



Industry Exchange:

ROUNDTABLE CONVERSATIONS

| MAY 19, 2026 |



Welcome

Rena Hall, Ed.D

A WIN Executive Director



Connections



Icebreaker

What behaviors from you as a leader encourages collaboration?



Opening Speaker

Michele Herlein

Chief People Officer / Bridgestone

Getting to Know Michele Herlein



Chief People Officer, Bridgestone West

2026

BRIDGESTONE

Chief People Officer, Bridgestone West

2023



CultureMax

Founder and CEO of CultureMax

2014



Chief Administrative Officer and Chief Human Resource Officer at Barge Design Solutions

2006

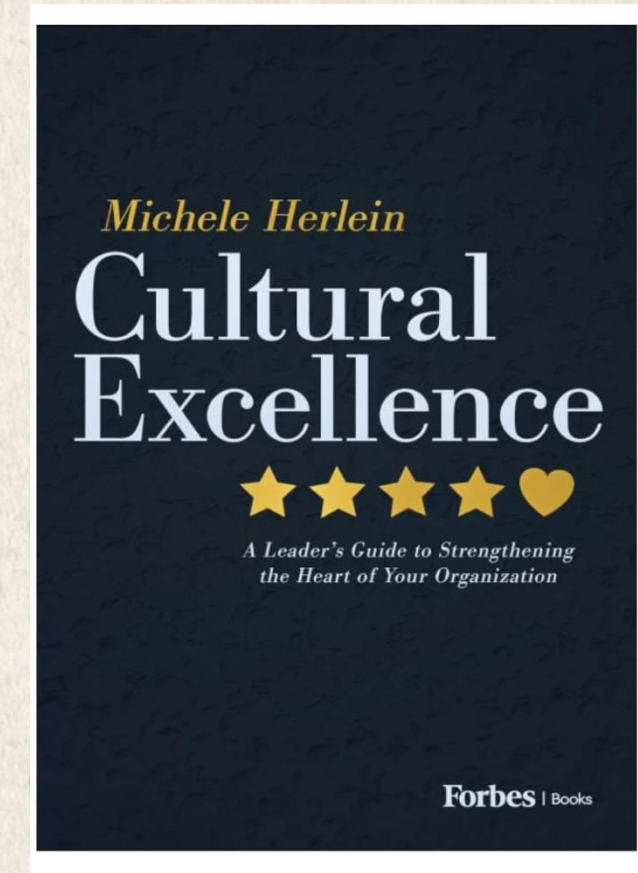
BRIDGESTONE

Vice President of Talent, Organization, and Culture

1998

bandag

Manager, Human Resource Development



"Turning culture from an accidental byproduct into a powerful driver of success".



Doctorate in Business Administration - St. Ambrose University,
Master's in communication theory, and a Bachelor's degree in
Marketing (minor in Economics) - Northern Illinois University



Building Effective Teams:

FROM INDIVIDUAL EXCELLENCE

TO SHARED SUCCESS

The Leadership Shift

Leadership is not about being the best in the room

It's about building a room where everyone performs at their best

Team success vs. individual recognition

What Effective Team Builders Do



**DESIGN TEAMS
INTENTIONALLY**



**CREATE CLARITY AND
ALIGNMENT**



BUILD A 'WE' CULTURE



**REINFORCE SHARED
SUCCESS**

Design for Complementary Strengths



Diversity of thought drives outcomes



Avoid 'mini-me' teams



Focus on complementary skills



Caitlin Clark

College Statistics

- 28.4 points per game
- 8.2 assist per game
- Elite scorer AND playmaker

Professional Statistics

- 18–19 points per game
- 8.5 assists per game
- Consistency in team enablement



Leadership Insights

- Scoring = personal excellence
- Assists = enabling others
- Impact comes when you allow everyone to perform at their best

Create Clarity and Alignment

Shared Goals

Clear Roles

**Alignment
Reduces Friction**



A Story of Misalignment

How to Create Alignment

- Define what success looks like?
- Determine who is accountable for what?
- Examine: where are the dependencies?

BUILD A 'WE' CULTURE



SHIFT FROM I TO WE



CELEBRATE SHARED
WINS



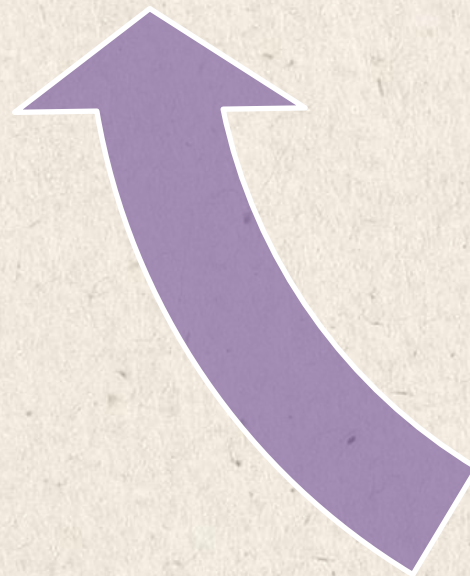
REINFORCE TEAM
IDENTITY

WHY IT WORKS?

Ownership
beyond
role

Shared
purpose

High trust

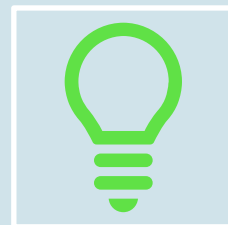


REINFORCE SHARED SUCCESS



Celebrate

Celebrate collective
outcomes



Highlight

Highlight
contributions



Reward

Reward Teamwork

Pulling It Together



Balance performance +
enablement



Prioritize the whole team



Create mutual support



Thank You

Breakout Rooms

Room 1: Financial Services,
Banking & Insurance



Facilitator: Lauren Land

Room 2: Legal, Accounting &
Professional Services



Facilitator: Alex Oldham

Room 3: Construction,
Engineering, Manufacturing, &
Industrial



Facilitator: Tonya Spry

Breakout Rooms

Room 4: Construction,
Engineering, Manufacturing,
& Industrial



Facilitator: Erin Gregory

Room 5: Technology, Energy
& Corporate Services



Facilitator: Cat Bacelieri

Room 6: Healthcare,
Education & Government



Facilitator: Leigh Walls

Room 7: Healthcare,
Education & Government



Facilitator: Tammy Golden



Report Outs

Evaluation

Please take a few minutes to answer the evaluation poll.



Those who complete the poll will be entered to win a **\$10 Starbucks gift card!**

Three Gift cards available



Wellness at Work: Mental Health Roundtables

August 20, 8:30-10:30 a.m.
Wellpath

Annual Summit



“Where Innovation Meets Leadership”

September 29th, 9:00 a.m. -5:00 p.m.



Thank You

Visit us at

INSTAGRAM - @AWINASHVILLE

LINKEDIN - ADVANCING WOMEN IN NASHVILLE

WEBSITE - advancing-women.org