

 **TWIST**

Conference for Women in Leadership

**METAMORPHOSIS:
Emerge Strong.**

March 27 – 29, 2023

TWIST 2023

March 27 at 11:30 AM -
March 29 at 1:30 PM
The Duke Mansion

ANNUAL
11th
CONFERENCE

METAMORPHOSIS: EMERGE STRONG.

It takes guts to lead, especially in the aftermath of a pandemic while health concerns continue and varying opinions complicate decisions. Each one of us, our colleagues, loved ones and organizations are feeling the impact of recent events. Let's face it, some days are better than others. The business landscape is ever-changing and ever-challenging, especially for women.

We are defining metamorphosis as, "a great change, often abrupt, in physical form, structure or substance." You are invited to pause, take stock and reflect on your own personal metamorphosis. How does it affect your leadership, career, team, organization, family, life and future?

What does it take to perform this metamorphosis? It starts by examining your underlying leadership motive. An actualized leader is aware of the strength that lies within and takes steps to unlock her very best work. She is aware of her shadow, which can undermine her best intentions. Understanding your power and actively adjusting your approach will inspire your team to march confidently into the future.

We will focus on building leadership mastery through:

- ▶ **Listening:** You will learn how presence, motives & emotions factor into each interaction for better outcomes.
- ▶ **Leadership & Executive Presence:** Discover the secret that unlocks the power of communication. Become more of who you really are.
- ▶ **Continuous Improvement:** We'll be learning, adapting & changing along the way & in the moment.
- ▶ **Asking Questions:** Pose thoughtful & powerful questions to provide clarity & understanding, for you & your team.
- ▶ **Decision Making:** Learn how to view ambiguity & uncertainty as opportunity. Find alternatives & expand options.
- ▶ **Purpose:** Take charge of your career happiness & fulfillment. Find the meaning & purpose in your work. Learn how to make your job work *for you!*

A Conference with a TWIST

Each year, the TWIST organizers create an out-of-the-ordinary experience that gets real about issues women face at work. Immerse yourself in an experience that brings an interesting and diverse group of female leaders together with the superb faculty from the Queens McColl School of Business.

Every detail of the three-day conference is planned to create a powerful opportunity for self-discovery. Disconnect from your daily responsibilities and give yourself the chance to reflect and reconnect with your purpose at the award-winning The Duke Mansion

WHO SHOULD ATTEND TWIST?

Who in your organization is showing promise as a leader, affects an important component of your business, and may have greater skills than the organization is fully utilizing? Who shows the capability to honestly look at herself and others along with the desire to pursue more challenging and meaningful leadership goals?

Tuition: \$5,000 per person, all-inclusive, except travel. The package includes accommodations for three days & two nights, all meals, access to senior leaders, books by conference authors, conference materials, networking and full access to the grounds.



Among the companies sponsoring women at TWIST:

- ▶ AccruePartners
- ▶ Duke Energy
- ▶ Lowe's
- ▶ Ally
- ▶ GG Bearings
- ▶ Novant Health
- ▶ Atrium Health
- ▶ Harris Teeter
- ▶ Nucor
- ▶ Bank of America
- ▶ JELD-WEN
- ▶ Wells Fargo
- ▶ Deloitte

The McColl School Difference

Leadership is the thread that runs through all of our programs at the McColl School of Business. Our solid reputation is based on relevance, a focus on leadership, customer intimacy and a highly interactive learning environment.

Our faculty is skilled at facilitating self-examination, exploration and shared learning in a group setting. Participants will leave the TWIST Conference, like all of our programs, with new insights, personal growth and a clear path for becoming a more effective leader to add value for your organization.

Actualized Leadership: Meeting Your Shadow and Maximizing Your Potential



Will Sparks, Ph.D.
Creator of the Actualized
Leader Profile



Donna Julian
EVP & GM,
Spectrum Center

Roundtable Discussions with Senior Women Leaders: Adjusting, Evolving & Taking Risk



Tanya Blackmon
President & Founder,
Auspen Consulting



Janet LaBar
President & CEO,
Charlotte Regional
Business Alliance

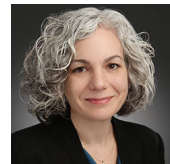
Community Impact Panel: The Surprising Benefits of Giving Back



Melissa Bodford
Co-Founder, uBack



Donna Dunlap
CEO, Big Brothers Big Sisters
of Central Carolinas



Laura Yates Clark
President, CEO
United Way of Central
Carolinas

TWIST FACULTY



Coaching and Reflective Listening

Kathleen Connolly, Ph.D.

Adjunct faculty at the McColl Scholl of Business

Dr. Connolly's approach to executive coaching is informed by humanistic and positive psychology, cognitive and psychodynamic theories, as well as an interest in emotional intelligence, particularly as it relates to leadership. Dr. Connolly is licensed as a professional counselor with national certifications. Her career in psychology, mental health, and counseling has spanned over 25 years. In 2011, Dr. Connolly joined the faculty in the McColl School of Business at Queens University of Charlotte as an adjunct professor.



Leadership Presence: Find Your Voice, Tell Your Story, Build Your Influence

Lou Solomon, MSOD

Interact Founder & CEO

Lou Solomon, MSOD, is an author, TEDx speaker, and the co-founder of TWIST. She is CEO of Interact, a communications company she founded based on the idea that a speaking curriculum should teach more than technique - it should help people find their authentic voice, tell their stories, and grow their natural influence. Lou's TEDx talk on the Imposter Mindset is an intimate exploration of the human condition that causes us to feel as though we don't belong. The talk has become a popular video on YouTube and inspired her second book, *Freeing Your Radical Hero: Fighting the Imposter Mindset*.



Actualized Leadership: Maximizing Your Potential & Meeting Your Shadow

Will Sparks, Ph.D.

Dennis Thompson Chair and Professor of Leadership at the McColl School of Business

Dr. Sparks has published numerous research articles and co-authored, with Peter Browning, the book *The Director's Manual: A Framework for Board Governance* published by Wiley in 2016. He is the author of the book *Actualized Leadership: Meeting Your Shadow and Maximizing Your Potential*. He holds a Ph.D. in Organizational Behavior and Development from The George Washington University.



Activating Your Productivity Styles

Carson Tate, MSOD

Founder and Principal of Working Simply, Inc.

Carson serves as a consultant and executive coach to executives at Fortune 500 companies including AbbVie, Deloitte, FedEx, Johnson & Johnson, Kraft Heinz, Synchrony and Wells Fargo. The author of *Work Simply: Embracing the Power of Your Personal Productivity Style* (2015) and *Own It. Love It. Make It Work: How to Make Any Job Your Dream Job* (2020) her views have been included in top-tier business media including Bloomberg Businessweek, Business Insider, CBS Money Watch, Fast Company, Forbes, Harvard Business Review blog, The New York Times, USA Today, Working Mother and more. Tate is co-founder of the TWIST Conference.

ACCOMMODATIONS



About The Duke Mansion

Built in 1915 and tripled in size by its most famous owner James Buchanan Duke, The Duke Mansion offers the TWIST Conference a private and casual retreat atmosphere. It includes spacious rooms, comfortable sitting areas with vaulted ceilings, beautiful gardens, an outdoor patio, a fitness room, a business center and is situated in one of Charlotte's most beautiful neighborhoods.

CONFERENCE AGENDA



MONDAY, MARCH 27TH

THE DUKE MANSION

400 Hermitage Road
Charlotte, NC 28207

11:30 AM - Noon	Registration at The Duke Mansion
Noon - 1:00 PM	Welcome Lunch
1:00 - 2:00 PM	Connections, Warm Up & Setting the Stage
2:00 - 4:30 PM	Actualized Leader Profile with Will Sparks, Ph.D.
5:30 - 6:00 PM	Cocktails & Connections
6:00 - 7:00 PM	Meeting Your Shadow & Maximizing Your Potential with Will Sparks, Ph.D. & Donna Julian
7:00 PM	Dinner



TUESDAY, MARCH 28TH

THE DUKE MANSION

7:00 - 8:30 AM	Breakfast
8:30 AM - Noon	Leadership & Executive Presence with Lou Solomon & Interact Team
Noon - 1:30 PM	Lunch
1:30 - 5:00 PM	Coaching & Reflective Listening with Kathleen Connolly, Ph.D.
5:00 - 6:00 PM	Connections & Bridge Building
6:00 - 7:00 PM	Dinner
7:00 - 8:30 PM	Roundtable Discussions with Senior Women Leaders



WEDNESDAY, MARCH 29TH

THE DUKE MANSION

7:00 - 8:00 AM	Breakfast & Check Out
8:00 - 9:00 AM	Community Impact Panel
9:15 AM - Noon	Activating Your Productivity & Dream Job with Carson Tate
Noon - 1:30 PM	Wrap Up & Lunch
1:30 PM	Departures

** Agenda is subject to change*

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For more information and to register,
please visit queens.edu/TWIST

Questions?

For TWIST program content and speaker information contact:

Lynne Ingersoll, MSOD, TWIST Advisor & Director

Founder, xplorleadership, LLC

704.451.2539 | ingersoll@queens.edu

For TWIST registration, payment, and logistics information contact:

Allison Meyer-Tucker, CPCE, Director, Special Programs

Queens University of Charlotte

704.337.2435 | meyer-tuckera@queens.edu