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# Leadership Conference

9 AM - 6:30 PM

October 20 | Jepson Alumni Center

9:00 AM

## Welcome & Kickoff

*Kimberly Noonan, WIM Virginia*

9:05 AM

## From Burnout to Breakthrough: Building a Mindful Brand with Purpose

*Megan Riggs, Crunchy Hydration*

This inspiring session explores redefining success after burnout, encouraging leaders to prioritize well-being, lead with intention, and build careers that energize and create meaningful impact.

10:00 AM

## Operationalizing Empathy: Why Mental Health is Your Next Great Safety Metric

*Annette Kane-Shine, Sumitomo Drive Technologies*

This interactive session reframes mental health as an essential performance metric, offering practical strategies to build resilient, communicative, and safe teams while addressing the unique pressures women face in industry.

11:20 AM

# WiM Virginia Woman of the Year & Leadership Certificate Presentation

*Kimberly Noonan, WiM Virginia*

12:00 PM

## From Kitchen to Factory Floor: Building a Manufacturing Brand from Scratch

*Hannah Pollack, Nightingale Ice Cream Sandwiches*

This candid fireside chat shares practical, hard-earned leadership lessons from scaling a manufacturing business—highlighting the shift from passion to systems and the realities of growth, change, and people management.

1:00 PM

### Breakout Session #1

*The Accidental Diminisher: Awareness, Action, and the Path to Multiplying Others*

*Sharon Elsvich, WSP  
Jana Pollard, Exclusive Pollard Entity  
Emily Nicholson, ATCC*

Drawing on Liz Wiseman's *Multipliers*, this session helps leaders recognize and replace unintentional limiting behaviors with practical strategies that unlock team potential, foster accountability, and drive smarter, more innovative performance.

### Breakout Session #2

*Balancing Operational Demands with Long-Term Talent Sustainability*

*Jennifer Ney, Nestlé Purina*

This session reframes training and people development as the foundation of operational excellence, offering practical pillars to build capable, energized teams and sustainable manufacturing success.

2:00 PM

### Breakout Session #3

*Understanding & Communicating Your Value (Salary, Opportunities & Transitions)*

*Kajisha McCreary, Growing Perspectives Career Consulting*

This session empowers participants to clearly articulate their value and confidently pursue advancement opportunities through effective self-promotion, negotiation, and career positioning strategies.

### Breakout Session #4

*To Be Announced*

3:00 PM

## Overfunctioning Is Not Leadership: Designing Boundaries That Sustain You

*Amy Hager, Amy Hager Solutions*

This inspiring session explores redefining success after burnout, encouraging leaders to prioritize well-being, lead with intention, and build careers that energize and create meaningful impact.

4:30 PM

## Closing Comments & Networking Reception

*Jenni Oren, Alfa Laval*

We'll wrap the day with a cocktail reception in the beautiful Jepson Alumni Garden—because after a day of breaking barriers, we deserve to raise a glass to our achievements!

*Thank you for joining us!*



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