

## Break-Out Sessions

### **1. Cultivate Belonging in the Workplace for Yourself and Others**

*Lara S. Kallander, PhD, MAPP, Thriving Through Adversity Coaching LLC*

It can be daunting to be outnumbered in the workplace and yet finding a way to be included is the key to our success. This workshop will teach you to cultivate opportunities to recapture a sense of belonging and to be intentional about how to invite others into our circle so that inclusion becomes a reality. This interactive workshop will introduce key concepts to discuss and steps to take to cultivate belonging, for everyone's success.

### **2. How to Create, Build and Leverage Networks for Sustained Leadership and Career Success**

*Rochelle L. Williams, PhD, Association for Women in Science*

Networking is an important component for career success and, when strategically implemented, can be utilized to advance one's career. This interactive workshop will cover the various forms of strategic networking, incorporate small group discussions on the benefits and challenges related to networking, and provide tips and techniques that can immediately be put into action to improve one's networking skills as an important component for effective leadership.

Participants will come away with:

an understanding of the importance of strategic networking.

knowledge on how to improve one's own networking skills.

Information on strategies, tools and techniques that can immediately be put into practice.

### **3. Stop Apologizing: Practical Strategies for Creating Confidence**

*Emily Cherney, PhD, Rebecca Green, PhD, & Heidi Perez, PhD, Bristol-Myers Squibb*

The connection between confidence and success is well documented, yet insecurity at some point in one's academic or professional career is nearly universal. Lack of confidence is often perceived as a flawed character trait and leads to missed opportunities for growth and leadership. In this session, we'll redefine confidence as a product of our thoughts and actions and collectively engage strategies for practicing and projecting confidence.

#### **4. Choose Your Own Adventure: Career Paths of Organic Chemists**

*Moderator: Mary P. Watson, PhD, University of Delaware*

##### Panelists:

Sarah Wengryniuk, PhD, Assistant Professor, Temple University

Emily McLaughlin, PhD, Associate Dean & Associate Professor, Bard College

Nikki Goodwin, PhD, Director of Chemistry, GlaxoSmithKline

Jamie McCabe Dunn, PhD, Director, Merck & Co., Inc.

Zhenzhen Dong, PhD, Group Leader, Adesis, Inc.

Nicole Camasso, PhD, Development Editor, JACS

As a grad student or postdoc, it can be hard to know that various career paths really look like. This career panel will pull back the curtain on multiple career trajectories with the panelists discussing scientific, professional, and personal accomplishments and challenges that they have faced along the way. Participants will come away with a deeper understanding of what various careers entail and how to maximize your success in getting and thriving in their career choice.

#### **5. Cultural Change to Enable Diversity & Inclusion**

*Kevin R. Campos, PhD, and Ania Fryzkowska, PhD, Process Research & Development, Merck & Co., Inc.*

Recently, diversity and inclusion have been brought to the forefront of workplace dialogue; however, despite increased awareness, organizations still face many challenges in understanding the unique differences among people and appreciating the value that demographic variety has on business performance. Furthermore, companies may focus solely on diversity; however, without a culture of inclusion, they will not realize the benefits of their diverse workforce.

This workshop will explore factors in an organizational culture that either promote or squelch diversity and inclusion in the workplace. We will share personal experiences and identify actions that we can take to create a workplace environment where diversity thrives and every employee is appreciated for the unique value that they bring to the team.