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• S Y M P O S I U M •

Women of Vision: Leading Transformation in the Workplace

Thursday, July 31, 2014

Villanova University
Connelly Center - Villanova Room

Sponsored by:



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Philadelphia Diversity & Leadership Conference

Save the Date



September 4, 2014



Dinner Keynote Speaker
General Colin Powell

<http://www.padiversityconference.com/Philadelphia/>

A day filled with...

Multicultural Leadership Luncheon
CEO Awards

Panel Discussions
Networking Opportunities



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Welcome



DENNIS KENNEDY

Founder & CEO, National Diversity Council

Welcome to the 5th Annual Women in Leadership Symposium hosted by the Pennsylvania 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 of Vision: Leading Transformation in the Workplace." You will gather a wealth of knowledge, experience and expertise from some of the best female executives speaking on topics pertinent to today's woman leaders as well as personal and professional challenges they 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 Pennsylvania Diversity Council. I would like to thank 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.

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Moderator



ROSE ANN SCANLON, ESQ.

*Senior Vice President and Chief Administrative Officer
Holy Redeemer HomeCare and Hospice*

Rose Ann Scanlon is Senior Vice President and Chief Administrative Officer of Holy Redeemer HomeCare and Hospice. In this role, she provides overall leadership, management and direction to the region's largest home care and hospice business.

Before joining Holy Redeemer, Scanlon was Chair of Scanlon.Louis, a strategy and execution firm that serves health care and business services firms. It was recognized as one of the fastest-growing companies in Philadelphia (#24 on Philadelphia 100). Previously, she spent nearly 20 years at AstraZeneca, where she held leadership positions in Commercial Operations, Sales, and Regulatory Affairs, and served as Assistant General Counsel.

Scanlon has served on the Board of Directors of Drueding Center, a transitional housing and comprehensive support program for homeless women and their children, including serving as chair of that board from 2012-2013. Prior to accepting her current role, Scanlon served on Holy Redeemer Health System's Board of Trustees.

Scanlon also serves on the Board of Directors of Women's Way, where she chairs the Nominating and Governance Committee. The organization provides funding, and engages in advocacy and education to create an equitable, just and safe future for women and girls in the Greater Philadelphia Region.

She is a graduate of the University of Delaware and the Villanova University School of Law.



Panelist



STEPHANIE TIPTON
Deputy Chief Integrity Officer, City of Philadelphia

Stephanie Tipton is the Deputy Chief Integrity Officer for the City of Philadelphia. As part of the Mayor's Office for the City of Philadelphia, the Office of the Chief Integrity Officer is responsible for promoting honesty, transparency, and integrity in government operations. Ms. Tipton has been with the City of Philadelphia since 2006. Prior to her current role, she served as the Director of the Public Works and Special Services Units in the City's Procurement Department. In this capacity, she oversaw the bidding and contract process for the City's public works and concession contracts, as well as, the City's inventory, surplus disposal and inspection operations. Prior to her time with the Procurement Department, Ms. Tipton served as a Deputy Finance Director leading the City's Contract Legislation Unit. The Contract Legislation Unit is responsible for monitoring City and business compliance with local mandates related to professional services contracts, procurement, and campaign finance. During her time in the Finance Department, Ms. Tipton also led the City's internship and fellowship programs. Ms. Tipton has also served as an Assistant Managing Director with the City of Philadelphia and as a coordinator for the Educational Advisory Task Force under Mayor Street.

Prior to her time with the City of Philadelphia, Ms. Tipton spent five years with City Year Greater Philadelphia, an AmeriCorps program focused on keeping students in school and on-track to graduation. Ms. Tipton also previously served as a member of City Year Greater Philadelphia's advisory board and as Chair of their Alumni Board.

Ms. Tipton holds a Masters in Education from Temple University with a concentration in Urban Education Policy and Research and a Bachelors of Science in Broadcasting and English Literature from the University of Miami (FL). She is a member of the Society of Corporate Compliance and Ethics and the inaugural cohort of Leading for Change fellows - a public-service fellowship program at Drexel University's LeBow College of Business.



Panelist



PAMELA SEPLOW

Global Head of Integrated Talent Management, SAP America

Pam Seplow Silberstein joined SAP America in 1998 and in her 15+ years has held a variety of roles both at a regional and global level. Regardless of the position, Pam always focuses on leveraging her skills and passions around the intersection of developing people and business process. In her current role of Global Head of Integrated Talent Management Pam is responsible for setting corporate direction and vision regarding Performance, Talent, Succession Management and Career Development. Pam assumed this responsibility in June, 2013 after serving for two years as the Global Head of Leadership Experiences where she was responsible for designing and delivering experiences aimed at increasing the overall leadership capabilities at all levels of the organization. Prior to this role, Pam lived in Germany for 3.5 years where she was the head of Learning and Talent Management for EMEA.

Before SAP, Pam held HR Positions at Mellon Bank and Bloomingdales.

Pam currently resides in Philadelphia, PA with her husband.



Panelist



ESPERANZA NEU

Esperanza Neu

*Vice President of Associate Relations, Diversity & Workplace Services
Amerisource Bergen Corporation*

A resident of West Chester, Pennsylvania., Ms. Neu has been working for AmerisourceBergen Corporation for over 30 years where she is currently the vice president of associate relations, diversity and workplace services. In this role, she is responsible for developing programs and strategies that enhance the associate experience and workplace, and also promotes the company's initiative to foster a diverse and inclusive work environment. Additionally, she has responsibility for ensuring AmerisourceBergen creates a sustainable presence within the community.

Ms. Neu is active in her community and serves as the company chair for the annual giving campaign , which includes partnering with high-impact agencies such as United Way. She is also a member of the board of Congreso de Latinos Unidos, a nonprofit agency focused on education, health, employment and social services for the Latino community in Philadelphia. In addition, Ms. Neu and her husband, David, founded the David and Esperanza Neu Charitable Foundation to support causes related to health and education.

In 2012, Ms. Neu was the recipient of the Most Powerful & Influential Women Award by the National Diversity Council and also received the Philadelphia Business Journal's Women of Distinction Award. Additionally, Ms. Neu was the recipient of the 2012 Alumni of the Year Award from Strayer University, where she earned a Bachelor of Business Administration Degree. She is also a Certified Compensation Professional (CCP).



Panelists



AMY LOFTUS
Executive Vice President, Capabilities, Accolade

Amy Loftus is the Executive Vice President, Capabilities, at Accolade (www.accolade.com), a unique, Philadelphia based company providing personal health assistant services to support consumers in getting the right care, the first time. Having joined the management team in 2012, Amy leads the team responsible for Accolade's product and service design, including the processes, information assets and technology to support Accolade Health Assistants® and clients.

Amy has spent her entire career helping companies improve the delivery of healthcare to their patients, primarily through the development and delivery of better medicines. Prior to joining Accolade, Amy was with Accenture (www.accenture.com) for over two decades leading large scale capability building and transformation programs. She served in a number of leadership roles at Accenture, including as the Managing Director of the North American Life Sciences practice where she managed and developed the company's business with clients in the biopharmaceutical and medical products industries. During her career, she also led one of the largest accounts for the company globally, was the Managing Director of the Philadelphia Office and led the Global Leadership Development Program for the Products Operating Group. A passionate advocate for people and leader development, Amy spearheaded many of the Philadelphia based women's development initiatives during her tenure as well as chaired the Diversity Council for the Top 20 largest global accounts.

Amy holds a bachelor's degree in Economics from Bryn Mawr College, and currently serves on the Board of Trustees for the College. She also serves on the Board of Women's Way, a nonprofit grant-making and advocacy organization that helps address the issues facing women and girls in the greater Philadelphia area.

She and her husband, Tim, have two children: Shane and Reid.



Panelist



GABRIELLA VACCA

*Vice President, System Engineering
Comcast*

As Vice President of System Engineering at Comcast, Gabriella leads complex technology programs and is recognized as a change agent with a global perspective with focus on people and business alignment toward strategic business architecture.

Gabriella's experience ranges across multiple business models, including international start-ups, organizational transformation, building new teams from the ground up while driving innovation. Prior joining Comcast, she was the CIO for GoGo Inflight, built the first MVNO venture for ESPN Mobile, and held various positions at AT&T and Wireless Providers in Europe.

Gabriella blends strategic planning, pragmatic delivery and governance while staying focused on building effective teams and scanning the Industry for new trends. Her people-oriented leadership style, expertise in large-scale system integration and commercial deployment of mission critical applications create the foundation for strategic partnerships and business value realization for technology organizations.

Gabriella has a degree in Engineering from University of Torino, Italy, and received her MBA from Golden Gate University. She is a Board member for the International Visitor Council of Philadelphia, an alumni of the Philadelphia Leadership Program, serves in technology advisory boards and is a member of Women In Cable & Telecommunications.



Agenda

8:30 a.m. -9:00 a.m.	REGISTRATION
8:30 a.m. -9:00 a.m.	CONTINENTAL BREAKFAST & NETWORKING
9:00 a.m. -9:05 a.m.	NATIONAL DIVERSITY COUNCIL WELCOME
9:05 a.m. -9:10 a.m.	UNIVERSITY WELCOME
9:10 a.m. -9:15 a.m.	INTRODUCTION OF PANELISTS & TOPICS
9:15 a.m. -9:35 a.m.	LEADERSHIP BEYOND SURVIVOR: USING THE POWER OF ALLIANCES Stephanie Tipton — Deputy Chief Integrity Officer, City of Philadelphia <i>Introduction:</i> According to the National Association of Working Women, women still face multiple challenges in the workplace: a culture that minimizes and trivializes their problems, patronizing coworkers, critics who say their efforts will lead to catastrophe, and the risk that they will be pitted against one another. This discussion will focus on harnessing the power of alliances to lead more effectively. Winning takes collaboration and support from others. As in the show Survivor, the winners have strong allies.
9:35 a.m. -9:55 a.m.	GENDERED LEADERSHIP: HOW TALENTED WOMEN THRIVE Open <i>Introduction:</i> Today, women make up half of the U.S. workforce. They start careers in business and other professions with the same level of intelligence, education, and commitment as men. However, according to Catalyst, women in Fortune 500 Companies only make up 16.9 percent of board of directors, 14.6 percent of executives and 4.6 percent of CEOs. There is a significant gap.
9:55 a.m. -10:15 a.m.	THE NEW WORKPLACE: LEADING SUCCESSFULLY ACROSS GENERATIONS Pamela Seplow — Global Head of Integrated Talent Management, SAP <i>Introduction:</i> For the first time in history, four generations are working side by side in the U.S. workplace. Each generation, rooted in their era's historical trends and social forces, brings its own set of values, ethics and styles to the workplace, which has created both challenges and opportunities.
10:15 a.m. -10:25 a.m.	QUESTIONS & ANSWERS SESSION
10:25 a.m. -10:40 a.m.	BREAK

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Agenda



10:40 a.m. -11:00 a.m.

STOP PLAYING SAFE: COURAGEOUS ACTIONS TO CREATE A BRIGHTER FUTURE

Esperanza Neu — Vice President of Associate Relations, Diversity and Workplace Services,
Amerisource Bergen

Introduction:

In her latest book, *Stop Playing Safe*, Margie Warrell argues that we often know what we want to do but fail to do it because we fear making ourselves vulnerable. While not particularly fulfilling, we see the status quo as an easier and less scary option. There is proof of this as advances in brain imaging technology show that human beings are wired to avoid risk. It is easier to settle with the status quo than to take courageous action and make a change. But that leaves us with restricted opportunities to develop our potential and achieve our aspirations.

11:00 a.m. -11:20 a.m.

A WOMAN'S SECRET TO SUCCESS: DEVELOPING AND BALANCING SELF-CONFIDENCE

Amy T. Loftus — Executive Vice President, *Accolade*

Introduction:

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.

11:20 a.m. -11:40 a.m.

PURPOSEFUL LIFE: LIVING AND FOLLOWING YOUR DREAMS

Gabriella Vacca — Vice President, *System Engineering, Comcast*

Introduction:

Clarity, focus and direction are essential to understanding what you really want – and to taking the steps to make it happen. Find out what female leaders in today's workforce have done to achieve their dreams and to create a more successful life of meaning, fulfillment and purpose.

11:40 a.m. -11:55 a.m.

QUESTIONS & ANSWERS SESSION

11:55 a.m. -12:00 p.m.

CLOSING REMARKS

12:00 p.m.

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the workforce will
be millennials.**

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Accolade proudly supports The Pennsylvania Diversity Council in its efforts to transform workplace communities into environments where people are valued for their uniqueness.

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For more information, please contact David Vanek
at david.vanek@texasdiversitycouncil.org



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National Women's Council

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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.



Please contact **Ashlyn Outler** for Corporate Membership
ashlyn.outler@nationaldiversitycouncil.org