

 **TWIST**

Conference for Women in Leadership

**COURAGE TO LEAD:
Stand Up. Hold Strong. Carry On.**

January 31 – February 2, 2022

TWIST 2022

January 31 at 11:30 AM -
February 2 at 1:30 PM
The Duke Mansion



COURAGE TO LEAD: STAND UP. HOLD STRONG. CARRY ON.

It takes guts to lead.

Courage is defined as, *"the mental strength to venture, persevere and withstand danger, fear or difficulty."* Let's face it, some days are better than others. In business and everyday life courage is a key element to develop and fine-tune. The business landscape is ever-changing and ever-challenging, especially for women.

What makes a courageous leader? She is an actualized leader who 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. Activating your courage will inspire your team to march confidently into the future.

We will focus on building leadership mastery through:

- ▶ **Coaching:** The workforce of today requires a coach as a leader. Power up your team to achieve results & flourish.
- ▶ **Leadership & Executive Presence:** Discover the secret that unlocks the power of communication. Become more of who you are. Really.
- ▶ **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, giving you a chance to reflect and reconnect with your purpose. All while staying at the award-winning 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. Full access to the facility with no other guests from the outside.



Among the companies sponsoring women at TWIST:

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

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, with a focus on 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



Pamela A. Oliver, MD, MSPH
Executive Vice President &
President Novant Health
Physician Network

Roundtable Discussions with Senior Women Leaders: Beyond Doubt, The Courage to Decide



Peggy Brookhouse
President & Founder,
Brookhouse



Titi Cole
Head of GCB Operations &
Fraud Prevention,
Chief Client Officer,
Citi's Global Consumer Bank

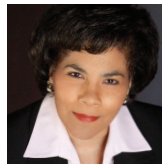


Janet LaBar
President & CEO,
Charlotte Regional
Business Alliance

Community Impact Panel: Courage to Belong



Dena Diorio
County Manager,
Mecklenburg County



Donna Dunlap
Chief Executive Officer,
Big Brothers Big Sisters
of Central Carolinas



Holly Stubbing
President & CEO,
E4E Relief

TWIST Faculty



Coaching for Courage

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.

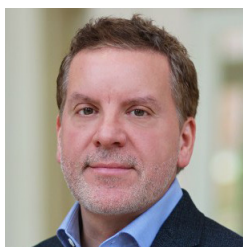


Leadership & Executive Presence: Show Up, Own Your Story & Spread the Message

Lou Solomon, MSOD

CEO and Founder of Interact

Author, TEDx speaker and co-founder of the TWIST Conference. Her early struggle to speak up has been a gift since she created a curriculum to help people find their voice. She holds an MS in Organization Development from the McColl School of Business at Queens and serves as adjunct faculty. Lou recently published her second book, *Freeing Your Radical Hero: Fighting the Impostor 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. (No other guests will be in The Duke Mansion.)

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, JANUARY 31ST THE DUKE MANSION

400 Hermitage Road
Charlotte, NC 28207

11:30 AM – 12:00 PM	Registration at The Duke Mansion
12:00 – 1:00 PM	Welcome Lunch
1:00 – 2:00 PM	Connections, Warm Up & Setting the Stage
2:00 – 3:00 PM	Check-In
3:00 – 5:30 PM	Actualized Leader Profile with Will Sparks, Ph.D.
5:30 – 6:00 PM	Cocktails & Connections
6:00 – 7:00 PM	Dinner
7:00 – 9:00 PM	Meeting Your Shadow & Maximizing Your Potential Will Sparks, Ph.D. & Pamela A. Oliver, MD, MSPH



TUESDAY, FEBRUARY 1ST THE DUKE MANSION

6:00 – 7:00 AM	Optional Rise & Shine Yoga
7:00 – 8:30 AM	Breakfast
8:30 AM – 12:00 PM	Leadership & Executive Presence with Lou Solomon & Interact Team
12:00 – 1:00 PM	Lunch
1:30 – 5:00 PM	Coaching for Courage with Kathleen Connolly Ph.D.
5:00 – 6:00 PM	Connections & Bridge Building
6:00 – 7:00 PM	Dinner
7:00 – 9:00 PM	Roundtable with Senior Leaders



WEDNESDAY, FEBRUARY 2ND THE DUKE MANSION

6:00 – 7:00 AM	Optional Rise & Shine Yoga
7:00 – 8:00 AM	Breakfast & Check Out
8:00 – 9:00 AM	Community Impact Panel
9:15 AM – 12:00 PM	Activating Your Productivity Style with Carson Tate
12:00 – 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 www.queens.edu/TWIST

Questions?

For TWIST program content and speaker information contact:
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For TWIST registration, payment, and logistics information contact:
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