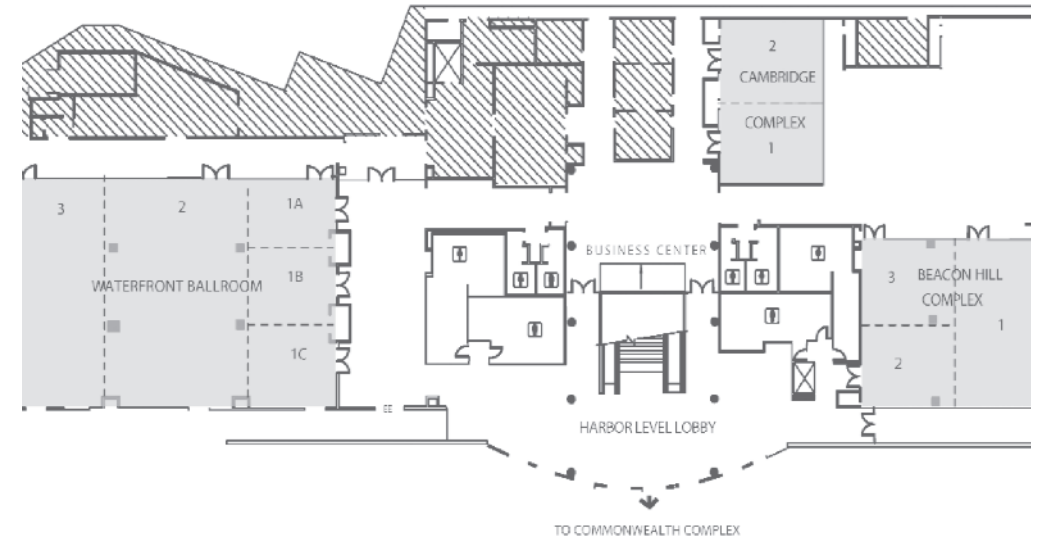


Seaport World Trade Center

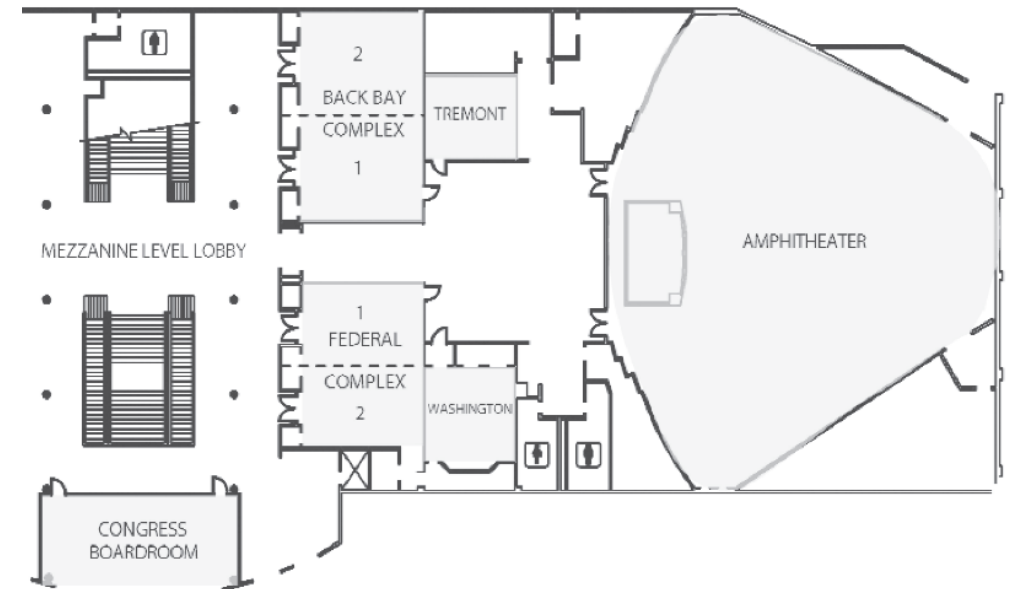
Upper Level



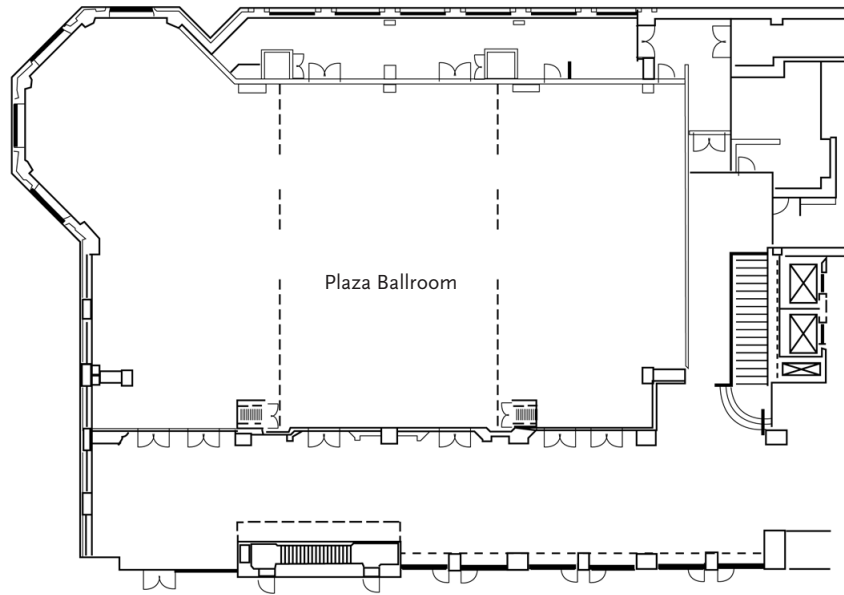
Lower Level



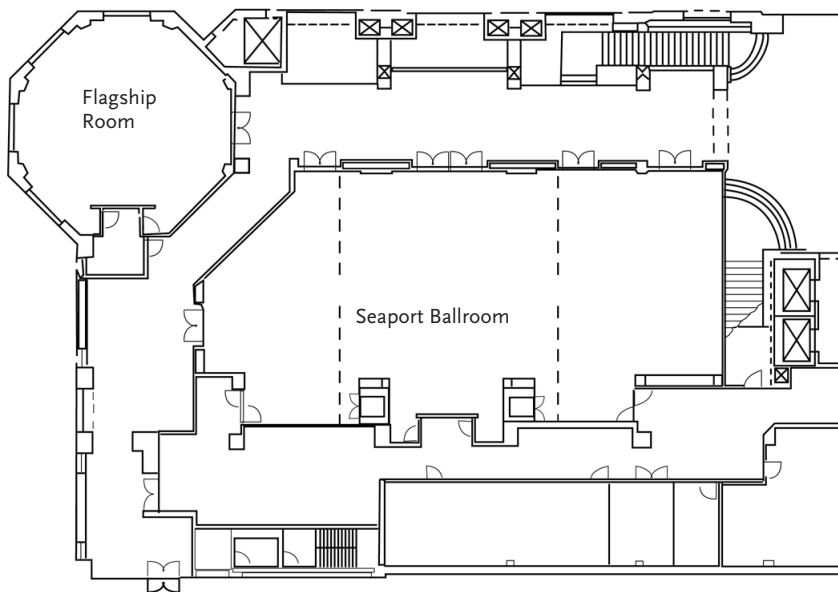
Mezzanine Level



Seaport Hotel



Plaza Level (upper)



Mezzanine Level

BE BOLD

**What would
you attempt to
do if you knew
you could not fail?**

At Liberty Mutual we value
the power of inclusion.



We are proud to sponsor
the 2014 Simmons Leadership
Conference



**YOU INSPIRE WOMEN TO ACHIEVE THEIR GOALS.
WE'RE INSPIRED TO DO THE SAME.**

The Hartford proudly supports the Simmons Leadership Conference for empowering women to do extraordinary things.

Visit THEHARTFORD.COM/DIVERSITY to learn more.

The Hartford® is The Hartford Financial Services Group, Inc. and its subsidiaries.
14-0102 © 2014 The Hartford Financial Services Group, Inc., Hartford, CT 06155. All Rights Reserved.



Business Insurance
Employee Benefits
Auto
Home



Novartis – committed to women in science and leadership and proud supporters of the 2014 Simmons Leadership Conference.



**Innovators.
Problem Solvers.
Difference Makers.**



ADI innovation—shaping the digital world.

Reducing worldwide energy consumption. Enabling medical images that improve patient outcomes. Making travel safer. ADI engineers have a long legacy of technology breakthroughs that help solve many of the world's toughest signal processing challenges and impact the digital experience everywhere.

Learn more at www.analog.com.

www.analog.com



**WHAT DOES IT TAKE
TO JUMP THE CURVE?**

**INTUITION.
YOU'VE GOT THAT.**

MFS® is proud to support the 2014 Simmons Leadership Conference

29728.1

2013 Simmons Leadership Conference Survey Results

Women, Negotiations, and Career Advancement

On April 9, 2013, one week after the 2013 Simmons Leadership Conference, the U.S. celebrated the 50th anniversary of the Equal Pay Act of 1963, which President John F. Kennedy declared to be the end of the “unconscionable practice of paying female employees less wages than male employees for the same job.” Yet, in 2013, women across the U.S. earned, on average, 77 cents for every dollar men earned.

In addition to a wage gap, the “glass ceiling,” a barrier that keeps women from rising to top leadership positions, was much discussed in 2013. 2013 was the eighth consecutive year without significant improvement of women’s representation on Fortune 500 company boards, flat growth in CEO representation, and stagnation in top-earner slots held by women. When women do attain high leadership positions, some research shows that they might be near the edge of a “glass cliff,” a precarious situation in which they have high risk of failure

Negotiation has been recognized as an important tool to changing these troubling statistics. Yet, research has shown that women “who ask” often face a double bind—they can be perceived as competent or likeable, but not both. Women can be penalized for asking, as this action violates gender stereotypes of women being “nice.” Nevertheless, in the 2005 Simmons Leadership Conference survey, Kolb and Kickul found that for women leaders, it does pay to ask. Women who achieve leadership success do so in part because they know what they want and negotiate effectively to get it. Kolb and Kickul concluded that “any time a woman considers a leadership role at any level; negotiations should be part of her thinking.” In light of the importance of negotiation, but the persistent lack of progress in advancement of women, we developed the 2013 Leadership Conference survey to continue to gain understanding about why and how women are negotiating in today’s workplaces.

THE SURVEY

We surveyed participants at the 2013 Simmons Leadership Conference about their negotiation experiences. The purpose of Part I of the survey was to understand better why women negotiate at work, and to look at the goals of the negotiations in which women engage to advance their careers. The purpose of Part II was to learn more about how women negotiate, including women’s experiences negotiating across distinct communication media: online, telephone, and face-to-face.

Survey Method and Respondents

264 women at the 2013 Simmons Leadership Conference responded to an online survey. Eighty-six percent of the respondents were from the U.S., and 91 percent described themselves as native English speakers. The average age range of participants was 41-50 years. Ninety-four percent of the sample had graduated from college, and more than half held graduate degrees (51%).

Almost all of the respondents were employed full time (94%), and most (81%) contributed 50 percent or more to their household earnings. The vast majority of respondents (82%) reported working in organizations employing 1,000 people or more. Only three percent reported being fully self-employed. Fifty percent described their highest positions in the last five years as mid- or senior level. Fifty-eight percent reported aspiring to senior- or top-level positions.

Survey Part I: Why Women Negotiate

Most academic study and popular press about gender and negotiation has centered on whether or not and how effectively women negotiate for higher pay. Compensation negotiations have become a focal point for academic researchers, perhaps because pay is a measurable result that researchers can analyze. Another attraction to studying compensation is that it is a standard subject of discussion in formal job negotiations.

Compensation negotiations are a well-illuminated topic, but the topic of pay has come to eclipse other important forms of career negotiations. Indeed, how women negotiate their career paths is arguably a more important determinant of lifetime earnings (e.g., occupations, promotions, years in work force) than pay negotiations at organizational entry and promotion points. If we want to understand the role of negotiation in women’s career trajectories, we need to look beyond compensation to see how women negotiate their careers. In this study, we wanted to widen the lens to explore how women use negotiation more broadly in their career advancement, including how they might use negotiation to overcome barriers and seize opportunities.

One of the few published studies that takes an expansive perspective on women’s use of negotiation for career advancement was conducted by Deborah Kolb and Jill Kickul. Drawing on data from interviews with female executives and a survey of participants in the 2005 Simmons Leadership Conference, Kolb and Kickul documented how women negotiate the terms and context of new leadership roles, for instance, job title and description, reporting relationships, areas of responsibility and authority, social support, and resources. Kolb and Kickul argue persuasively that negotiation is essential for maximizing one’s potential for success in new leadership opportunities.

We queried the women about their recent career-related negotiations. As explained in the survey, we use the term “career-related negotiations” to describe career-related requests to supervisors or other colleagues that involve some problem solving, creative tradeoffs, or a conflict to be resolved. This does not include career-related requests that are simply accepted or rejected.

In the first section of Part I, participants indicated over the past five years how frequently they had negotiated for a variety of different reasons. They were presented with a randomly ordered list of 20 different reasons for negotiating—ten represented opportunities for career advancement and ten represented barriers to career advancement. On average, participants indicated negotiating more often to seize opportunities than to overcome barriers. We then asked participants to describe briefly a recent career-related negotiation in which they had been involved. Seventy-six percent of respondents provided an example. Almost half of them (45%) were not yet fully resolved.

Those who recounted a personal career-related negotiation had more work experience and tended to hold higher-level positions. Ninety-four percent of women in senior- or top-level positions reported personal examples of career-related negotiations as compared to 78% of mid-level women and 70% of those at entry or supervisory levels. White women were also more likely to report negotiating for career advancement than women of color: 81 percent of white women as compared to 57 percent for women of color.

These patterns might reflect the effect of the psychological experience of power on the propensity to negotiate, as both organizational rank and how being from a majority vs. minority racial/ethnic group can influence one’s perceived social status. Another potential explanation for the effect of rank on the propensity to report negotiating for career advancement is that more senior positions typically provide more potential for self-direction, which might create more potential to negotiate. Women in entry-level to mid-level-management positions agreed more strongly than women in top/senior-level positions that they were negotiating for something standard within their organization, entry-to-mid level. However, greater discretion at higher ranks would not explain the effect of being a woman of color on the propensity to report a career-related negotiation. The women of color in our sample reported the same levels of positions on average as white respondents.

To gain a better sense of the reasons that women use negotiation to advance their career, we asked respondents who provided a career negotiation example to categorize that example from a list of 20 potential reasons for negotiating (i.e., ten opportunities and ten barriers in random order)—checking all that applied. In the majority of negotiation examples (59%), the women categorized the negotiation as about both barriers and opportunities. In 37 percent of the cases, the women described their negotiation as purely opportunity focused. Only four percent of the examples were categorized as purely about resolving a barrier.

It is noteworthy that while compensation was a commonly cited motivation, it was not at the top of the list. More commonly cited topics of negotiation were seeking a new type of position, seeking a promotion or new leadership opportunity, advancing one’s career by changing how or where one worked, and looking to enhance one’s potential for promotion or a leadership opportunity. The top five most common barriers that women described related to not being given appropriate recognition or reward, getting stuck in bad politics, being overlooked or blocked from advancement, and feeling undervalued.

Survey Part II. How Women Negotiate and Use Communication Modalities

The second part of the survey looked at how women are negotiating at work. Increasingly, career-related negotiations are taking place remotely, either by telephone or by email, as workforces become more geographically dispersed.

Research shows that the communication modality used can greatly impact the success of the negotiation. In face-to-face negotiations, communications are informed not only by the words said, but by a range of intangibles that convey meaning and can promote trust, understanding and cooperation. Over the telephone, some of these intangibles can be addressed, as nuance

can be conveyed through the tone of voice and the speaker's inflection. In negotiations using email, however, we rely primarily upon the written word to convey meaning.

Nevertheless, email negotiations can provide other opportunities for negotiators. Research indicates that gender stereotypes that put women into a double bind have less influence in email communications than in face-to-face negotiations. For people who prefer to think carefully before responding, the asynchronous nature of email allows for a delay, which could provide more time to prepare a response.

This part of the survey asked questions about how women negotiated at work to understand if they negotiated face-to-face, over the telephone or online and how they felt about their effectiveness negotiating across these modalities. Questions included how well they felt they were able to create value for all parties, to claim their share of the value, and to address power imbalances. Participants confirmed that negotiation is an important and active aspect of their work and significant in pursuing career success. They engage in a range of negotiation strategies, including face-to-face, online and telephone negotiations. The vast majority of women surveyed self-assessed as modestly effective when negotiating in these different modalities.

However, the leadership level women had attained had a significant effect on their self-reported effectiveness and confidence in negotiations. Women in higher-level positions reported engaging more often in face-to-face negotiations, although they also are more likely to use a range of communication modalities. Women in higher-level positions also agreed more strongly that they prepare themselves well before they negotiate, use different negotiation strategies effectively in different negotiation situations, and are better able to create value for all parties in negotiation. Women in higher-level positions were also more likely to indicate that they were able to claim their share of value from negotiations and effectively address imbalances of power through negotiations.

The age of respondents correlated with their perceived effectiveness using different negotiation strategies. Not surprisingly, younger women felt most effective online, and the 50 and older demographic felt most comfortable in face-to-face negotiations.

Regardless of their age group, years of work experience, or level of leadership attained, the participants indicated unequivocally that they would like more training to become better negotiators, and that this would assist them in improving career success. The types of negotiation training desired varied, including traditional face-to-face executive education and online sessions. The higher the annual salary, and the more senior the professionals, the more a traditional executive education context was requested. For middle-level executives there was a preference for online education.

This research is important for expanding women's imagination with regard to how they can use negotiation and helps to breakdown potential self-fulfilling prophecies that "women don't ask." For negotiation scholars, teachers and trainers, this work (and that of Kolb and Kickul) challenges overemphasis on gender differences in compensation negotiation which have overshadowed the discussion of women's career negotiations.

Clearly, women recognize the need to negotiate to attain career success. Whether women are negotiating to seize an opportunity, to overcome a barrier, or whether they are negotiating in person, over the telephone or by email, women appreciate the importance of negotiations to their career success. Our findings indicate that more attention needs to be given to understanding the lower propensity of women of color to undertake negotiations and the workplace dynamics that influence their choices. Further, our findings indicate that institutions providing training in negotiations should offer a variety of training modalities. Nevertheless, we must not only rely on women to be the bearers of change when it comes to fixing the inequalities that still exist. Beyond women taking advantage of opportunities to increase their negotiation skills, other structural changes are also needed to dismantle the persistent inequalities and power imbalances which continue to shape women's career decisions and trajectories toward success.

Authors: Hannah Riley Bowles, Senior Lecturer, Harvard University; Dr. Paula Gutlove, Professor of Practice, Simmons SOM; Patricia Deyton, Associate Dean/Director, CGO, Professor of Practice, Simmons SOM; Jamie Potter, Harvard College; Lauren Walleser, Coordinator, CGO, Simmons SOM.

For the complete article and footnotes visit: www.simmons.edu/som/cgo

Watson's Candies

Gourmet Chocolate since 1932



- **Homemade Chocolates**
- **Homemade Fudge**
- **Chocolate Covered Strawberries**
- **Homemade Chocolate Covered Cherries**
- **Forever Tea Roses**

761 Main Street (Route 1A), Walpole, MA 02081
508-668-2634

Monday-Friday 10am-6pm • Saturday 9am-5pm • Sunday 12-5pm

watsoncandies.com

If you want to go fast,
go alone.

**If you want to go far,
go together.**



BOSTONCOACH®

Proud supporter of the Simmons Leadership Conference

Women in Business:

The Backbone of a Global Economy



Join the Community Today

www.womenstoolbox.com
Sponsored by IBM



**Your goals.
Your potential.
Your future.**

John Hancock offers a vibrant culture that values learning, development and community engagement. We invite qualified candidates to explore our current opportunities.

John Hancock

To view available positions visit
www.johnhancock.com/careers



©2014 John Hancock. All rights reserved. JHAD352

VISION QUEST CONSULTING

Extraordinary leaders have a coach.
You should too.

We coach you to:

- Increase your impact and results
- Leverage yourself in new and powerful ways
- Develop critical skills and self awareness to optimize your success
- Expand the boundaries of your thinking providing you with a unique "learning ground" for the next step in your leadership

Your career won't wait. The time is now.

Vision Quest Consulting is the provider of leadership coaching at the Conference. We are experts at developing leadership talent through coaching, training and consulting services.

Visit our booth.

www.VisionQuestConsulting.com

Boston Chapter
Women of ALPEA
In Partnership with **Goldman Sachs**

ALPEA Boston's 8th Annual Latina Summit:
Using the Power of YOU to Transform Latina Leadership



Federal Reserve Bank of Boston
600 Atlantic Ave, Boston, MA
Wednesday, May 21, 2014
5:00PM - 9:30PM
alfaboston.org



Women of the Dream salutes the
Simmons Leadership Conference
for building the leaders of tomorrow.

Women of the
DREAM

Empowering a new generation of African-American girls.

Learn more at www.WomenoftheDream.org

**THE FRONTIER
OF NEW IDEAS**



EXECUTIVE EDITOR
KARA MILLER

NOW AVAILABLE
NATIONWIDE FROM PRI

INNOVATION HUB

from **WGBH & PRI**

Oracle is proud
to partner with
the **Simmons
Leadership
Conference**
in developing
and inspiring
women leaders

ORACLE

oracle.com

Copyright © 2014, Oracle and/or its affiliates. All rights reserved.

How to Negotiate Just About Anything: *Strategies to Get the Success You've Earned and the Respect You Deserve*



Dr. Lois Frankel

"Women are great negotiators – when they're negotiating for someone else that is!"

Back from their standing room only crowd and their highly rated presentation at the 2013 Simmons Leadership Conference, Dr. Lois Frankel and Carol Frohlinger, J.D. return for an in-depth continuation of their session *Getting from Nice to Yes*. Delving deeper into the issues related to gender differences in negotiation, steps to prepare for a negotiation, and how to negotiate with authenticity in difficult situations, Frankel and Frohlinger will provide you with practical tools, tips, and the opportunity to practice personal and professional negotiations.



Carol Frohlinger, J.D.

Encore Breakfast Series

October 1, 2014

7:30 to 11:30 am

Seaport World Trade Center, Boston, MA

Space is limited.

Register now for this potentially life-changing experience.

Visit: simmons.edu/leadership for more information.

SIMMONS

ENCORE



Accelerate

United Technologies is committed to a culture of diversity that promotes inclusion and workplace equality for everyone. The game-changing products and technologies we create are the result of the ideas, ability and commitment of our people. That is why we actively seek talented individuals who share our desire to build a better world.

www.utcjobs.com



Proud sponsor of the
Simmons Leadership Conference 2014



United Technologies

UTC Building and Industrial Systems
UTC Research Center
Pratt and Whitney
Sikorsky
UTC Aerospace Systems



We celebrate those who
jump the curve.

And land on their feet.



Putnam Investments is proud to support the
Simmons Leadership Conference.



ZOETIS IS A PROUD SPONSOR OF THE 2014 SIMMONS LEADERSHIP CONFERENCE

FOR ANIMALS. FOR HEALTH. FOR YOU



COLLEGIATE PRESS
Your Partner in Print Solutions

COLLEGIATE PRESS IS
A PROUD SUPPORTER

OF THE 2014

SIMMONS LEADERSHIP
CONFERENCE

www.collegiatepress.com



inclusion.
it happens here.

bring your passion to the future of health care

"I'm proud to work at Blue Cross Blue Shield of Massachusetts. There is a great deal of promise here; a promise to grow as a professional and as an individual.

When it comes to inclusion, **it happens here.**



MASSACHUSETTS

Our commitment to building a diverse and inclusive workplace is without question. We are an Equal Opportunity Employer. Blue Cross Blue Shield of Massachusetts is an Independent Licensee of the Blue Cross and Blue Shield Association.

Interaction Associates
RETURN ON INVOLVEMENT.™

Advancing
Women Leaders

Solving your toughest challenges:

- Collaboration
- Developing leaders
- Teams excellence
- Building trust
- Change management
- Innovation
- Meetings Facilitation



www.interactionassociates.com



Invested in inspiration.

At BNY Mellon, we're committed to helping people reach their full potential.



BNY MELLON

bnymellon.com

©2014 The Bank of New York Mellon Corporation.

2014 Simmons Leadership Conference Production Team

The Simmons Leadership Conference supports Simmons graduate scholarships, advancing the development of tomorrow's corporate, organizational, and civic leaders.

Vice President

Marketing & Admission

Cheryl Howard '71

Director, Simmons

Leadership Conference

Judy Benjamin

Director, Corporate Relations &

Business Development

Nancy G. Leeser

Master of Ceremonies

Joyce Kulhawik '74

2014 On-Site Managers

Georgette Arato

Information Booth

Emily Brems '05 SM

Stage Manager

Ali Corvino '05 SM

Volunteers

Courtney Dee

Social Media

Allyson Irish '04 SM

Public Relations

Mary Juedes '82 SM

Commonwealth Complex

Yasmina Kamal '12

Registration and Check-in

Susan Keller

Bookstore and Book Signing

LaTanya Maxwell

Check-in

Nina Quinn '12 SM

VIPs, Simmons guests

Sara Smith '13 SM

WTC Session Rooms

Stephanie Toews-Moeling '06 SM

Seaport Hotel Session Rooms

Jenny Weiss '07,'15

Green Room

Susan Wolfthal '92 SM

Commonwealth Complex

We extend our deep appreciation to all the staff and volunteers and to the Seaport World Trade Center staff who provided their time and talent to make this conference a memorable event.

Empowering the female leader, it matters.

At HP we believe that the development of female leadership not only ensures a just workplace, but a better bottom line. That's why HP is proud to sponsor the Simmons Leadership Conference. We're honored to support this year's event and advocate for the empowerment and advancement of women everywhere. For more information, go to hp.com/makeitmatter

Make it matter.





LEADERSHIP

What does it mean to be an academic leader in Boston—the most competitive higher education market in the United States?

It takes discipline, strategy, collaboration, and a passion for learning.

Our provost and our five academic deans have what it takes to ensure that Simmons College and their schools remain student-centered and educate a generation of new leaders who will make a difference in society.

SIMMONS

BOSTON · MASSACHUSETTS