

ICSEW

2019 Professional Development Conference

Conference Program

August 27, 2019
7:30 a.m. - 5:00 p.m.

South Puget Sound Community College
Olympia, Washington

The Interagency Committee of State Employed Women (ICSEW) seeks to better the lives of state employees through advocacy, outreach, opportunity, and by advising the Governor and agencies on policies that affect state-employed women.



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by advising the Governor and agencies
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Amal Joury, Office of Minority and Women's Business Enterprises

Welcome

Attending the Interagency Committee of State Employed Women (ICSEW) Professional Development Conference is a highlight of my year. This conference brings us together to connect with each other, connect with our mission, and to engage in our own personal transformation.

ICSEW plays an important role within state government. I, along with an incredible executive board, are dedicated to making this committee be as effective as possible. Two major pillars sit at the heart of my vision – an internal pillar and an external pillar.

Internally, we are a group of Representatives and Alternates, each appointed by an Executive Sponsor from our respective state agencies. As we seek to grow and develop from within our committee, there are current and future leaders who are keenly interested in opportunities to learn new skills, hone existing ones, and be part of a rising tide of change within state government.

Externally, by the very executive order that created us, we can offer a voice for our fellow state employees to advise the Governor's Office and state agencies on policy recommendations that align with our mission – to improve the lives of all state employees. We can lend support to ideas and volunteer our time and energy and many talents by drafting advisory policy. We can also build strong relationships with state agencies, Business Resource Groups, and the Governor's Boards and Commissions.

Today we put into action what we often dream about – having the time to learn, connect, and to engage with the sparks that keep us going. That may look like hearing from Amy Leneker, meeting Jennifer Powers, or just finding a moment to breathe and be present with the collective energy.

I am so grateful you chose to give us your time and energy today! ICSEW is grateful for your presence, your support, and openness to possibility! Thank you for being part of this day.

Yours,



Amal
ICSEW Chair



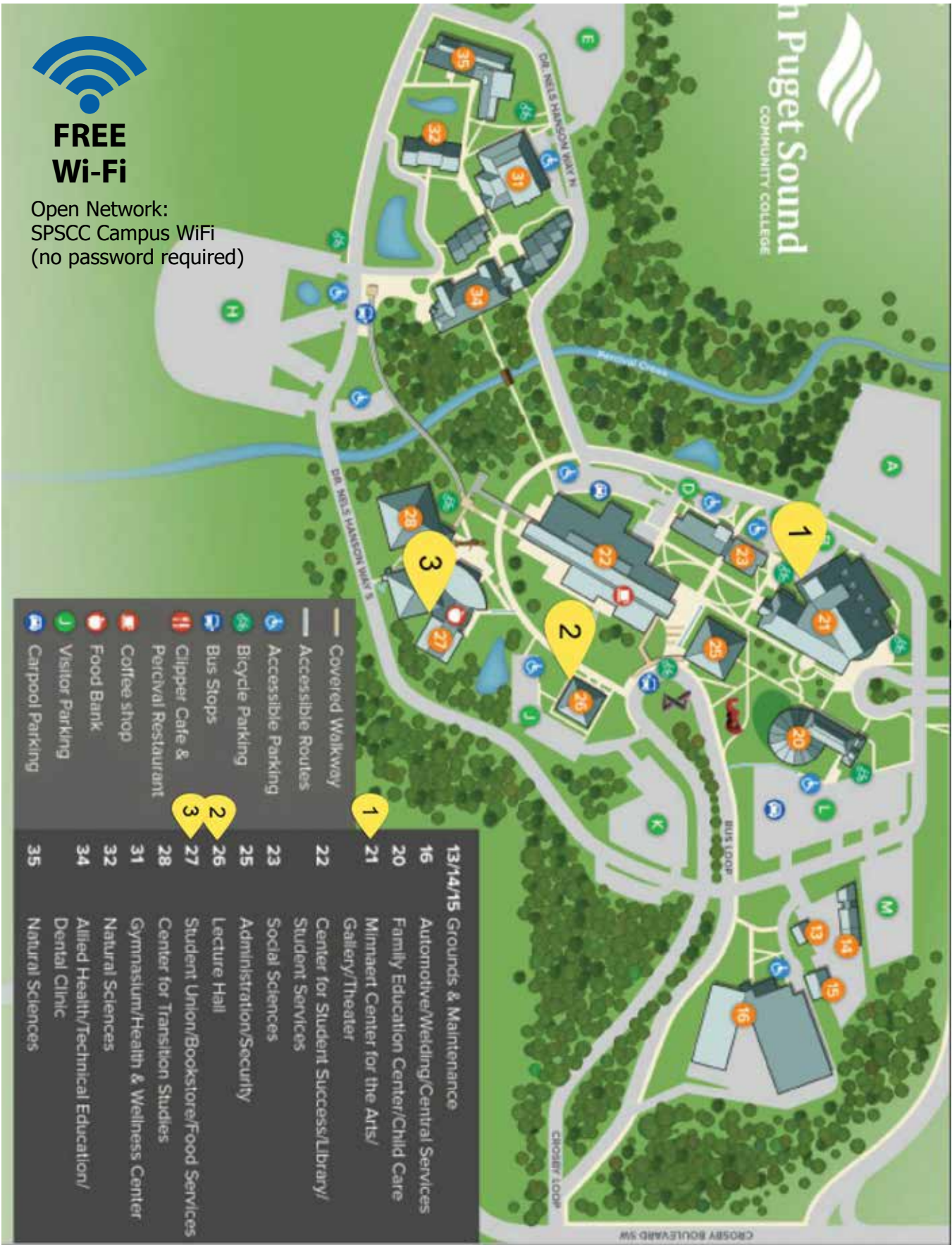
“To better the lives of state employed women.”

South Puget Sound Community College Map



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Tuesday, August 27, 2019

7:30 a.m. BLDG 27 **Registration and Breakfast**

9:00 a.m. BLDG 21 **Welcome** Master of Ceremonies: Jane Chapman, ICSEW Vice Chair
 Opening Remarks by Amal Joury, ICSEW Chair
 Keynote Speaker Jennifer Powers

11:00 a.m. BLDG 21 **Break**

11:15 a.m. **Breakout Sessions**

BLDG 21		Mastering Team Leadership Using the Five Behaviors of a Cohesive TEAM
BLDG 26	Room 101	Five Choices to Extraordinary Productivity
BLDG 26	Room 102	Leadership Development Core Values
BLDG 26	Room 105	Change Management
BLDG 27		True Wonder Woman

12:30 p.m. BLDG 27 **Lunch**

1:30 p.m. **Breakout Sessions**

BLDG 21		Call to Courage: Brave Work
BLDG 26	Room 101	The Power of the Team
BLDG 26	Room 102	Crucial Conversations for Women in Leadership
BLDG 26	Room 105	Does Love Belong at Work?
BLDG 27		Dealing with Trauma While in the Workplace

3:15 p.m. BLDG 27 **Break**

3:30 p.m. **Breakout Sessions**

BLDG 21		Make Work More Human
BLDG 26	Room 101	The CIO of YOU
BLDG 26	Room 102	Five Choices to Extraordinary Productivity
BLDG 26	Room 105	Call to Courage: Brave Work
BLDG 27		Phenomenal Women: Bridging the Gap Between Us to Create an Inclusive Women's Movement

5:00 p.m. **Adjourn**

Thank You To Our Sponsors!



This program booklet was designed by Kimberly Isham, Correctional Industries, and printed at the Monroe Correctional Complex CI print shop. Visit CI's website at www.washingtonci.com for information about our print services, or contact CI Printing Customer Care at 1.800.628.4738/e-mail DOCMCCPrintShop@doc.wa.gov.

Jennifer Powers, Coach, Mentor, Trainer

Oh, shift!

In this session international speaker and best-selling author Jennifer Powers offers a fresh perspective on the shifts you can make to play a bigger game in both your personal and professional life. Based on the teachings and processes found in her best-selling book, *Oh, shift!*, Jennifer Powers uses wit, humor, and audience interaction to help you to make positive changes that stick.

Biography:

Jennifer Powers, MA, MCC, is a highly sought-after coach, speaker, and author. She is a leading expert in helping professionals improve their confidence and competence so they can live and work at their full potential.

Jennifer founded her coaching and speaking practice in 2005. Since then she has coached hundreds of professionals, executives and entrepreneurs and has delivered powerful keynote addresses to over 250,000 people around the globe.

Her best-selling books *Oh, shift!* and *Oh, shift! for Teens* are available in bookstores across the country. Professionals and entrepreneurs can now become licensed facilitators of her ground-breaking content through the Oh, shift! Licensing Program.



For more information and resources visit www.jenniferpowers.com and www.ohshift.com



Oh, shift!

That was a really amazing presentation!
How can I get **Jennifer Powers** to speak at my organization?



It's easy! Just email **Mark Tucker** at info@ohshift.com and he'll make it happen!

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Session One, Building 26, Rm. 102 11:15 a.m.

Session One, Building 26, Rm. 105 11:15 a.m.

Leadership Development Core Values

Values “are the principles that give our lives meaning and allow us to persevere through adversity,” according to psychologist Barb Markway and Celia Ampel in The Self-Confidence Workbook. If you are not sure about your core values, or if you would like to clarify which of your values are top priority, join us for this session.

Presenter: Joanne Lee



Joanne Lee is a Leadership Development Learning Design and Delivery Professional for the State of Washington Department of Enterprise Services. She has over 20 years of experience working in various workforce development roles. She also has experience in developing, supporting, maintaining, and expanding professional technical education partnerships to meet industry needs with customized training programs. Joanne has worked with diverse adult learners, providing training and support from one-on-one consultation to large-scale workshops, seminars, and training for various workforce populations. Joanne recently served as a Director of Workforce Readiness Diversity and Inclusion at Seattle SHRM for two years and Speaker Manager at ATD Puget Sound for one year. She currently serves as a board member for ESGR in Washington State. She also serves as a member of the Education faculty of the Seattle Colleges and Bates Technical College.

Joanne received her Graduate Certificate in Human Resource Management at the University of Phoenix. She received her Master of Arts degree in Instructional Technology and a Bachelor of Arts in Education from California State University, San Bernardino. In addition to her passion for building and maintaining relationships with community-based organizations, business, and industry, she also works to promote workforce and continuing education partnerships.

Change Management

Do you struggle implementing changes in your work environment? Does the thought of enterprise-wide change scare you? Change is a constant in the work environment. Join me in learning ways we can manage change together.

Presenter: Melissa Harris



Melissa Harris is a Learning, Design and Delivery Professional for the Department of Enterprise Services, with over 19 years of professional work experience. She previously spent the last 10 years of her career working for a Department of Defense contractor in Leadership & Team Development, Human Resources, Operations Management, Change Management and Lean Six Sigma.

Melissa studied Business Management & Human Resources Management at Washington State University. She also holds certification as a Change Management Practitioner and Lean Six Sigma Green Belt.

Session One, Building 27 11:15 a.m.

True Wonder Woman

Women make up the majority of state government employees. Women also make up a majority of the governor’s current executive cabinet. It’s clear that women are superheroes that can achieve anything they set their minds to. Even with these great numbers, we still see a lot of disparities among women. Women of color are hardly in positions of leadership in state government, and we have many women who are members of marginalized communities who do not feel safe or comfortable to truly be themselves at work. It is time for us as women to truly show our power and make our workplaces more inclusive and diverse so that none of us feel powerless. Join us as we explore how we can each be better allies to each other, advocating for one another and combating toxic work behavior like macroaggressions. Come to our island for warrior training!!

Presenter: Ayanna Colman, Diversity, Equity and Inclusion Innovations Manager for OFM



Ayanna received her Bachelor of Arts degree in Political Science from the University of Nevada, Las Vegas and her Juris Doctorate degree from Gonzaga University School of Law. She has worked for state government for the last seven years, beginning her state service with the Department of Social and Health Services, Division of Child Support. Ayanna has experience working

as front-line staff with a heavy caseload in a field office, as well as being a member of a policy development team at a headquarters office. These experiences have given her immense perspective of the various levels of state government and the importance of every role.

In 2017, she joined Results Washington as a Lean Fellow and transitioned into the role of Senior Performance Advisor in 2018. Over the past year, Ayanna has worked closely with practitioners and partners throughout the enterprise in efforts to advance diversity, equity and inclusion work. In June 2019, she transitioned over to the Office of Financial Management, into State Human Resources, to become the Diversity, Equity and Inclusion Innovations Manager. She is also a representative for ICSEW, representing OFM.

In her free time, Ayanna enjoys engaging in community service throughout the Puget Sound, as well as exploring a city that is new to her: Tacoma. An avid fan of pop culture, Ayanna enjoys listening to a slew of podcasts and checking out hit shows and documentaries on Netflix. She lives in Tacoma with her husband and five-year-old Great Pyrenees.

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Session Two, Building 26, Rm. 102 1:30 p.m.

Crucial Conversations for Women in Leadership: Learning the Language of the Human-Centered Workplace

Why are some conversations so tough? What could make them better? Come learn about a communication technique that is bigger than the workplace, and has the power to improve relationships both at work and at home. It is possible to be candid and respectful at the same time!

Presenter: Audrey Pitchford



Audrey Pitchford facilitates classes in leadership development and communication skills at the Department of Enterprise Services. She is a lifelong learner who loves helping others learn, and believes all adults can learn and grow.

Audrey has worked for elected officials and cabinet agencies, in roles ranging from clerical work to leadership. She received undergraduate degrees from Western Washington University and Pacific Lutheran University. Audrey believes strongly in the value and importance of public service, and is excited to help develop and strengthen skills in the public sector.

Presenter: Karen Merkel



Karen is a customer-focused learning and development expert who has extensive experience improving individual, operational and organizational performance. She graduated from Western Washington University with a Bachelor of Arts in Education and holds multiple certifications including Human Performance Improvement, Change Management and Crucial Conversations.

She believes helping individuals identify their strengths and passions is the key to developing themselves and others to achieve professional goals and elevate organizational performance.

Session Two, Building 26, Rm. 105 1:30 p.m.

Does Love Belong at Work?

This fast-paced, fun, interactive workshop will explore the actual practice of decreasing fear and increasing love at work and the many types of love that are part of being human and successful at work. Through stories, reflection, and small group dialogue participants will come to better understand loving experiences that support our best contributions, surprising innovations, and effective collaborations. We aren't talking about romantic love, but love expressed in respect, trust, kindness, empathy, appreciation, and inclusion - appropriate for the workplace and that in fact we need to thrive and achieve performance.

Presenter: Renée Smith, Director of Workplace Transformation, Results Washington



As Director of Workplace Transformation at Results Washington, Office of the Governor, Renée champions a more humane and effective workplace through primary research, writing, and speaking on Making Work More Human by increasing love and decreasing fear in the workplace. Renée leads the development of services and resources for state leaders, teams, and

organizations to make Washington State government workplaces more human.

She earned a Master of Science in Organization Development from Pepperdine University. She lives in a 102 year old Craftsman home in Tacoma and enjoys drawing for pleasure, cooking for friends and family, exploring foreign cities, and swimming in the Mediterranean.

Before joining Results Washington, Renée spent nearly seven years at the Department of Enterprise Services where she served on the Corporate Council and led the Organization Development Services division that provided Lean Transformation Services and Change Excellence Services to DES and G2G Lean Consulting to other state and local governments.



Amy Leneker, MPA
Leadership Consultant
Certified Dare to Lead™ Facilitator



Dare to Lead™ Workshops

How do we develop *braver, more daring leaders*?

How do we value *courage to navigate change and drive performance results*?

Based on the research of Dr. Brené Brown, Dare to Lead™ is an empirically based courage-building program for Leaders and Change Agents. Brené Brown is the author of five #1 *New York Times* bestsellers including *Dare to Lead*.

REGISTER FOR HALF-DAY WORKSHOPS

ICSEW is sponsoring a series of workshops for your professional development.
For more information and to register see AmyLeneker.com/Events

Amy Leneker, MPA (360) 701-9022
Leadership Consultant

Amy@AmyLeneker.com
AmyLeneker.com



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Washington State Board

Session Three, Building 21 3:30 p.m.

Make Work More Human

What does it take to create a government workplace where the public is satisfied and public servants can truly thrive? It takes a radical transition from a fearful workplace to a loving workplace. Love? Yes love. In government? Yes in government.

Based on insights from 50+ research interviews and sharing practical experiences of real leaders and teams, learn what it means to make work more human. This talk provides practical guidance to create a workplace where team members have a deeply gratifying work experience and deliver exceptional value for customers.

- Hear stories describing the sobering impacts of fear.
- Be inspired by the results achieved in more loving, human-centered workplaces.
- Understand the crucial difference between accountability and responsibility.
- Learn how state government agencies are working to put this into practice each day.
- Learn more about A Human Workplace gatherings and advocacy.
- Walk away with practical strategies for leaders and for teams to make work more human.

Presenter: Renée Smith, Director of Workplace Transformation, Results Washington



(see bio page 13)

Session Three, Building 26, Rm. 101 3:30 p.m.

The CIO of YOU

Representing yourself. Asking for what you want. These things are hard, but they don't have to be. YOU are the corporate executive in charge of YOUR CAREER strategy and implementation. Be your own brand. Learn about tailoring your resume, tips for applying for jobs, and setting goals. Understand why to say yes, but not be a "yes man".

Presenter: Nicole "Nicki" Sorger, ATLAS Control Officer for Washington State Department of Revenue



Nicole "Nicki" Sorger is the ATLAS Control Officer for Washington State Department of Revenue (DOR). She built her career at DOR for the past 16 years and has transitioned from business into information technology. Because of her career path and where it's taken her, Nicki is dedicated to leading from where she is and helping others grow themselves.

She has a passion for mentoring and she believes in paying it forward. As an introvert that has learned to be extroverted, Toastmasters has given Nicki an outlet to share these experiences with others. Nicki is a lifelong Washingtonian, with a concentration in the Olympia-Lacey-Tumwater area, and she has an itch to get out of the state.

When it's time to take a break from Leadership'ing (I'm sure that's a word), it's time for travel and food! Consider them the proverbial "jam in her jelly roll." Keeping reflection at the forefront, Nicki realizes that every day, every experience has a #SilverLining.

Session Three, Building 26, Rm. 102 3:30 p.m.

Five Choices to Extraordinary Productivity

Each day brings a new wave of urgencies that compete for our attention. Texts. Emails. Calls. Meetings. Family Obligations. They all converge on our already packed schedules. The result? A sense of being busy without actually being productive. This can leave you feeling burned out and inadequate.

The sheer volume of daily distractions threatens our ability to think clearly and to make wise decisions about what is truly important. The Five Choices to Extraordinary Productivity empowers people with clear guidance on how to avoid distractions and accomplish the goals that matter most in their professional and personal lives. Supported by science and years of experience, The Five Choices helps individuals produce a measurable increase in productivity while providing a renewed sense of engagement and accomplishment.

Presenter: Corey Leneker



Corey Leneker is a leadership consultant with Compass Consulting, LLC. Corey has more than 20 years of work experience in higher education, the private sector, and state government.

Corey is known for his sought-after council, track record of delivering results, and hopeful aspiration energy. Corey has a background in coaching college athletics and is a certified coach with

USA Soccer. Corey has delivered training to executives, leaders and practitioners.

As a first generation college student, Corey believes in the transformative power of higher education and holds a master’s degree in Public Administration. Corey and his family live in the Pacific Northwest.

Session Three, Building 26, Rm. 105 3:30 p.m.

Call to Courage: Brave Work

While calls to courage can be loud and impossible to ignore, they can also appear as faint whispers. In this workshop, we will explore a courage-building program to develop brave leaders and teams.

Based on the work and research of Dr. Brené Brown, daring leadership is a collection of skills that are 100% teachable. Its learning and practice requires brave work, tough conversations and showing up with our whole hearts. In this workshop, we will do all three.

Presenter: Amy Leneker, Compass Consulting



Amy Leneker is a leadership consultant and a certified Dare to Lead™ Facilitator. Amy’s career spans more than 20 years and has held leadership positions in state government and education. She is known for her trusted advice, track record of delivering results and an optimistic attitude.

Amy has trained thousands of executives, leaders and practitioners. Because of her ability to engage and energize others, Amy has been asked to appear before hundreds of audiences. As a first-generation college student, she believes in the power of education and holds a master’s degree in public administration.

Amy and her husband have two mostly well-behaved children, two rarely-behaved Labradoodles and one gecko that joined the family after Amy was outvoted. They make their home in the Pacific Northwest.

Session Three, Building 27 3:30 p.m.

Phenomenal Women: Bridging the Gap Between Us to Create an Inclusive Women’s Movement

Historically, advocacy for women’s rights has been exclusive of women of color, LGBTQ+ women, and women with other marginalized identities. Join us for an interactive discussion about what we share and what we need to understand about one another in order to create powerful coalitions of diverse women from all backgrounds.

Presenter: Eileen Yoshina, Manager of Equity in Education Services at the Puget Sound Educational Service District



Eileen Yoshina is fourth-generation Japanese American and also the descendant of Irish ancestors. She is currently a Manager of Equity in Education Services at the Puget Sound Educational Service District, whose mission “Eliminating the Opportunity Gap and Success for Each Child by Leading with Racial Equity” has given her the chance to work on dismantling systemic

racism in our school systems in regions throughout the state of Washington.

She facilitates the Educators of Color Leadership Community, a project created by teachers of color for teachers of color, that works to support and nourish our educators of color for the sake of all our students. She is a career educator who has taught, advised, facilitated and organized for equity in education in the K-12 and higher ed. systems for almost 25 years. She is the daughter and wife of public school teachers and the proud mom of two public school students (one is now in college).

A series of horizontal lines for taking notes, located on the right side of the page.



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Executive Board Members

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Acknowledgements

A heartfelt thank you from the Executive Board to all that helped make the conference a tremendous success. Thank you to those that attended and support ICSEW. Thank you to the Percival Room for catering. Thank you to SPSCC and Washington Center for the Performing Arts for allowing us to use the spaces. Thank you to the ICSEW subcommittee members that worked so diligently to pull the conference together. Thank you to the Agencies that support our work throughout the year and as Sponsors for the event. Thank you to those who donated their time to present amazing sessions. Without each of these levels of support, we would not be able to host such a powerful conference. Thank you to each and every person that contributed. Your efforts are appreciated beyond measure.



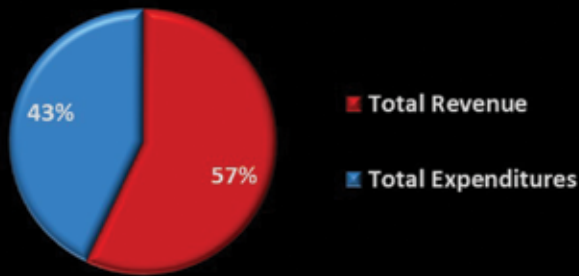
"To better the lives of state employed women."



ICSEW Annual Report

Mission: *The Interagency Committee of State Employed Women (ICSEW) seeks to better the lives of state employees through advocacy, outreach, opportunity, and by advising the Governor and agencies on policies that affect state-employed women.*

Revenue Vs Expenditures



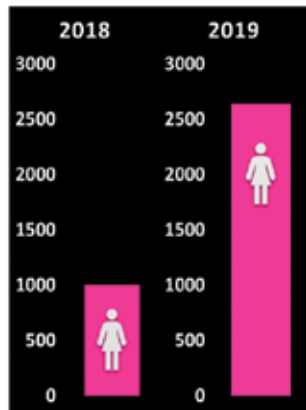
Communications

During FY 2019, the Communications Subcommittee focused on using social media to promote ICSEW.

Daily reach more than doubled. More than twice as many people are seeing ICSEW content in their newsfeeds.

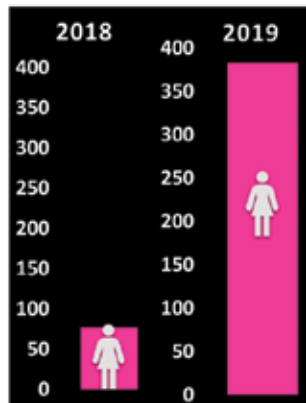
(Reach is how many people see content in our newsfeed, though not necessarily follow our page)

- **1,003** in FY 2018 versus **2,635** in FY 2019



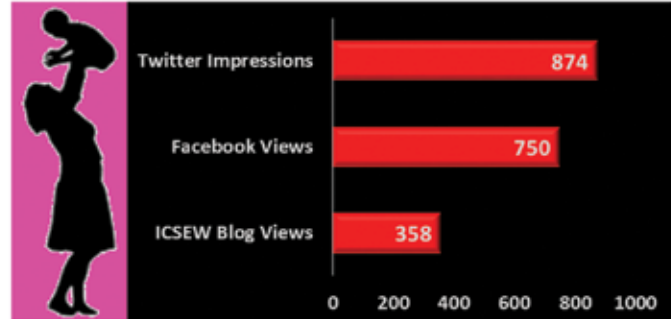
Daily engaged users rose from **77** to **383**.

This is **five times** more people over the past fiscal year who are actively engaging and acting as brand ambassadors for ICSEW.



Legislative & Policy

The L&P Subcommittee held education presentations on civic engagement and the legislation process. They tracked 95 bills during the regular session and shared 11 bills through social media.

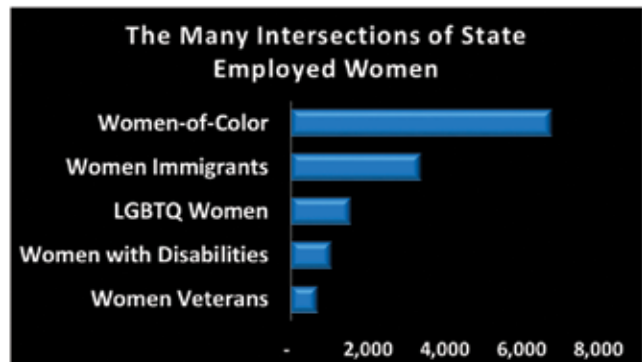


Pay Equity was the highest ranking response by members surveyed for prospective issues and concerns. Bill 1506 was signed into law on March 21, 2018. It updates the existing state equal pay act to address *income disparities, employer discrimination, retaliation practices, and reflects the equal status of workers.*

Partnerships

The Partnerships Subcommittee believes diversity is our strength and it's vital we build a coalition to address various forms of systemic oppression that affects intersections of state employed women.

This graph shows estimated amounts of intersections of women working in state government. Estimates are based on the work diversity amounts listed by OFM multiplied by the percentage of the most recent state demographic data.



The ICSEW also collaborates with five Business Resource Groups, BRGs. Several of these groups have spoken at ICSEW meetings.



Mentorship

The Mentorship Subcommittee built a business case for a formal state-wide mentoring program. It met with the Department of Enterprise Services, Office of Financial Management, and Women's Commission to learn about prior mentoring programs and discuss an ICSEW proposal for a mentorship program. It also conducted a mentorship survey among ICSEW members.

According to a committee survey:

78% of respondents expressed an interest in being mentored

Top Desires Respondents Gave for Mentorship:



Public Outreach

The subcommittee participated in several events to promote ICSEW:



Membership

- Utilized EventBrite to manage ICSEW meetings its professional development Conference and to accurately project catering costs.
- Designed and built a Membership Access database to track membership
- Welcomed **31** new members!



Professional Development

- Modified meeting agendas to accommodate more in-depth training sessions.
- Made meeting training sessions eligible for learning credits through the state's Learning Management System.
- Hosted the first-ever ICSEW career fair

Health & Wellness

Health & Wellness Fair:

- 47** vendors
- 350** attendees
- 54** raffle winners.



Found health experts to lead a 30 minute interactive wellness workshop at all ICSEW meetings and annual conference.

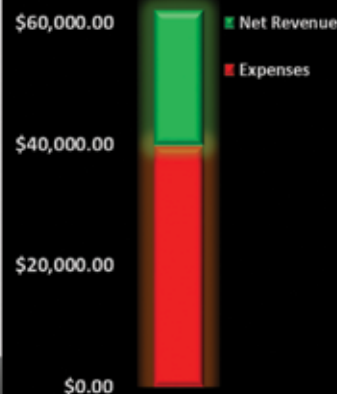
That's more than **three hours** of health education!

Conference

The 2018 Professional Development Conference was held at the Tacoma Convention center.

- 398** attendees
- 11** workshops
- Total revenue of **\$62K**; Expenses roughly just under **\$40K**; Net revenue of **\$22K**

Conference Revenue



Treasury Report:

Beginning Cash Balance	•\$67,340.62
Total Revenue	•\$62,064.52
Total Expenditures	•\$46,698.95
Net Income	•\$15,365.57
Estimated Ending Balance	•\$82,706.19

The Washington State Women's Commission is a proud partner of this year's ICSEW Professional Development Conference!



Washington State Women's Commission Mission:

The Washington State Women's Commission improves the life of every woman by ensuring equitable opportunities and removing systemic barriers through engagement, advocacy, and public policy, while being inclusive of our diverse populations.

Centennial of Women's Suffrage: Save the Date!

On August 22, 2020, we will host a celebration on the Olympia Capitol campus with speakers and activities for all ages. For more information about statewide celebrations and how you can participate in your area, visit <https://www.suffrage100wa.com/>.

WASHINGTON STATE
WOMEN'S COMMISSION

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