



*The Bernard P. McDonough Center  
for Leadership and Business  
at Marietta College*

**The 10<sup>th</sup> Annual McDonough Leadership Conference**

**April 5-6, 2019**

**“Leading Through Differences”**

**Bryce Emerick (McDonough Cohort 30)  
Conference Chair**

**McDonough Leadership Center  
Marietta College  
Marietta, OH**

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## CONFERENCE PROGRAM

### FRIDAY, APRIL 5, 2019

#### **11:00 a.m. – 6:00 p.m.**

Registration/Help Desk Open (McDonough Center, First Floor)

#### **12:00 – 12:50 p.m.**

**Keynote Opening Luncheon** (Andrews Hall, Great Room)

#### **1:00 – 1:50 p.m.**

**Keynote Speaker: Marjorie Margolies, President, Women’s Campaign International, Former U.S. Congressperson**

(McDonough Auditorium)

**Margolies** serves as president of Women’s Campaign International, an organization dedicated to empowering women around the world to become agents of change in their communities. It facilitates trainings and programs that encourage women to actively participate and fill leadership roles in the economy, community development, civil society, and peace-building efforts. Recent projects include a pop-up innovation and resilience hub to improve recovery efforts in Puerto Rico and a partnership between University of Pennsylvania Graduate and the Tata Institute of Social Sciences in Mumbai, India, to support business development of women in India. Margolies spent 20 years as a journalist with NBC’s stations in New York and Washington, D.C., and was a correspondent to *The Today Show*, *Sunday Today*, *A Closer Look*, *CNBC*, and *Real Life with Jane Pauley*. She has won five Emmy awards and numerous other awards. In 1992, Margolies became the first woman ever elected to Congress from Pennsylvania. In 1995, she led the United States delegation to the United Nations’ Fourth International Women’s Conference in Beijing, China. She has since represented U.S. delegations to India, Spain, Austria, Turkey, and Kazakhstan. She served as a fellow at the Fels Center of Government at the University of Pennsylvania and is the author of four books, including the 1976 bestseller, *They Came to Stay*.

**2:00 – 2:50 p.m.**

**Session I** (McDonough 205)

Panel Title: "From 'No Men Allowed' to 'Now Men Allowed': Pedagogical Arguments For and Against the Most Diverse, Inclusive Women-Only Leadership Program"

Faculty Chair: Bruce Dorries, *Mary Baldwin University*

Presenters:

Destiny Velasquez, Isabella Ross, Jessica Hall, *Mary Baldwin University*

**Session II** (McDonough Gallery, Third Floor)

Panel Title: "Seizing the Pen"

Presenters:

Jake McKee, Sydney Holliday, Erica Lewis, Zaithwa Gwaza, Dillan Gaydos,  
*Robert Morris University*

**Session III** (McDonough 208)

Presentation Title: "Global Leadership: Turning the Tide on Climate Change"

Presenter:

Emily Vigue, *Marietta College*

**3:00 – 3:50 p.m.**

**Session IV** (McDonough 205)

Panel Title: "Leading Through Differences: Exploring Effective Follower Characteristics as a Predictor of Leader Effectiveness"

Presenter:

Ibukun Alegbeleye, *Virginia Tech*

**Session V** (McDonough Gallery, Third Floor)

Presentation Title: "Serving the Incarcerated: Leadership Lessons as a Volunteer"

Presenter:

Emma Harrison, *West Virginia University*

**Session VI** (McDonough 208)

Presentation Title: "Millennials and Diverse Leadership"

Presenter:

Beth Lebar, *Marietta College*

**4:00 – 4:50 p.m.**

**Meet the Authors** (McDonough Gallery, Third Floor)

**Join us for an informal conversation with the editors and authors of the new book, *Ethical Leadership: A Primer* (Northampton, MA: Edward Elgar Publishing, 2018).**

**Editors/Authors:**

Robert M. McManus, *Marietta College*

Alexandra Perry, *Clinical Ethicist, OhioHealth, Columbus, Ohio*

Austin Council, *University of Florida*

Maribeth Saleem-Tanner, *Marietta College*

**Leadership Development Workshop** (McDonough Auditorium)

*The number of workshop participants will be limited to 25 on a first-come-first served basis.*

**"Mindfulness-Based Emotional Intelligence"**

Mindfulness and emotional intelligence practices have shown to strengthen peak performance, collaboration, and effective leadership. Drawing upon practices from Google's mindfulness program, this session will include:

- Research from neuroscience supporting mindfulness and emotional intelligence.

- Practical take-away skills: including mindfulness practices and techniques for self-awareness, empathetic listening.
- Tools to communicate with insight and build awareness of your own and others' emotions and perspectives.

**Workshop Leader: Abri Holden, Search Inside Yourself Leadership Institute (SIYLI)**

**Holden** specializes in individual and organizational transformation at the crossroads of mindfulness and leadership. She has worked extensively as a leadership consultant and coach by designing, facilitating, and managing global learning experiences for leaders across the globe. Holden currently works at Search Inside Yourself Leadership Institute (SIYLI), a mindfulness non-profit born at Google and based on neuroscience. As a teacher and coach of mindfulness, she works with leaders to help them get out of their own way by building emotional intelligence, resilience, alignment, and envisioning what's possible by shifting perspectives and building mindfulness practices. She also manages teacher development at SIYLI, creating ongoing development for mindfulness teachers. Holden also leads her own private practice as a personal coach, working with individuals who are looking to create more freedom, connection, and aliveness in their lives. Prior to these roles, Holden served as a leadership consultant and coach at Korn Ferry Hay Group, a global consulting firm. Before that, she was a senior consultant and the director of Linkage's Women in Leadership Institute™ and Institute for Leading Diversity and Inclusion™, and as a learning and development manager responsible for company-wide learning, culture and engagement, and organizational development. Holden is a certified coaching through International Coach Federation (ICF), which is the governing body for coaches worldwide. She was trained as a Co-Active coach through the Coach Training Institute. She holds a B.A. in Organizational Communication with a Minor in Leadership Studies from Marietta College.

**5:00 – 5:50 p.m.**

**Session VII (McDonough 205)**

Presentation Title: "Increasing Faculty Diversity"

Presenter:

Christene De Vinne, *Ursuline College*

**Session VIII (McDonough Gallery, Third Floor)**

Presentation Title: "The Virtue of Humility in the Agriculture & Natural Resources Industry"

Presenter:  
Austin Council, *University of Florida*

**Session XIV** (McDonough 208)

Presentation Title: “Leading Those on the Spectrum Using the Path-Goal Theory of Leadership”

Presenter:  
Addie Posti, *Marietta College*

**Downtown Social Night** (7:00-10:00 p.m., The Galley)

Join us for a night on the town with music, heavy hors d’oeuvres, and lots of fun! Explore downtown Marietta with local students, faculty, staff, and other delegates. Meet us at McDonough, and the Conference Guides will walk everyone to The Galley. Transportation will be provided, in case you would not like to walk; or, you can just meet us there (203 Second Street).

**SATURDAY, APRIL 6, 2019**

**9:00 – 9:50 a.m.**

**Session X** (McDonough 205)

Presentation Title: “Leveraging Diversity in Long-Term Care”

Presenter:  
Lori Cooper, *Indiana Wesleyan University*

**Session XI** (McDonough Gallery, Third Floor)

Panel Title: “Workplace Equality and the ‘Glass Ceiling’ Effects”

Faculty Chair: Bill Watt, *Methodist University*

Presenters:

Teresa Boone, Andrew Scogin, Brendan Johnson, *Methodist University*

## Session XII (McDonough 208)

Panel Title: “Blurred Lines: The Impact of Intersectionality On the African American Leadership Experience in Business and Education”

Presenters:

Yolanda T. Sanders, Quintin Sweat, *Indiana Wesleyan University*

**10:00 – 10:50 a.m.**

**Leader Dialogue** (McDonough Auditorium)

**Alexandra Perry, Clinical Ethicist, OhioHealth, Columbus, Ohio**

**Perry** is a Clinical Ethicist at OhioHealth in Columbus, Ohio. Prior to that, she served in the same role at INTEGRIS Health in Oklahoma City, Oklahoma. INTEGRIS is Oklahoma’s largest hospital system with nine hospitals, dedicated inpatient mental health and cancer centers, and a large network of primary care and specialty clinics, and a partnership with the Mayo Clinic. Perry was one of two clinical ethicists system-wide, and helped to run the 24/7 Clinical Ethics Consultation Service in addition to maintaining ethics policies, conducting research, and providing education to medical staff. She was also an instructor in philosophy at the University of Oklahoma. Before joining INTEGRIS, Perry worked as a research coordinator in Pediatric Palliative Care, Pediatric Hospital Medicine, and Adolescent Medicine at the University of Oklahoma Health Sciences Center. She graduated with a Master’s in Education and Doctorate in Philosophy and Pedagogy from Montclair State University and trained in Clinical Ethics at Mount Sinai University. Perry’s research focuses on leadership in healthcare as well as medical ethics (particularly end-of-life issues and medical complexity in pediatrics, mental health, ethical issues in transplant, and Japanese ethics). She has published academic articles on leadership and medical ethics, and is the editor or author of four books relating to leadership and ethics: *Ethics and Neurodiversity*, *The Moral Philosophy of Bernard Williams*, *Contemporary Japanese Bioethics*, and *Paper Cranes and Mushroom Clouds*.

## Session XIII (McDonough 208)

Presentation Title: “The Journey to Leadership: How Women Can Use Change Strategies to Shift Their Impact in the Workplace”

Presenter:

Erica Kennedy, *Indiana Wesleyan University*

## Session XIV (McDonough 205)

Presentation Title: “Leading through Differences of Self and Other”

Presenters:

Bailee Comer, Samuel Swenson-Reinhold, *Christopher Newport University*

**11:00 – 11:50 a.m.**

### **Cornerstone Consulting Presents Best Practices Forum (McDonough Auditorium)**

“Identifying and addressing organizational fault lines. How to overcome cultural differences in order to build a more cohesive and effective team.”

**Facilitator: George McAfee, *Cornerstone Consulting Organization***

**McAfee** is the Vice-President of Strategic Marketing at Cornerstone Consulting. In this role, he oversees CCO’s Strategic Planning Process (SPP), develops and executes segment-specific growth strategies, and builds the content for the Cornerstone Training Academy. He has over 30 years of experience as a Senior Operating Executive with global, multi-national companies across diverse industrial segments (Semiconductor, Automotive, Oil/Gas/Energy). He has cross-functional expertise and accomplishments in Manufacturing/Operations, Engineering, Supply Chain/Logistics, Commercial Strategy and Quality. McAfee holds a Doctorate in International Business from California Intercontinental University, an MBA from University of Findlay, and a B.S. in Electrical and Computer Engineering from Bowling Green State University. He is also an officer and director of The Partnership for Excellence (OH, IN, and WV region) of the Malcolm Baldrige National Award for Performance Excellence.

**Forum Leaders:**

**Tammi Weigand, *Marathon Petroleum Company***

**Weigand** is the Coordinating Manager for Marketing, Marathon Petroleum Company. Her current responsibilities involve Analytics, Budget and Business Plan Coordination, Information Technology Liaison, as well as Recruiting and Training for the Marketing Organization. Weigand joined Marathon in 1990 as an Accountant in the Production Revenue department. Throughout her 27-year tenure at MPC she has held positions in Accounting, Auditing, Marathon Pipeline, Marketing, and Supply, Distribution and Planning. Early leadership positions held include Supervisor of Transportation and Exchange Accounting as well as Risk Management Reporting and Analysis. In 2014, she was appointed Scheduling Manager of SD&P responsible for Southeast Product

Scheduling. In 2015, Weigand attended the Marathon Advanced Leadership Program at the University of North Carolina. Weigand attended Marietta College with a Bachelor of Arts degree in 1990.

**Kelli Hunt**, *Marathon Petroleum Company*

**Hunt** has a diverse background with Marathon Petroleum Company. She started as an Advanced Scheduler in Supply Distribution and Planning – Southeast, located in Findlay, Ohio. From there, she relocated to Galveston Bay Refinery and continued her role as Advanced Scheduler. Hunt later moved to a role in HR as Project Coordinator. In 2016 she brought her experience back to Findlay as a Recruiter supporting the Marketing organization which led her to her current role as Recruiting and Training Coordinator. Hunt facilitates many intern and new hire sessions throughout the year; the successful integration of new hires is a direct result of her focus on placements and fostering positive relationships between supervisor and intern. Prior to starting with Marathon Petroleum Company, Hunt had over ten years of Human Resources experience with Huntsman Chemical, and in the educational sector. She graduated from The Ohio State University with a Bachelor of Science degree in Operation Management. She also holds a certification in Human Resources from Louisiana State University.

**Paul Worstell**, *Retired President, PRO-TEC Coating Company (a joint venture partnership between U.S. Steel and Kobe Steel of Japan)*

**Worstell** supports organizations with executive coaching, leadership training, cultural transformation, and leadership retreats. In 2010, he retired as president from PRO-TEC Coating Company in Leipsic, Ohio, a joint venture partnership of U. S. Steel and Kobe Steel, Ltd. of Japan. Before joining PRO-TEC, he spent 26 years with U. S. Steel's operations in the Pittsburgh region. After retiring from US Steel in 2010 Paul served for 6 years as a Business Coach with Six Disciplines Consulting. He earned a bachelor's degree in business economics from Mt. Union College, Alliance, Ohio, in 1970 and a master's of business administration from the University of Findlay in Findlay, Ohio in 1999. Paul serves as chairman of the Board of Trustees of The Partnership for Excellence. He serves on the board of The Baldrige Foundation, The Blanchard Valley Health System, The Findlay Area YMCA, and The University of Findlay College of Business Advisory Board. He has been a lecturer at The University of Findlay, the University of Mt. Union and Ohio Northern University on topics of Leadership. Paul has served as an adjunct professor teaching Organizational Leadership and is a past Dana Chair as the executive in residence at the University of Findlay. Mr. Worstell was an examiner for the Partnership for Excellence. Since PRO-TEC's receipt of the Malcom Baldrige National Quality Award (MBNQA) in 2007, Mr. Worstell has presented as a keynote speaker at many MBNQA related conferences around the United States discussing the topics of leadership and management.

**Julia McAfee**, *Memorial Health Systems*

**McAfee** is a native of the Marietta area. She received her Bachelor of Science in Nursing from Ohio University. She has worked at Marietta Memorial for 32 years. For the first 25 years, she worked as a Labor and Delivery nurse as well as a certified childbirth instructor. She is also certified in natural childbirth, fetal monitoring, a lactation and feeding specialist, and an International Board-Certified Lactation Consultant. She serves on the Ohio Lactation Consultant Association Board and is the representative for 22 counties in Southeastern Ohio. She now oversees the Employee Health and Wellness Program for the Memorial Healthcare System which includes approximately 3,000 employees.

**12:00 – 12:50 p.m.**

**Keynote Luncheon** (Great Room, Andrews Hall)  
Luncheon in honor of Jackie DeLaat and Andi Parhamovich

**1:00 – 1:50 p.m.**

**Keynote Address** (McDonough Auditorium)

Keynote Speaker: The 2019 Andi Parhamovich Fellow, the National Democratic Institute in Washington, D.C.

**2:00 – 2:50 p.m.**

**Session XV** (McDonough 205)

Presentation Title: “Supporting Young Global Leadership and Raising Global Leaders”

Presenter:

Chloe Hoang, *The James Jay Dudley Luce Foundation*

**Session XVI** (McDonough Gallery, Third Floor)

Roundtable Discussion: “Leading Businesses and Organizations to Create, Foster, and Value Diversity in the Workplace”

Conveners:

Joshua Maxwell, *Bowling Green State University*

Brendan George, *Firekeepers Casino*

**Session XVII** (McDonough 208)

Presentation Title: “The Educational Reimbursement Program Effectiveness and Implementation, a Doctoral Study”

Presenter:

Linda Carpenter, *Indiana Wesleyan University*

**3:00 – 3:50 p.m.**

**Leadership Master Class** (McDonough Auditorium)

**“Transforming Leadership Mindsets to Transform Your World”**

Leaders today must adapt and operate at the speed of change, but the complex challenges of a global and interconnected world make it increasingly difficult for them to succeed. This session offers a perspective on leader development that challenges assumptions in order to shifts mindsets about what matters most for effective leadership.

**Steve Trainor**, CAPT, USN (retired), Ph.D., Head of Faculty Development, The Google School for Leaders

**Trainor** is responsible for the development of full-time and business leader faculty supporting The Google School for Leaders, an institution specifically created to change the narrative around leadership at this Fortune 100 Company. Prior to Google, Trainor was Executive in Residence and SVP for Strategic Innovation and Research at the Soderquist Center for Leadership and Ethics where he designed and delivered executive leader development programs for a variety of retail, banking and manufacturing teams. Trainor has over 30 years of Active Duty military service as a Naval Aviator, executive human resources manager and, most recently as the U.S. Naval Academy’s Director of Leadership Education and Development, and first Permanent Military Professor of

Leadership. Trainor is an ICF-certified executive coach with extensive leadership and organizational consulting experience. He also serves as a Visiting Associate Professor of Ethics at the Naval Postgraduate School and is on the Editorial Board of the *Journal of Character and Leadership Development* at the U.S. Air Force Academy. He obtained an MA from the Fletcher School of Law and Diplomacy at Tufts University and his Ph.D. in Sociology from the University of Maryland, College Park.

**4:00 – 4:50 p.m.**

**Session XVIII** (McDonough Gallery, Third Floor)

Roundtable Discussion: “Leading in Place”

Convener:

Willis M. “Bill” Watt, Methodist University

**Session XIX** (McDonough 205)

Presentation Title: “Interdisciplinary Perspectives of Self, Group, and Leadership”

Presenters:

Ryan Saal, Sydney King, Adrianna DeSantis, *Christopher Newport University*

**Session XX** (McDonough 208)

Presentation Title: “Increasing Emotional Intelligence to Promote Workplace Diversity”

Presenter:

Monica M. Turner, *Indiana Wesleyan University*

**5:00 – 5:50 p.m.**

**Session XXI** (McDonough 205)

Panel Title: “Women’s Leadership Development: Finding Your Voice”

Presenter:

Morgan Brown, Jemimah Nasara, *Cottey College*

**Session XXII** (McDonough Gallery, Third Floor)

Presentation Title: “Utilizing a Learning-Centered Pedagogy to Reach At-Risk Youth”

Presenter:

Glen Palmer, *Indiana Wesleyan University*

**Session XXIII** (McDonough 208)

Presentation Title: “Emotional Purposefulness and Flexibility: Learning from Interpersonal Differences”

Presenter:

Matthew Temple, *Indiana Wesleyan University*

**6:00 – 7:30 p.m.**

**Keynote Closing Dinner** (Great Room, Andrews Hall)

**“Uniformed Conformity . . . What does the Military Know About Leading Through Differences?”**

**Keynote Speaker: Col James W. Crowhurst (Retired)**

Col James W. Crowhurst retired from the US Air Force in May of 2017 after 30 years of military service. He was a command pilot with over 4,200 flying hours and served as an instructor pilot in C-21, C-5, KC-10 and KC-135 aircraft. Col Crowhurst’s 15 military postings included command of an Air Refueling Wing, Vice Command of an Air Mobility Wing, command of an Air Refueling Squadron and a final assignment as Senior Defense Official and Defense Attaché in Bulgaria. In addition to several operational flying tours, he also served in multiple Higher Headquarters in a variety of specialties including operations, acquisition, international relations, as well as planning, programming and budgeting. Additionally, Col Crowhurst deployed five times including two separate squadron command tours supporting combat operations in Iraq and Afghanistan. Col Crowhurst graduated from the US Air Force Academy and was also a distinguished graduate of the Air Force Air Command and Staff College. He holds a Master’s Degree in International Relations from Webster University and also served as a National Defense Fellow at the Congressional Research Service.