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FRIDAY, SEPTEMBER 14, 2012

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**Dennis Kennedy**  
 Founder & CEO  
 Texas Diversity Council  
 TEXAS  
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## Welcome

Dennis Kennedy

Founder & CEO, Texas Diversity Council



Dear Participants,

Welcome to the Fourth Annual Women in Leadership Symposium hosted by the Greater Fort Worth Advisory Board of the Texas Diversity Council. This great event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of executives who have made the climb up the “corporate ladder”.

The theme for today’s Symposium is *“Women Leaders as Architects of Change”*. You will gather a wealth of knowledge, experience and expertise from some of the best female executives speaking on topics pertinent to today’s women leaders as well as personal and professional challenges faced while successfully rising to the top in their respective organizations.

I encourage you to take the initiative to meet new colleagues, talk openly about today’s topics and exchange ideas. It is my hope that your experience today is rewarding and allows you to gain some insight to reflect on your own goals and status in an effort to help catapult you to the top in your own career development.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the Texas Diversity Council. I would like to extend a special ‘Thank You’ to the Neeley School of Business at TCU for their continued and generous support of our annual event. In addition, my appreciation goes to our corporate sponsors, planning committee, program participants, and volunteers for your support and participation. Without each of you, this event would not be a success.



## Officer’s Welcome



Welcome to the fourth annual Women in Leadership Symposium hosted by the Greater Fort Worth Advisory Board of the Texas Diversity Council and The Neeley School of Business. As President, it is my privilege to represent the Advisory Board and members as we thank you for your attendance and invite you to join us on the exciting journey forward.

Here at the Neeley School, we believe in building leaders who serve as role models, now and in the future. Today’s program is not just about raising people up, but more so about putting before us, those individuals who challenge us to think about who we are and what we are doing to impact our community. I love the leadership author,

Susan Jeffers’s quote about making a difference:

Knowing that we can make a difference in this world is a great motivator. How can we know this and not be involved?

~ Susan Jeffers

Today’s program is also about leaders. The women before you serve in diverse capacities as leaders within their field. Think about what leadership means to you. What differentiates you as a leader and how can we raise leaders up among us who will serve as role models and mentors? In response, I think about Activist Gloria Steinem:

Clearly no one knows what leadership has gone undiscovered in women of all races, and in black and other minority men.

~ Gloria Steinem

Together, we will initiate and support ongoing conversation with business and civic leaders that stimulates thinking, creates connections, and builds relationships for the future.

Together, we will engage in work that makes us better as individuals, organizations and communities.

Together, we will identify, create and maximize opportunities.

I look forward to meeting and working with you at this year’s Women in Leadership Symposium and in the future as partners in progress.

Sincerely,



President, Greater Fort Worth Advisory Board,  
Director Tandy Center for Executive Leadership  
Neeley School of Business  
Texas Christian University

## Moderator



**KIM JOHNSON**

Kim Johnson came to TCU in May 2008 as associate athletics director and senior woman administrator.

Johnson joined the Horned Frogs after working the previous three years at the University of Alabama. She was the assistant director of compliance for two years before being promoted to assistant athletics director.

With the Crimson Tide, Johnson's myriad of responsibilities included compliance, eligibility and overseeing the CHAMPS/Life Skills program. She was also the department liaison to the Office of Admissions and Housing and Residential Services.

Prior to arriving in Tuscaloosa in May 2005, Johnson worked one year as the assistant director of compliance at Tulane University. Included among her duties were managing the admissions process for 15 sports and overseeing the financial aid requirements for the NCAA.

Johnson is a 2001 graduate of Northwestern University, where she received a degree in communications.

Upon her graduation, Johnson was hired by Northwestern as a compliance assistant. She worked three years at her alma mater before heading to Tulane.

Johnson received a Master's of Science degree in human environmental science with a sport management emphasis from Alabama in December 2007.

## Panelists

**SHERYL ADKINS-GREEN**

Sheryl Adkins-Green joined cosmetics giant Mary Kay Inc. in 2009 as the Global Vice President of Brand Development. In this role, Sheryl is responsible for leading the company's global product strategy including product positioning, packaging, product education and pricing. She currently directs the product and packaging innovation for the Mary Kay® skin care, color cosmetics, body care and fragrance portfolios of products, which are currently sold in more than 35 global markets.

Prior to joining Mary Kay, Sheryl was the Vice President and General Manager of the Pro-Line International, a Division of Alberto-Culver. Her responsibilities encompassed leading a team of marketing and sales professionals and overseeing the headquarters operation that included manufacturing and warehouse and distribution facilities.

In 2010, Black Enterprise magazine named Sheryl as one of the 75 most powerful women in business. The Network Journal named Sheryl as one of The 25 Influential Black Women in Business 2008 in recognition of her track record of business results and community service.

After earning her MBA from the Harvard Business School, Sheryl began her career with Kraft Foods. Her career path includes serving as Regional President of Citibank, and leading the Marketing function of the Snapple Beverage Group.

Sheryl resides in Dallas, Texas with her husband and two sons. When she is able to find time between tennis lessons and soccer practice and her community service commitments, she enjoys travel and the performing arts.



## Panelists



**SARA G. DURAN**

Sara Duran is a senior corporate associate in the Dallas office of Weil, Gotshal & Manges LLP. Her practice focuses on complex corporate and transactional matters, including representation of private equity firms and public companies in connection with public and private acquisitions, divestitures and investment transactions. She also advises clients with respect to general corporate governance matters and compliance with applicable securities regulations.

Ms. Duran has represented a wide range of clients in a variety of industries, including: Berkshire Partners; General Electric Capital Corporation; Tenedoras Nemark S.A.; Lindsay Goldberg LLC; OMERS Private Equity; BancTec, Inc.; Crescent Resources, LLC; Sigma Alimentos, S.A. de C.V.; Susser Holdings Corporation; Ewing Management Group; Key

Plastics L.L.C.; Leucadia National Corporation; Premier Entertainment Biloxi LLC; Silver Point Capital L.P. and Affiliated Computer Services, Inc. She particularly enjoys her work in Latin American transactions.

Within the firm, Ms. Duran has served on the firm-wide Associates Committee and is currently serving on the Hiring Committee for the Dallas office. She has also organized and co-taught a number of educational programs for attorneys within the firm. Outside of the firm, Ms. Duran serves on the Board of Directors of The Concilio, a Dallas charitable organization serving local families, and for the past five years has served as a mentor to a group of four high school girls.

Ms. Duran received her law degree from the University of Texas at Austin and her undergraduate degree from Southwestern University.

**JULIE A. PIGGOTT**

Julie Piggott was appointed vice president, Planning & Studies and Controller, on Oct. 1, 2009. She is responsible for all accounting and planning functions including regulatory and other financial reporting; corporate and production accounting; profitability analysis; strategic analysis including investment economic analysis and merger and acquisition analysis; financial planning; budgeting; and reporting corporate operating measures. She reports to Thomas N. Hund, BNSF's executive vice president and chief financial officer.

Piggott started her career with the Burlington Northern Railroad in the accounting department in October 1991. She was promoted to assistant vice president and assistant controller of BNSF Railway in April 1999. She was named assistant vice president, Expedited Services, in the Consumer Products business unit in November 1994. She returned to the Finance department as assistant vice president, Strategic and Financial Analysis, in February 2006 and was promoted to vice president, Finance, in June 2006. She was designated Treasurer in July 2008. Prior to starting her career in the railroad industry, Piggott was assistant controller for Corporate BancServices in St. Paul, Minn., from 1987 to 1991 and with the accounting firm of Ernst & Young from 1984 to 1987.



## Panelists



**LINDA VALDEZ THOMPSON**

Linda Valdez Thompson is the Executive Vice President of Administration and Diversity at DFW International Airport. In her role, she has responsibility for Human Resources, Procurement and Materials Management, Risk Management, Small & Emerging Business, and Internal Communication and Diversity. Ms. Thompson enjoys her work at DFW because it allows her to interface with two of the most important components of organizational success: the workforce and suppliers.

Throughout her professional career, Ms. Thompson has acquired more than 20 years of managerial and executive experience in Human Resources for such companies as Levi Strauss, Hasbro, Baxter Health Care and Fruit of the Loom. She has a bachelor's in business administration from Midwestern State University and a master's in

organizational management from the University of Phoenix. She is also a Certified Compensation Professional, a Certified Benefit Professional, a Certified Global Remuneration Professional, and a Certified Senior Human Resources professional.

Ms. Thompson is a native Texan, is married and has one daughter.

**DIANNE WALKER**

Dianne Walker was appointed to the position of VP of Global Staffing in November 2010 and currently serves as the executive responsible for the effective management of DI's wholly-owned staffing subsidiary, Worldwide Recruiting and Staffing Services, LLC. During her tenure in this position, Ms. Walker has developed a strategic vision and mission for DI's exclusive recruiting element which directly aligns with parent company objectives.

Previously, Ms. Walker served as the SVP of HR responsible for planning/directing all programs and activities relating to the successful management of DI's human capital. During this assignment, Ms. Walker was accountable for the implementation, maintenance, and optimization of all HR programs to include those relating to Compensation, Benefits, Recruiting, HRIS, Communications, Security, Employee Development, Compliance, and Generalist Services.

Prior to this assignment, Ms. Walker was VP of HR for the Maintenance and Technical Support Services Division (MTSS) with an employee population of 6,500.

Ms. Walker also held the position of VP of Business Administration for MTSS and its predecessor, Field Technical Services, holding total Business Administration responsibility for the Unit. This division delivered DI's maintenance services to all branches of the U.S. Government as well as to foreign commercial agencies.

She has been with DI for more than 33 years, and has held progressively more senior level roles each with increasing responsibility.

Recent key accomplishments include record-setting staffing performance for CY-2011 with more than 12,600 recruits hired and deployed and the institution of five Regional Recruiting Centers of Excellence in Sarajevo, India, Kenya, Colombia, and the UK.

Ms. Walker is a Fort Worth native, married for 33 years with one daughter who is currently a Senior at TCU.



## Panelist



**BRIDGET LAUDERDALE**



Bridget Lauderdale is the Vice President and General Manager of Aeronautics Operations at Lockheed Martin Aeronautics Company. In this role, Ms. Lauderdale is responsible for ensuring that Aeronautics possesses the competencies and processes necessary for advanced technology development, systems integration, manufacturing and sustainment. She was appointed to this position in April 2012. The Operations organization includes Engineering, Production Operations, Supply Chain Management, Information Systems & Technology, Quality & Mission Success and Sustainment.

Prior to this role, Ms. Lauderdale served as the Vice President and General Manager for the F-16 and F-2 fighter programs and the T-50 advanced trainer programs at Lockheed Martin Aeronautics Company. In this role, Ms. Lauderdale oversaw the overall leadership and operations of these aircraft programs, serving customers around the globe and partnering with more than 50 international industrial partners.

Ms. Lauderdale served previously as Vice President and Deputy General Manager for the F-16, F-2 and T-50 programs where she was responsible for day-to-day operations to ensure delivery on commitments to the company's customers.

Before joining the F-16 program, she was the Vice President of F-22 Product Development where she led the industry team of partners in the design, development and test of future capabilities for the F-22 as well as production and field improvements to the weapon system.

Ms. Lauderdale began her career with the then-General Dynamics Corporation Fort Worth, Texas, site in 1989 as an Electronic Warfare engineer. She has held numerous leadership positions during her more than 20 years with the company. She served as Director of Program Operations and Integrated Product Team Manager for a number of Mission Systems products. Ms. Lauderdale also previously served as the Executive Assistant to the Chief Operating Officer of the Aeronautics Company.

She received her Bachelor of Science Degree in Electrical Engineering from Texas A&M University. Ms. Lauderdale received the 2004 Lockheed Martin Nova team award for her work on the F-22 Avionics Stability Task Force and the 2004 YWCA Tribute to Women in Business Award. She serves as an advisory board member for the Texas Alliance for Minorities in Engineering (TAME)

## Planning Committee Members

**Paula L. Yoder, M.S.EHRD, TCU**

**Jeff Waite, TCU**

**Kristin Kirkpatrick, TCU**

**Tammy Jones-Still, Brinker International**

**Jason deGroot, Texas Diversity Council**

**Mae Marshall, Texas Diversity Council**

**Angeles Valenciano, Texas Diversity Council**

## Schedule of Events



7:30 a.m. – 8:30 a.m.	<b>REGISTRATION</b>
7:30 a.m. – 8:30 a.m.	<b>CONTINENTAL BREAKFAST and NETWORKING</b>
8:30 a.m. – 8:35 a.m.	<b>WELCOME</b> Angeles Valenciano – <i>Vice President-Business Development, Texas Diversity Council</i> Paula L. Yoder – <i>M.S.EHRD, President, Greater Fort Worth Advisory Board, Neeley School of Business at TCU</i>
8:35 a.m. – 8:40 a.m.	<b>TXDC BOARD OF DIRECTORS' REMARKS</b> Jean M. Hood, SPHR – <i>Vice President, Human Resources, The University of Texas at Arlington</i>
8:40 a.m. – 8:50 a.m.	<b>WELCOME &amp; TITLE SPONSOR'S REMARKS</b> Dr. Kathryn Cavins-Tull – <i>Vice Chancellor for Student Affairs, Texas Christian University</i>
8:50 a.m. – 8:55 a.m.	<b>INTRODUCTION OF PANELISTS AND TOPICS</b> Kim Johnson – <i>Associate Athletics Director/SWA, Texas Christian University</i>
8:55 a.m. – 9:15 a.m.	<b>BECOMING A PERSON OF INFLUENCE</b> Dianne Walker – <i>Vice President of Global Staffing, Worldwide Recruiting and Staffing Services, LLC</i> <i>A Wholly-owned Subsidiary of DynCorp International</i> <i>Introduction:</i> Women who break through into senior-level leadership roles get there by delivering results. In John Maxwell's book, "Becoming a Person of Influence: How to Positively Impact the Lives of Others", he lists a number of traits a person of influence should possess such as integrity, nurturing, faith, listener, understanding, empowering and connecting. <i>Discussion Questions:</i> • Which traits have you found to be most important to influence and to becoming a person of influence? • In your current role and of the traits mentioned, what are the top three (3) you feel have helped you be successful and why? • What advice would you share with an emerging leader in your industry or another industry that will assist with becoming a Person of Influence"?
9:15 a.m. – 9:35 a.m.	<b>PERSONAL BRANDING: ACCESSORIZING YOUR ASSETS</b> Sheryl Adkins-Green – <i>Chief Marketing Officer, Mary Kay, Inc.</i> <i>Introduction:</i> Personal branding has been defined as the process by which we market ourselves to others.1 The importance and value of branding cannot be overstated and it is most important in leadership development and success. Many female leaders have noted that continued success involves personal branding, continuous and sometimes re-branding as career choices sometimes change....accessorizing your assets. <i>Discussion Questions:</i> • Why is it so important to discover and create our personal brand as early in our career as possible? • What have been some of your personal branding success experiences? • What steps do you recommend when there is a need to "re-brand" ourselves as career choices change?
9:35 a.m. – 9:55 a.m.	<b>THE "M" FACTOR IN MENTORING FOR LEADERSHIP AND SUCCESS</b> Bridget Lauderdale – <i>VP and General Manager of Aeronautics Operations, Lockheed Martin Aeronautics Company</i> <i>Introduction:</i> The "M" Factor is often defined as the "Male" Factor in mentoring for leadership and success. It has been noted by many female executives that some of their most influential and effective mentors currently are or have been males. They are or have been senior managers, business peers, industry colleagues, family and/or friends. <i>Discussion Questions:</i> • Please share your personal definition of mentoring. • What "M" Factor advice or guidance has had the greatest influence in developing your career? • What are your top three (3) suggestions regarding how to effectively engage an "M" Factor for career and leadership development and success?

## Schedule of Events



9:55 a.m. – 10:15 a.m.	<b>QUESTIONS &amp; ANSWERS SESSION</b>
10:15 a.m. – 10:30 a.m.	<b>BREAK</b>
10:30 a.m. – 10:50 a.m.	<b>I'M A WOMAN. I'M INVINCIBLE...AND I'M EXHAUSTED! (Work-Life Balance)</b> Linda Valdez Thompson – <i>Executive VP Administration and Diversity, Dallas/Fort Worth International Airport</i> <i>Introduction:</i> We continue to hear, read and see that as women leaders, we have to be able to "do it all" and do it all at the same time...be an effective career professional, wife, mother, sister, friend and the list goes on. Recent studies and surveys have reported that as women, we do not and should not feel guilty about not having to accomplish everything at the same time. <i>Discussion Questions:</i> • What decisions have you recently made that you feel have improved your work-life balance? • How have your life and career choices changed your perspective about having to have it all and do it all? • What advice would you give to a young woman who has recently entered her professional career to help her succeed, both professionally and personally?
10:50 a.m. – 11:10 a.m.	<b>CROSS-CULTURAL LEADERSHIP: WOMEN BRIDGING THE RACIAL DIVIDE</b> Sara G. Duran – <i>Senior Corporate Associate, Weil, Gotsbal &amp; Manges LLP</i> <i>Introduction:</i> Leading organizations today want to offer a better place to work for all employees. At the same time, they want to have the competitive advantage of being a "preferred employer of choice" and thus retain top talent. Managers and leaders at all levels of an organization can become diversity champions that can take a specific range of actions to make the workplace more inclusive and begin the process to erase the racial divide. <i>Discussion Questions:</i> • How do women across races overcome discomfort to hold open, honest discussions about race and racism in the workplace? • What strategies can women across races use to build coalitions with each other in order to implement mutually beneficial change in corporate America? • Do you think women are more willing and better champions in addressing this issue? Why or why not?
11:10 a.m. – 11:30 a.m.	<b>OWN YOUR FINANCES, OWN YOUR LIFE</b> Julie Piggott – <i>Vice President of Planning &amp; Studies and Controller, BNSF Railway</i> <i>Introduction:</i> Financial responsibility and sound financial decisions are crucial in all aspects of our lives. As we begin new careers and continue to succeed in our careers, understanding how to protect our financial assets becomes especially challenging for some of us. Hear how our panelist has mastered the ability to own her finances and own her life. <i>Discussion Questions:</i> • What does "Own Your Finances, Own Your Life" mean to you? • Please describe what has helped you accomplish being financially self-sufficient. • What advice do you offer to help us either begin or continue to own both our finances and our life?
11:30 a.m. – 11:50 a.m.	<b>QUESTIONS &amp; ANSWERS SESSION</b>
11:50 a.m. – 11:55 a.m.	<b>SPONSOR RECOGNITION</b> Angeles Valenciano
11:55 a.m. – 12:00 Noon	<b>CLOSING REMARKS</b> Paula L. Yoder – <i>M.S.EHRD</i>
12:00 Noon	<b>ADJOURN</b>

## TXDC Insight



The Texas Diversity Council (TXDC) is committed to fostering a learning environment for organizations to grow in their knowledge of diversity. The TXDC provides a great opportunity for organizations to learn from some of the top corporate leaders in the area of diversity. It currently consists of four advisory boards in the Gulf Coast, North Texas, San Antonio, and Austin areas.

### :: Our Vision ::

We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in the knowledge that their efforts make a difference.

### :: Our Mission ::

We will enhance appreciation and understanding for the value of diversity and inclusion. We will achieve success through efforts and activities which:

- Advance corporate leadership and education/awareness of the varied dimensions of diversity
- Commit leaders to discuss issues and challenge attitudes in an effort to promote organizational change that supports diversity
- Promote outreach efforts to our youth that inspire mutual respect and understanding

### :: Our Goals ::

- Promote diversity in the workplace and community by partnering with corporate entities and community organizations
- Develop leaders who are educated in and aware of the importance of diversity and proactively support cultural change within their environments
- Develop youth programs that support diversity education and build self esteem

### :: We Value ::

- Leadership that values diversity and inclusion and stimulates the potential of all individuals to contribute and achieve their goals
- Ethical leadership that promotes trust, mutual respect, and understanding
- Teamwork and alliances that cultivate diversity and inclusive work environments
- Networking and mentoring opportunities with corporate leaders and peers
- Scholarship programs for deserving high school and college students
- Awards and recognition programs in order to promote diversity initiatives

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If you are interested in becoming a member, please contact Jason deGroot at:  
[jason.degroot@texasdiversitycouncil.org](mailto:jason.degroot@texasdiversitycouncil.org) or 281.984.7043

**It's not what you see, but how you see it.**

At Daimler Financial Services we see and value both the visible and invisible diversity within our organization. Our diverse thoughts, experiences and perspectives build our inclusive culture. We're proud to support and be a part of the National Diversity Council as we explore the dialogue on diversity and inclusion.

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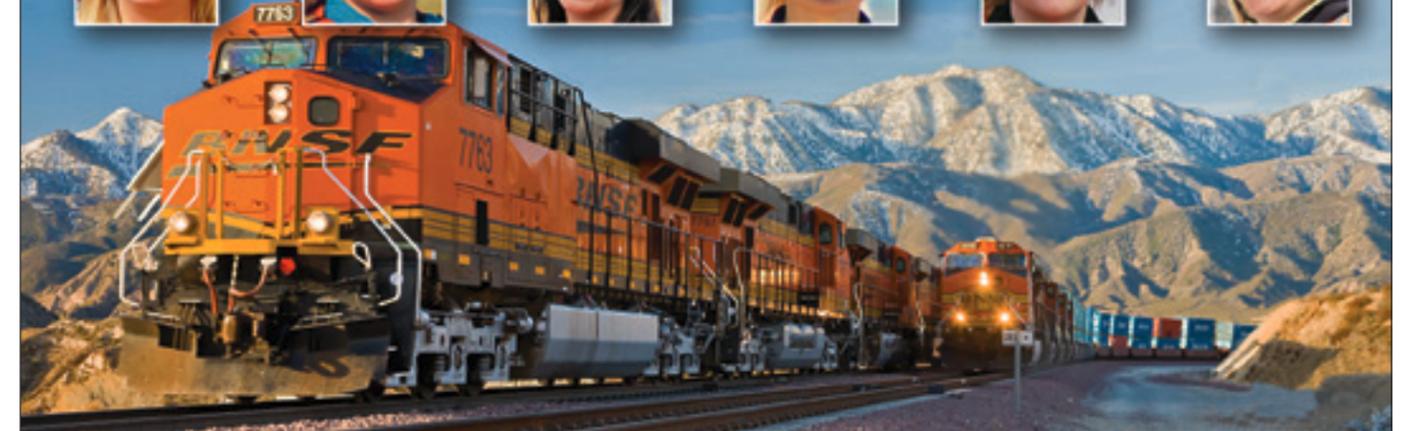
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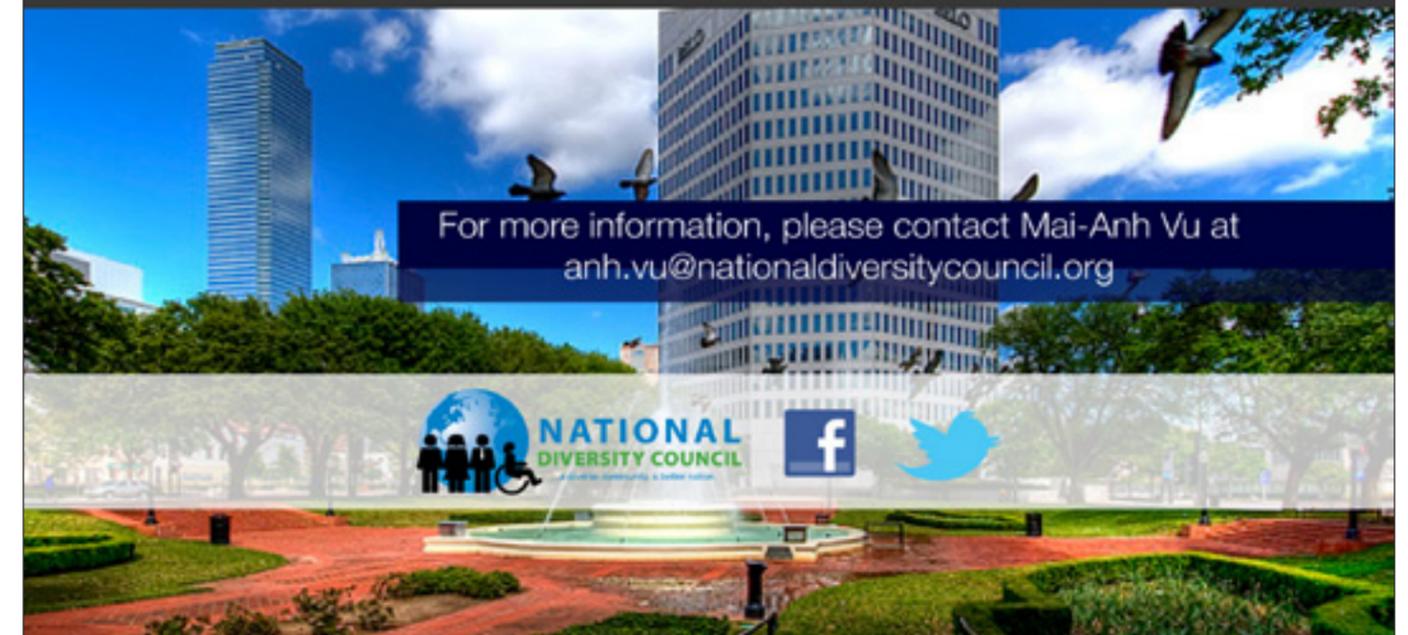
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# Join the Texas Diversity Council today



We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in their knowledge that their efforts make a difference.



**ANGELES M. VALENCIANO**  
Vice President of Business Development  
[angeles.valenciano@texasdiversitycouncil.org](mailto:angeles.valenciano@texasdiversitycouncil.org)  
210.573.7551

**JASON DeGROOT**  
Vice President of Administration & Finance  
[jason.degroot@texasdiversitycouncil.org](mailto:jason.degroot@texasdiversitycouncil.org)  
281.984.7043