



**Earth Science**  
WOMEN'S NETWORK

## **Building Leadership Skills for Success in the Scientific Workforce**

The foundation to any great leader is the ability for that person to have a solid understanding of who they are and how they impact people. Whenever we can take time to further understand ourselves, our style, our motivations, and our ability to connect with others, we have the potential to identify what is helping us get what we want AND what might be getting in our way. Some differentiating factors of great leadership include critical self-knowledge, sustained proactive inquiry, and a willingness to share our story as a means to building relationships and trust. Some differentiating factors of great leadership include critical self knowledge, sustained proactive inquiry, and a willingness to both share and listen as a means to building relationships and trust. The facilitators and panelists for our workshop have been handpicked to help you gain knowledge, practice new understanding, and ultimately fulfill your goals for leadership!

### **Sunday, October 28: *Welcome and Overview***

**Location:** University of Colorado, Boulder at [University Memorial Center](#) (UMC), Room 235, 1669 Euclid Avenue ([corner of Broadway and Euclid](#))

**Meals:** Coffee, tea, and snacks will be available

**Transportation:** Use the CU bus line (from travel document)

3:00-6:00pm      Welcome, Introductions, Overview of Agenda  
Uncover your personality style using the DISC Personality Assessment  
Preview into Monday

## Monday, October 29

**Location:** UCAR Center Green Campus, 3080 Center Green Drive Building CG1

**Meals:** Breakfast on your own; Coffee, tea and snacks available mid-morning and mid-afternoon; Lunch provided via the cafeteria; Reception with food and refreshments

**Transportation:** Emily Smith will be driving a shuttle van with 2 trips (8:25 and 8:45am from Embassy Suites, meet in the lobby)

9:00-10:00am

### **Emotional Intelligence**

- What is self-awareness?
- How do you start to understand your impact?
- What good are emotions and can we really express them at work?
  - What does our brain have to do with it?
  - What are our triggers and our reactions to them?
  - What drives our behaviors?
- What is connection and how do we know if we have it?
- What is the cost of not being connected?

*10-10:30am Break*

10:30-12:30

Continue Emotional Intelligence

12:30-1:30pm

### **Lunch**

1:30-2:50pm

### **Unconscious Bias, Feedback, and Mentoring**

- What is unconscious bias? What can we do with it?
- How do we get better at giving and receiving feedback?
- What are key skills needed to be a great mentor?

*2:50-3:20pm Break*

3:20-5:00pm

Finish Unconscious Bias, Feedback, and Mentoring

5:30-7:30pm

### **Networking Reception**

- Meet local scientific leaders and professionals and network with your peers and colleagues.

## Tuesday, October 30

**Location:** UCAR Center Green Campus, CG1

**Meals:** Breakfast on your own; Coffee and tea available mid-morning; Lunch provided via the cafeteria

**Transportation:** Emily Smith will be driving a shuttle van with 2 trips (8:00 and 8:20am from Embassy Suites, meet in the lobby)

8:45am-11:15am      [AAUW Work Smart](#) on Salary Negotiation, Career Counseling, Goal Setting

11:30-11:45am      *Get lunch at cafeteria and come back for the panel*

11:45am-1:30pm      Lunchtime Careers Panel with four amazing leaders from academic, private and public sectors:

- **Dr. Diane Stanitski** (Deputy Director for Planning and Administration in NOAA's Global Monitoring Division (GMD))
- **Dr. Terri Fiez** (CU Boulder, Vice Chancellor for Research and Innovation)
- **Dr. Kevin R. Petty** (Chief Science Officer for Vaisala)
- **Dr. Sharon Collinge** (Observatory Director and Chief Scientist of the National Ecological Observatory Network (NEON))

1:30pm-3pm      "ListenUp!": A session on active listening with **Tommy Acierno**

## Building Leadership Skills for Success in the Scientific Workforce Facilitators

### *Christina Olex, The Point*



Chris Olex is a Corporate and Academic Trainer specializing in personal and team development, relationship building and communication, and self-awareness work.

Chris utilizes a variety of teaching methodologies, including assessment, experiential learning, and group discovery, as a means to help participants fully connect training content to direct application in the workplace and in their personal lives. Chris has extensive experience in the academic arenas speaking at the following conferences: DIACES 2002, DIALOG 2004, 2005, IPY 2007, APECS 2009, NGPR 2015, and DISCCRS 2003-2013. Chris has also been a presenter of leadership development work at ESWN conferences in 2008, 2012, 2013, and 2014. Other client relationships include delivering content for The National Center for Faculty Development under Dr. Kerry Ann Rockquemore, speaking to IGERT cohorts at WSU, Rutgers Women of Color Scholars Initiative, the Bard Center for Environmental Policy, and the Bard MBA in Sustainability. Finally, along with authors C.S. Weiler and J. Keller, Chris published a paper in 2011 titled “Personality Type Differences between Ph.D. climate researchers and the general public: implications for effective communication”.

Chris believes in the power of assessments for self-discovery, and is a certified trainer for the Myers-Briggs Type Indicator™ through the Association for Psychological Type; DiSC™ through Inscape Publishing; Emotional Intelligence through the Institute for Health and Human Potential; and is a certified coach through IPEC and the International Coaching Federation.

***Clients often ask “So, what is the point?”***

***My reply, “Exactly”.***

## ***Tommy Acierno, Tommy Acierno Coaching***

[www.tommyacierno.com](http://www.tommyacierno.com)



Tommy Acierno is an (ACC) Associate Certified Coach, (CPC) Certified Professional Coach, and Energy Leadership Index Master Practitioner (ELI-MP). He is Founder and Chief Energy Officer of Tommy Acierno Coaching, providing Energy and Life Coaching to Executives in the Technology industry. He is also a trainer for the Institute for Professional Excellence in Coaching. Tommy has eighteen years' experience in the technology industry working for companies like NCAR, Trimble, and Google. Utilizing his experience as an individual contributor, engineer, project manager, and people manager, he powerfully connects with executives to experience less stress and overwhelm by increasing their energy to create more balance, passion, and joy.

## ***AAUW Work Smart, facilitated by Marilyn Leist***

[salary.aauw.org/work-smart/](http://salary.aauw.org/work-smart/)



Marilyn Thomas Leist spent 24 years working in technology on signal processing, communication, and satellite command and control systems. She is retired from IBM. She also spent 12 years working in not-for-profit organizations including a startup organization that acted as a liaison between the school system and the business industry, and senior living communities where she was part of the leadership teams. She holds a doctorate in Adult Learning from Virginia Tech and has been a passionate member of the American Association of University Women for 44 years during which time she has served at the local, state and national levels. She is currently the president of the Boulder Branch of AAUW.

AAUW Work Smart is designed to help you negotiate for a new job, raise, or promotion. In this two-hour workshop you'll gain confidence in your negotiation style through facilitated discussion and role-play and learn:

- How to identify and articulate your personal value
- How to develop an arsenal of persuasive responses and other negotiation strategies, including how to get a raise or promotion
- How to conduct objective market research to benchmark a target salary and benefits
- About the wage gap, including its long-term consequences

## Building Leadership Skills for Success in the Scientific Workforce Panelists

Tuesday lunch will include a panel discussion with four amazing leaders from academia, and the private and public sectors. The panel discussion will include an introduction with our guests and then an open Q&A with our workshop participants and the panelist.



**Dr. Diane Stanitski** is the Deputy Director for Planning and Administration in NOAA's Global Monitoring Division (GMD), a laboratory with a mission to collect long-term, high quality observations of greenhouse gases, ozone, aerosols and radiation for climate and other applications. She also serves as the Acting Chief for GMD's Global Radiation group. Her research focuses on the rapidly changing environment in northern Alaska through the study of indicators of Arctic change.

Dr. Stanitski earned her Ph.D. from Arizona State University in Physical Geography/ Climatology. She was a tenured faculty member at Shippensburg University, PA, teaching atmospheric and environmental sciences, before switching gears to join NOAA's Climate Program Office where she managed a \$7M portfolio and guided implementation of a global ocean observing system. In 2007, Diane started her own company, *Geocation, LLC*, focused on science education curriculum development. She has authored/co-authored five children's science books about the ocean and atmosphere. She also taught at the US Naval Academy and the University of Colorado at Boulder. Examples of Diane's past leadership positions include co-chair of the AMS Symposium on Education, Executive Director of the Pennsylvania Geographical Society, and mentor and coach for the NOAA Leadership Effectiveness and Advancement Program.



**Dr. Terri Fiez** joined CU Boulder in September of 2015 as the Vice Chancellor for Research and Innovation. In this role, she is responsible for the \$507 million research portfolio that includes supporting current research operations, growing cross-disciplinary collaboration, and building research partnerships with other universities, industry and federal laboratories. The Research and Innovation Office (RIO) has been expanded to include the office of technology transfer and the office of industry collaboration. RIO is leading the university's first grand challenge focused on space exploration

and earth observation. Additionally, RIO is leading the Innovation and Entrepreneurship Initiative.

Prior to joining CU Boulder, Dr. Fiez was Head of the School of Electrical Engineering and Computer Science at Oregon State University (OSU). In this role, she built strong industry partnerships, grew nationally known research strengths and she was an education serial entrepreneur. In 2008-09 she took a leave of absence from OSU to co-found, launch and serve as CEO of a solar electronics startup company and since then she has helped support several other early stage startup companies. Her scholarly interests focus on analog and mixed-signal integrated circuits and novel approaches to innovative education where she has published over 150 papers and advised over 80 graduate students.

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**Dr. Kevin R. Petty** is the Chief Science Officer for Vaisala, a company that delivers weather- and climate-based products and solutions to meet a wide range of needs in the meteorological, transportation, energy, and defense industries. In addition, Vaisala provides environmental measurement and monitoring capabilities that support industrial applications and the life sciences sector.

Kevin earned his M.S. (1994) and Ph.D. (1997) in Atmospheric Sciences from Ohio State University and a B.S. (1989) in Mathematics/Secondary Education from Illinois College. After completing his doctoral degree, he accepted a postdoctoral position in the Advanced Study Program at the National Center for Atmospheric Research (NCAR). He continued to explore his interests in tropical meteorology and contributed to NCAR's science education initiative. It was also during this time that he became increasingly interested in transportation weather. He transitioned to a Project Scientist and assumed responsibility for the management of a Federal Aviation Administration sponsored national scale ceiling and visibility program. Kevin also served as a Scientific Program Manager at NCAR, where he managed the Maintenance Decision Support System and Vehicle Infrastructure Integration programs and supported program development efforts in the areas of surface transportation weather and the energy industry. He spent a portion of his career with the National Transportation Safety Board (NTSB) serving as a Senior Meteorologist in the Operational Factors Division. Kevin is a recognized technical expert in meteorological aspects of transportation accident investigations. During his time with the NTSB, he was dedicated to identifying and quantifying trends in transportation accidents, with particular focus on aviation visibility and icing hazards.

Kevin has continued to assist and serve the meteorological, transportation, and scientific communities through committee and conference participation and memberships in



organizations such as the American Meteorological Society, Transportation Research Board, Intelligent Transportation Society of America, American Geophysical Union and Sigma Xi.

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**Dr. Sharon Collinge** as the new Observatory Director and Chief Scientist of the National Ecological Observatory Network (NEON) in Boulder, Colorado. Sharon holds a B.A. from Kansas State University in Biology, a M.S. from the University of Nebraska-Lincoln in Biology, and a Ph.D. from Harvard University in Landscape Ecology. She has extensive and diverse ecological experience spanning three decades of research and leadership. Much of her own research has focused on the impacts of habitat loss, fragmentation and restoration on native species, communities and ecosystems—work very much in line with the NEON project’s mission. For the past 25 years,

she has served as lead investigator for projects for the National Science Foundation (NSF), Environmental Protection Agency (EPA), U.S. Fish and Wildlife Service and Air Force Center for Environmental Excellence. She was involved in the early design stages of the NEON project in 2004 and 2005 as the co-chair of the Infectious Diseases subcommittee. Since 2010, Sharon has been a professor for the Department of Ecology and Evolutionary Biology and the Environmental Studies Program at the University of Colorado Boulder, where she also served as the Director for the Environmental Studies Program from 2012 through 2015.