



**2023 Agenda**  
**Officer Women Leadership Symposium (OWLS)**  
**Leading for Impact**  
 13-14 April 2023

12 Apr 23

| Friday, 14 April 2023 - OWLS (9:00a - 5:00p EST) Hybrid (In Person and Virtual) |   |
|---|---|
| 9:00a - 9:05a EST   | <b>EVENT OPENING AND OVERVIEW</b><br><i>Susan Feland, Founder of AcademyWomen and Elisabeth Auld, OWLS Chair</i>  |
| 9:05a - 10:30a EST  | <b>PERSPECTIVE FROM THE TOP</b><br><b>Keynote Panel</b><br><p>Senior leaders from different services share insights about leadership, life, and managing a career in the military.</p> <i>Commandant of the Coast Guard Admiral Linda Fagan, Admiral Lisa Franchetti, U.S. Navy; Lieutenant General Telita Crosland, U.S. Army; Brigadier General Gail Crawford, U.S. Air Force (Moderator)</i>   |
| 10:30a - 10:40a EST   | <b>Break</b>  |
| 10:40a - 12:00p EST   | <b>BALANCING WORK, LIFE, AND SANITY</b><br><b>Panel Discussion</b><br><p>In the face of daily pressures, work of national importance, and the urgency of cultivating healthy relationships with family, friends, and significant others, how do you maintain balance to make wise decisions and lead effectively? This panel will share stories, perspectives and lessons learned about how to balance a range of responsibilities while maintaining peace of mind, and sanity.</p> <i>Panel: COL Tamara Campbell, U.S. Marine Corps, LtCol Bree Fram, U.S. Space Force, Army Command Sgt Major Tomeka O'Neal, U.S. Army; Tracey A. Olson, Army, LtCol Retired; Commander Beth Teach, U.S. Navy (Moderator)</i> |
| 12:00 - 12:10   | <b>Break, Grab Lunch, and Join Roundtable</b>   |
| 12:10p - 12:35p EST   | <b>ROUNDTABLE DISCUSSIONS (Part 1)</b><br><i>In-person participants will join a table topic discussion of choice. Virtual attendees will join others in small-group moderated discussions.</i>  |
| 12:35p - 12:45p EST   | <b>Change Roundtable Discussion</b>   |
| 12:45P - 1:10p EST  | <b>ROUNDTABLE DISCUSSIONS (Part 2)</b><br><i>In-person participants will join a table topic discussion of choice. Virtual attendees will join others in small-group moderated discussions.</i>  |
| 1:10P - 1:15p EST   | <b>Break</b>  |
| 1:15p - 2:00p EST   | <b>LEADING FOR IMPACT: UNDERSTANDING CHANGE AS LOSS</b><br><b>Workshop led by Victoria Grady, Professor in School of Business at George Mason</b><br><p>Work and life are constantly evolving yet people move at different speeds with different levels of adoption. In this session, learn how to better manage people through change by using a key mechanism for human interactions: attachment.</p>   |

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|                   |  |
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| 2:00p - 2:05p EST | <b>Break</b>   |
| 2:05p - 3:00p EST | <p><b>MEN AS ALLIES</b><br/> <i>Panel Discussion</i></p> <p>The data is clear - improving gender representation and diversity in the workplace benefits everyone - our workplace culture, our professional development, our society, and the financial bottom line. Visionary men have long been public champions and behind the scenes dealmakers for the cause of women's inclusion. However, despite the growth in understanding and support from male colleagues, greater awareness and action is still needed to advance women and workplace diversity - from the classroom to the highest leadership roles. Especially in male-dominated careers like the military, these gains are only attainable with the support of our male colleagues, mentors, and sponsors. This discussion will explore how prominent male leaders are shaping environments where women (of ALL races, cultures and backgrounds) are able to thrive.</p> <p>Panel: <b>Major General Roberta Shea</b>, U.S. Marine Corps; <b>Brigadier General Devin Pepper</b>, U.S. Space Force; <b>Colonel Allen Herritage</b>, U.S. Air Force; <b>James Bogle</b>, USC &amp; Army Col, Ret (Moderator)</p>   |
| 3:00-3:35p EST    | <p><b>VISION FOR THE FUTURE</b><br/> <i>Commandant of the Marine Corps, General David H. Berger</i></p> <p>The Commandant of the Marine Corps, General David H. Berger will share insights for today's military leaders and share his vision for the future.</p>   |
| 3:35p - 3:40p EST | <b>Break</b>   |
| 3:40p - 4:55p EST | <p><b>LOOKING BACKWARDS, SIDEWAYS, AND FORWARD TO LEAD WITH IMPACT</b><br/> <i>Panel Discussion</i></p> <p>Women have earned respect, built trust, and led successfully over time through a range of circumstances and challenging environments. Yet still today, those forging new paths often feel isolated and alone as leaders. This panel will share stories and lessons learned about how to lead with impact with a reminder that as a trailblazer - you are shaping the course of history and imparting a significant legacy - and that you are never alone while doing so. You walk in solidarity and with support from those who blazed paths before you, and from those who are - and will continue to do the same - now and into the future.</p> <p>Panel: <b>Rear Admiral Brett Mietus</b>, U.S. Navy, <b>Edna Cummings</b>, Army Reserve Ambassador; <b>Chris Obadal</b>, US Army Veteran and Deloitte Executive; <b>Professor Sharon Preszler</b>, U.S. Air Force LtCol, retired; <b>Colonel Nichole K.A. Scott</b>, U.S. Air Force; <b>Moderated by Dr. Bonnie Stabile</b>, Founder and Director of the Gender and Policy (GAP) Center at the Schar School</p> |
| 4:55p - 5:00p EST | <b>EVENT DAY SUMMARY AND CLOSE</b>   |

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**Topics of Moderated Discussions**  
**IN-PERSON**

**Roundtable I (12:10p – 12:35p EST) & Roundtable II (12:45p - 1:10p EST)**

|   | <b>TOPIC</b>  | <b>SESSION MODERATOR AND OVERVIEW</b>   |
|---|---|---|
|    | <b>1</b><br><br><b>Presence on Social Media: Communicating Your Personal Brand</b>                  | <p>Gain the courage to communicate your unique personality and brand identity. Join the discussion to learn best practices that will help you to positively represent your personal brand while demonstrating social media savvy, as well strategies to differentiate yourself from the crowd through the effective communication of an online brand that reflects your image in the best possible light.</p> <p><i><b>Katherine Winchek</b> Specialist, Ohio Army National Guard, Learning and Development Consultant, Leidos</i></p>  |
|    | <b>2</b><br><br><b>Employee Resource Groups: Leveraging Reach, Retention and DEI Best Practices</b> | <p>Today, 90% of Fortune 500 companies have Employee Resource Groups (ERGs) – and the most effective of these groups help boost feelings of inclusion for traditionally underrepresented segments, improve the attraction and retention of employees who identify with these segments, and increase representation of diverse talent in the leadership pipeline. Join the discussion where leaders from one of the world’s premier gaming companies will discuss ERGs, the importance of their existence, and provide important tips and ideas about how best practices gained in the private sector can be leveraged and applied by military leaders as well.</p> <p><i><b>Max Levasseur</b> Staff Sergeant, US Army (Retired), Talent Sourcer, Activision Blizzard King <b>Ivan Perry</b> DE&amp;I Business Partner, Activision Blizzard King <b>Ashley Summers</b> DE&amp;I Strategic Programs Advisor, Activision Blizzard King <b>Michael Perry</b> Lieutenant Colonel, US Army (Retired) Diversity and Military Programs Sourcing Manager, Activision Blizzard King <b>Angela Scott</b> USN Veteran, Senior Personalization and Content Manager, Activision Blizzard King</i></p> |
|  | <b>3</b><br><br><b>Women and Money: Mindful Financial Planning to Create the Life you Love</b>      | <p>This discussion is designed to help women understand both the unique challenges they face at different life stages and the opportunities available to you through thoughtful financial planning. Confused about things like insurance, investing, estate planning or some other area of personal finance? This is your opportunity to get straightforward answers from an industry veteran, former Army Officer and West Point graduate who has just about seen and heard it all.</p> <p><i><b>Alan Bisenieks</b> US Army Veteran, Financial Advisor, Principal and District Advisor, First Command</i></p>  |
|  | <b>4</b><br><br><b>Mentoring for Impact</b>   | <p>The benefits of mentoring are widely accepted. Research shows how mentoring is a key factor and contributes to professional success, yet mentoring is an art that may look different for everybody. Discuss best practices and nuances of mentoring that make it as beneficial as possible.</p> <p><i><b>Suzy Streeter</b> Air Force Colonel, retired (retired) (USAFA, '92) is an award-winning mentor, member of AcademyWomen Board of Directors, leader in her Colorado community and very active with local homeless efforts.</i></p>  |





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|    | <p align="center"><b>5</b></p> <p align="center"><b>Understanding<br/>Change as Loss</b></p>   | <p>Work and life are constantly evolving yet people move at different speeds with different levels of adoption. In this session, learn how to better manage people through change by using a key mechanism for human interactions: attachment.</p> <p><i><b>Victoria Grady</b>, Professor in School of Business at George Mason</i></p>   |
|    | <p align="center"><b>6</b></p> <p align="center"><b>Improving<br/>Performance for<br/>Military Women<br/>Through<br/>Biomechanics<br/>Research</b></p> | <p>Connect with a Naval scientist who is leading progress for military women to help them perform better in action based on research tied to physiology and biology specific to women.</p> <p><i><b>Pinata Sessoms</b> is the Warfighter Performance Deputy Department Head at the Naval Health Research Center whose specialties include prosthetics and orthotics, traumatic brain injury; warfighter performance; biomechanics; and wounded warrior rehabilitation.</i></p>  |
|    | <p align="center"><b>7</b></p> <p align="center"><b>Wellness for a<br/>Lifetime</b></p>  | <p>How do you maintain good health and fitness through all phases of life - especially when dealing with stress, extensive travel, physical limitations, family constraints, and/or time challenges? Discuss best practices and share ideas about ways to build a lifestyle of wellness.</p> <p><i><b>Elexa Orrange</b> Former Olympian, Army officer (USMA, '90), corporate executive, and mom who has not only honed her own wellness, but coached others at pivotal phases in their lives to achieve happiness, peak fitness, and wellness.</i></p>  |
|   | <p align="center"><b>8</b></p> <p align="center"><b>Relationship<br/>Building vs.<br/>Networking: The<br/>Woo-Woo Matters</b></p>                      | <p>Some imagine the process of networking as feeling cold, transactional, and singular in nature. However, the Woo-Woo as it relates to Relationship and Community Building is about intention, investment of time, effort, and energy, authenticity, and commitment. This discussion will talk through five traits to support relationship building and how when you put them into practice it leads to transformative results both personally and professionally.</p> <p><i><b>Summer Watson, MHS, PhD</b> Evaluation and Empowerment Coach, Dr. of Clinical Psychology, Podcaster, Event Producer, Live Show Host, Author, Military Spouse, and Founder of KORE Women, LLC.</i></p>      |
|  | <p align="center"><b>9</b></p> <p align="center"><b>Sexual Assault -<br/>Survivorship and<br/>Advocacy</b></p>   | <p>Connect to learn about Zoomies Against Sexual Assault (ZASA) and the work they are doing to support survivors of sexual assault. ZASA works with and advises USAFA leadership on effective prevention programs. They also advocate for policies such as Safe To Report which is being implemented across the DOD.</p> <p><i><b>Leisa Meyer</b> was a class of '83 USAFA cadet and left the academy in 1981. She subsequently received her BA from UC Boulder and MA/PHD from the University of Wisconsin, Madison. She is currently a professor of U.S. history and culture at William &amp; Mary. She is currently a member of the ZASA (Zoomies Against Sexual Assault) Board.</i></p> |
|  | <p align="center"><b>10</b></p> <p align="center"><b>Coaching</b></p>  | <p>Are you interested in working with a professional coach? If so, how do you make the most of your time with an expert focused on helping you perform your best and reach your goals?</p> <p><i><b>Terri L. Bailey</b>, Owner/CEO of The Mentoring Moments, LLC; Published author of "The Power of Bold"; RN served in the United States Air Force for over 30 years; works to hone team performance and business operations.</i></p>  |
| <p>Beth Teach</p>   | <p align="center"><b>11</b></p> <p align="center"><b>Work-Life<br/>Shuffle</b></p>   | <p>How do you maintain balance while juggling the daily stresses of life to include career, family, health, friends, and more? Discuss best practices and share ideas about ways to build balance into your life.</p> <p><i><b>Beth Teach</b>, USN</i></p>  |




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|    | <p><b>12</b></p> <p><b>Finding and Pursuing Passions</b></p>                              | <p>How do you find and pursue your passions and hobbies? Discuss best practices and share ideas about ways to build hobbies and passions into your life.</p> <p><i><b>Janine Spendlove Garner</b>, retired United States Marine Corps KC-130 Pilot, award winning author primarily known for her War of the Seasons fantasy series, loves pugs, sewing her own clothes, making the occasional costume, and playing Beatles tunes on her guitar. She can be found at @JanineKSpendlove on Instagram and YouTube."</i></p>   |
|    | <p><b>13</b></p> <p><b>Understanding Loss and Grief</b></p>                               | <p>When you are leading people and life takes a turn and you or a loved one are struck by tragedy, how do you manage and where do you turn for help? How do you support others around you who might be dealing with loss or grief? Connect to discuss ideas to manage unexpected turns in life for you or for those you lead.</p> <p><i><b>Meoshia A. Wilson</b>, Chaplain and Air Force Lieutenant Colonel, is the Joint Base Senior Chaplain, 11th Wing, Joint Base Anacostia-Bolling, Washington D.C. She is the primary advisor to commanders and leaders on spirituality, religion, morale, morals, and ethics.</i></p> |
|   | <p><b>14</b></p> <p><b>The Six Triple Eight All Black, Woman Army Corps Battalion</b></p> | <p>Understand the significance and historical perspective of this unit that made significant contributions during World War II and is now being celebrated in a Broadway Musical.</p> <p><i><b>Edna Cummings</b>, Army Colonel, retired, corporate leader, philanthropic board advisor, and now leading outreach and public education as an advocate for the World War II African American Women's Army Corps unit, the 6888th Central Postal Directory Battalion.</i></p>   |
|  | <p><b>15</b></p> <p><b>LGBTQ and Navigating Military Life</b></p>                         | <p>Military life is uniquely challenging for LGBTQ. Connect to discuss lessons learned, resources, and helpful mindsets.</p> <p><i><b>Bree Fram</b>, Space Force Lieutenant Colonel, is currently Deputy Chief, Acquisition Policies and Processes Division, office of the Deputy Assistant Secretary of the Air Force for Space Acquisition and Integration and is president of SPARTA, an organization that advocates and educates about transgender military service and is dedicated to the support and professional development of over 1200 transgender service members.</i></p>                                       |
|  | <p><b>16</b></p> <p><b>Risk Management: Creating a Lifetime of Financial Security</b></p> | <p>Risk management is protecting your ability to reach your goals from things that are beyond your control. They're things no one wants to think about, like getting sick or injured. Or, dying too soon. It's not fun to talk about, but managing risk is one of the most important aspects of financial planning. You need to protect against the unexpected by managing risk.</p> <p><i><b>Kimberly Barboza</b> A former Naval Officer (USNA, '94), financial advisor and business owner who is passionate about supporting other women.</i></p>  |
|  | <p><b>17</b></p> <p><b>AIR FORCE Service Specific Table</b></p>                           | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.</p> <p><i><b>AIR FORCE Expert Colonel Jenise M. Carroll, U.S. Air Force</b></i></p>  |
|  | <p><b>18</b></p> <p><b>ARMY Service Specific Table</b></p>                                | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.</p> <p><i><b>ARMY Expert COL Caprissa S. Brown-Slade</b></i></p>   |

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| <p>Master Chief<br/>Nia Stemley</p>  | <p align="center"><b>19</b><br/><b>COAST<br/>GUARD<br/>Service<br/>Specific Table</b></p>  | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.<br/><br/><i><b>COAST GUARD Expert (In Person) Master Chief Nia Stemley</b></i></p>  |
|   | <p align="center"><b>20</b><br/><b>MARINE<br/>CORPS<br/>Service<br/>Specific Table</b></p> | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.<br/><br/><i><b>MARINE CORPS Expert Colonel Adam Jeppe, U.S. Marine Corps</b></i></p>  |
|   | <p align="center"><b>21</b><br/><b>NAVY<br/>Service<br/>Specific Table</b></p>             | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.<br/><br/><i><b>NAVY Expert (In Person) CAPT Judy Malana, U.S. Navy and Senior Chief Candace Esquivel, U.S. Navy</b></i></p> |
|  | <p align="center"><b>22</b><br/><b>SPACE FORCE<br/>Service<br/>Specific Table</b></p>      | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development.<br/><br/><i><b>SPACE FORCE Expert Colonel Nikki R. Frankino, U.S. Space Force</b></i></p>                                   |

**Topics of Moderated Discussions**


**VIRTUAL**

Roundtable I (12:10p – 12:35p EST) & Roundtable II (12:45p - 1:10p EST)

|   | <b>TOPIC</b>                                      | <b>SESSION MODERATOR AND OVERVIEW</b>   |
|---|---|---|
|   | <p>ARMY<br/>Service Specific<br/>Table</p>        | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)<br/><br/><i><b>ARMY Expert (Virtual) Pending, U.S. Army</b></i></p>                         |
|  | <p>AIR FORCE<br/>Service Specific<br/>Table</p>   | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)<br/><br/><i><b>AIR FORCE Expert Ms. Daphne Brooks, U.S. Air Force</b></i></p>               |
|  | <p>SPACE FORCE<br/>Service Specific<br/>Table</p> | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)<br/><br/><i><b>SPACE FORCE Expert (Virtual) Christina Parrett, U.S. Space Force</b></i></p> |

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|    | <p>COAST GUARD<br/>Service Specific<br/>Table</p>   | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)</p> <p><b>COAST GUARD Expert</b> (Virtual) <i>LT Briana Biagas specializes in career counseling with the Career Management Branch within Officer Personnel Management at Personnel Service Center</i></p>   |
|    | <p>NAVY<br/>Service Specific<br/>Table</p>  | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)</p> <p><b>NAVY Expert</b> <i>Ms. Wendy Boler</i></p>  |
|    | <p>MARINE CORPS<br/>Service Specific<br/>Table</p>  | <p>Connect with your service representative to learn more about the latest policies and programs that are relevant to women and career development. (VIRTUAL)</p> <p><b>MARINE CORPS Expert</b> <i>LtCol Sarah B Lenz</i></p>   |
|   | <p>Improving<br/>Performance for<br/>Military Women<br/>Through<br/>Biomechanics<br/>Research</p> | <p>Connect with a Naval scientist who is leading progress for military women to help them perform better in action based on research tied to physiology and biology specific to women. (VIRTUAL)</p> <p><b>Karen Kelly and Amy Silder</b> from the Naval Health Research Center whose specialties include prosthetics and orthotics, traumatic brain injury; warfighter performance; biomechanics; and wounded warrior rehabilitation.<br/> <a href="https://www.linkedin.com/company/naval-health-research-center/">https://www.linkedin.com/company/naval-health-research-center/</a></p> |
|  | <p>Sexual Assault -<br/>Survivorship and<br/>Advocacy</p>   | <p>Connect to learn about Zoomies Against Sexual Assault (ZASA) and the work they are doing to support survivors of sexual assault. ZASA works with and advises USAFA leadership on effective prevention programs. They also advocate for policies such as Safe To Report which is being implemented across the DOD. (VIRTUAL)</p> <p><b>Kate Smith</b></p>   |
|  | <p>Mentoring for<br/>Impact</p>   | <p>The benefits of mentoring are widely accepted. Research shows how mentoring is a key factor and contributes to professional success, yet mentoring is an art that may look different for everybody. Discuss best practices and nuances of mentoring that make it as beneficial as possible. (VIRTUAL)</p> <p><b>Mafwa Kuvibidila</b></p>   |
|  | <p>Understanding<br/>Loss and Grief</p>   | <p>When you are leading people and life takes a turn and you or a loved one are struck by tragedy, how do you manage and where do you turn for help? How do you support others around you who might be dealing with loss or grief? Connect to discuss ideas to manage unexpected turns in life for you or for those you lead. (VIRTUAL)</p> <p><b>Marilyn Jenkins</b></p>   |
| <p>Open<br/>Discussion</p>  | <p>Open Discussion:<br/>Chat as You Like</p>  | <p>This is an open breakout room where you can discuss topics that are of interest to those who join.</p>   |

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