

## Morning Session (3 choices)

### **The Psychology of Selves: Beyond Imposter Syndrome**

*Hannah Roberts, Ph.D., Breakthrough Talent & Skills Limited*

Do you have the stress inducing team of The Pleaser, The Pusher and The Perfectionist? Discover how to overcome imposter syndrome by separating from their agendas and regaining real choice in your behaviours and actions. Leave with three gold standard tools to break the cycle of pre-empting, overthinking and ruminating and unlock your true potential.

### **Leading Through Influence**

*Stacy Fosu, Ph.D., and Katie Murauski, Ph.D., Discovery R&D at AbbVie*

How do you lead at work or school without the *official* title? How do you effectively communicate to a diverse group for the greatest positive impact? To successfully collaborate with scientists in a variety of fields, whether it be to advance medicine through the pipeline or to develop innovative research in an academic lab, we must convince a diverse team to work together towards a common goal and say yes to our ideas. In this workshop, we will cover strategies to cultivate cooperation and develop our own influence. These tips include establishing credibility, eliminating self-doubts, building bridges, and being authoritative while approachable with colleagues we do not directly manage but need to lead. Small break-out groups created during the workshop will allow participants to discuss these methods and share experiences of leading without authority.

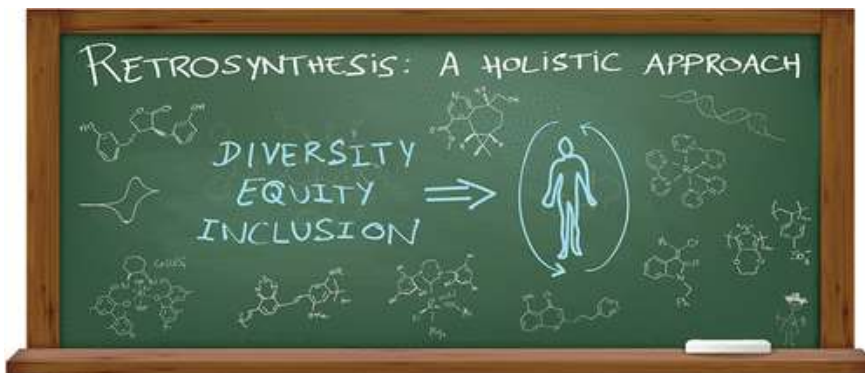
### **Discussion Toward Diversity, Equity and Inclusion in Organic Chemistry**

*Daniela M. Arias-Rotondo, Ph.D., Kalamazoo College, Elizabeth Elacqua, Ph.D., Pennsylvania State University, and Laure V. Kayser, Ph.D., University of Delaware*

This “workshop” will be a discussion around an article recently published by junior faculty across the US and Canada: [“Organic Chemistry: A Retrosynthetic Approach to a Diverse Field”](#), *ACS Central Science*, **2020**, *11*, 1845–1850 (available in open access – ***please read this article prior to the conference if you plan to participate in this***

**session**). A group of the authors will moderate the discussion and share their vision for beginning a transformative process within the field of organic chemistry.

Our target? Truly diverse departments that place an equal emphasis on scientific scholarship and the dignity of their members. We recommend that you read the article before the discussion and come prepared to discuss it. This will also be a time to reflect on actions you can personally take to improve diversity, equity, and inclusivity in your laboratory, department, university, company, and/or community.



## Afternoon Session (3 choices)

### **Take Control of Your Time: Say No, Negotiate, Delegate**

*Kimberly Steward, Ph.D., Global Ingredient Chemistry Leader, Cargill*

Time management is a challenge during normal times, but during a pandemic, it can be tougher without the parameters we're accustomed to when balancing work and home life. While we can't make more hours in the day, we can find more time for the most important things in our life. This interactive workshop will focus on three approaches to reduce distractions and concentrate on what matters: 1) reclaiming the power of saying "no" to focus on true priority items 2) negotiating to spend less time on unimportant tasks and 3) delegating, sometimes. Time to say goodbye to all time-stealers!

### **Beyond Pajamas: Coming out of COVID Isolation Mindfully**

*Lara Kallander, Ph.D., MAPP, Thriving Through Adversity Coaching*

In this interactive webinar, we will practice three positive psychology approaches to support our transition to a "new normal": listen to yourself, embrace the positive, and cultivate hope. We have been through an exceedingly difficult year, but more choices will soon be available to us. This workshop will help you put away the pajamas with excitement for your future.

### **Allies Help Turn the Tide**

*Dan Sutherlin, PhD, Vice President of Discovery Chemistry; Brent Obleton, Sr. Diversity & Inclusion Business Partner | Chief Diversity Office; Patricia (Patty) Siguenza, Vice President, BioAnalytical Sciences, Genentech*

Many of us have our own definition of what an Ally is. Today, with the increased awareness in social injustice and overt discrimination, it is also important to learn "how" to practice allyship. This interactive session will focus on: 1) What true allyship is, 2) Who can be an ally and 3) Providing a forum to practice allyship. The workshop aims to provide the participants with tangible ways to take action in their everyday work and personal lives following the session.