

## **BERNICE LEDBETTER**

828 Terraine Avenue, Long Beach, CA 90804  
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### **EDUCATION**

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Doctor of Education in Organizational Leadership, Pepperdine University, Malibu, CA

Master of Divinity, Fuller Theological Seminary, Pasadena, CA

Bachelor of Arts in Liberal Studies, California State University, Fresno, Fresno, CA

### **ACADEMIC POSITIONS**

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Pepperdine University

Director, Pepperdine Center for Women in Leadership, 2015- present

Pepperdine University, Graziadio School of Business and Management

Academic Director, MS in Management and Leadership Program, 2017 – present

Chair, Program Committee, MS in Management and Leadership Program, 2015 – 2016

Faculty, Organizational Theory & Management 2009 – present

Union Institute & University, Cohort Ph.D. Program

Chair, Ethical & Creative Leadership emphasis 2009

Doctoral Faculty, 2007 – 2009

University of La Verne, College of Business and Public Management

Chair, M.S. in Leadership and Management Program, 2006 – 2007

Assistant Professor of Organizational Management, 2006 – 2007

Part-time Faculty, 2003 - 2005

### **INVITED AND OTHER SCHOLARLY PUBLICATIONS**

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Ledbetter, B. (2017 submitted). Women in Oman: Leadership Style Preferences in the Context of Peace. *Gender in Management: An International Journal*.

Ledbetter, B. (2017 in press). Women in leadership in Uganda. In M. Weber and K. Cissna-Heath (Eds.). *Women in Leadership and Work-Family Integration, Volume Three: A Global Perspective*. United Kingdom: Cambridge Scholars Publishing.

Ledbetter, B., Banks, R., & Greenhalgh, D. (Dec. 2017). Does Spirituality Make a Difference in Leadership? *Graziadio Business Review*.

Ledbetter, B. (2016). Business leadership for peace. *International Journal of Public Leadership*, 12(3), 239-251.

Ledbetter, B., Banks, R., & Greenhaulgh, D. (2016). *Reviewing leadership: A Christian evaluation of current approaches*, 2<sup>nd</sup> ed. Grand Rapids, MI: Baker Academic.

Ledbetter, B. (2014). A Values Approach to Advancing Women in leadership: Using Talent Management to Change the Equation. *Graziadio Business Review*, 17(3).

Ledbetter, B. (2012). Dialectics of Leadership for Peace: Toward a Moral Model of Resistance. *Journal of Leadership Accountability and Ethics*, 9(2), 11-24.

Ledbetter, B. (2010). Leading self. In R. Couto (Ed.). *Political & civic leadership: A reference handbook*: Vol. 2. (pp.886-894). Los Angeles: Sage.

Ledbetter, B. (2008). Global Perspectives on Laity. In W. Dyrness & V. Кдрккдинен (Eds.), *Global Dictionary of Theology*. Downers Grove, IL: InterVarsity Press.

Banks, R., and Ledbetter, B. (2004). *Reviewing leadership: A Christian evaluation of current approaches*. Trans. Chinese (2006); Korean (2008); Spanish (2009/2012). Grand Rapids, MI: Baker Academic.

#### **DISSERTATION COMMITTEES**

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Committee Member

Lindsey, K. (in progress). *Black Women Administrators in Higher Education*. Azusa Pacific University, Azusa, CA.

Han, B. (in progress). *Utah Women: The Development of Leadership Voice*. Creighton University, Omaha, NE.

Tabata, M. (in progress). *Leadership Influence and Project-Based Teams in Lutheran Nonprofit Organizations*. Eastern University, St. Davids, PA

Taylor, J. (2010) *The Social Cost of Ambiguity in the Professional Identity of American Funeral Directors*. Union Institute & University, Cincinnati, OH.

Stebick, D. (2009). *A Case Study of the Implications of Student Achievement by Instructional Leaders' Implementation of Response to Intervention*. Union Institute & University, Cincinnati, OH.

Chair

Loyd, R. (2009). *The Adaptive Work of Trinitarian Leadership: A Case Study of Pastoral Transition*. Union Institute & University, Cincinnati, OH.

Montgomery, C. (2009). *In Search of Race-Transcending Prophets: A Narrative Inquiry of the Role of Spirituality in the Leadership and Social Justice Practices of Black Men*. Union Institute & University, Cincinnati, OH.

#### **THESIS COMMITTEES**

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Chair

Seieroe, M. (2016). *Investigating Women's Low Rates of Participation in the Expatriate Professional Workforce*. The George L. Graziadio School of Business and Management, MSOD Program, Pepperdine University.

Robertson, A. (2016). *The Experience of Stress among First-Time Entrepreneurs in High Technology Startup Organizations*. The George L. Graziadio School of Business and Management, MSOD Program, Pepperdine University.

#### **PROCEEDINGS**

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Ledbetter, B. (2007) "Interpreting the Impact, Culture, and Sustainability of Leadership: Implications for Leadership Education and Development" *Proceedings* of the annual meeting of the International Leadership Association, Vancouver, British Columbia, Canada

Ledbetter, B. (2004). "Reviewing leadership: Leadership and spirituality in the workplace." *Proceedings* of the annual meeting of the International Leadership Association, Washington, D.C.

#### **ACADEMIC CONFERENCE PRESENTATIONS**

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“Women leading Progress and Prosperity in Uganda” (submitted 2018). International Leadership Association, Palm Beach, Florida.

“Transformational Leadership in the Context of Peace: Omani Women's Leadership Style” (2017). International Leadership Association, Brussels, Belgium.

“Developing Leader Identity of High Potential University Women” (2016). International Leadership Association, Atlanta, Georgia.

“Women Students’ Perception of Leadership” (2016). Women in Leadership: Work-Life Balance Conference, Los Angeles, CA.

“Business Leadership for Peace: What is the Role of For-Profit Business in Advancing Peace?” (2015). International Leadership Association, Barcelona, Spain.

“Religion/Spirituality and Ethical Leadership” (2014). International Leadership Association, San Diego, CA

“Moral Stress in Ethical Leadership: Managing Paradox Through Sustainable Resilience” (2013). International Leadership Association, Montreal, Canada

“Dialectics of Leadership for Peace” (2013). Western Academy of Management, Santa Fe, NM

“Moral Progress and the Occupy Movement: Affirmation or Contradiction” (2012). International Leadership Association, Denver, CO.

“The Dialects of Leadership for Peace: Toward a Moral Model of Resistance as the Path to Peace” (2011). International Leadership Association, London, UK.

“Models & Cases: Integral Approaches to Balance and Transcendence” Panel Chair (2011). Academy of Management, San Antonio, TX.

“Resistance Leadership” (2010). International Leadership Association, Boston, MA.

“Virtual Teams & Swift Trust” (2010). International Leadership Association, Boston, MA.

“Organizing for Compassion: Compassion in Management Practice and Research” (2010). Chair, All Academy Theme Symposium, Academy of Management, Montreal, Canada.

“Engendering Adaptive Work - Adapting Adaptive Work: Perspectives on the Work of Ronald Heifetz” (2009). International Leadership Association, Prague, Czech Republic.

“Ethical Values of Women Leaders: Benevolence & Achievement” (2009). Association for Practical & Professional Ethics, Cincinnati, OH.

“The Courage to Lead: Leadership Themes in Scott Joplin’s Opera *Treemonisha*” (2008). International Leadership Association, Los Angeles, CA.

“Compassion Organizing Competence: A Case Study Analysis of the Masangane Program in South Africa” (2008). International Society of Business, Economics and Ethics World Congress, Cape Town, South Africa.

“An Interdisciplinary Approach to Values and Leadership” (2007). Society of Business Ethics, Philadelphia, PA.

“The Razor’s Edge of Leadership: Simulating the Uncertainty of Business” (2007). Western Academy of Management, Missoula, MT.

“Symphony” (2006). Western Academy of Management, Long Beach, CA.

“Leveraging Group Projects for Organizational Benefit: ‘The Triple Bottom-line’ Approach for Team Project Assignments” (2006). Western Organizational Management Teaching Conference, La Verne, CA.

“Leading Through Shared Values” (2005). International Leadership Association, Amsterdam, The Netherlands.

“Women’s Leadership Development” (2005). International Leadership Association, Amsterdam, The Netherlands.

“Benchmark Leaders from Europe and East Europe” (2005). International Leadership Association, Amsterdam, The Netherlands.

“Orchestrating Student Led Team Projects Toward Successful Outcomes” (2005). Western Organizational Management Teaching Conference, La Verne, CA.

“The Art and Science of Leadership: A Multidisciplinary Approach to Teaching Leadership” (2004). The Society of Educators and Scholars, Austin, TX.

“Faculty - Student Collaboration: Aligning Theory and Practice of Shared Leadership” (2004). Western Organizational Management Teaching Conference, Malibu, CA.

“Leadership and Values: Creating Sustainable Change” (2001). International Leadership Association, Miami, FL.

#### **PRACTITIONER PUBLICATIONS**

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Ledbetter, B. (December 21, 2017). Work Cannot be a Place Women are Afraid to Go. *Huffington Post Blog*.

Ledbetter, B. (November 16, 2017). Sexual Harassment Disaster Puts “Good Men” in a Quandary. *Huffington Post Blog*.

Ledbetter, B. (October 25, 2017). Enablers are Part of the Sexual Harassment Problem. *Huffington Post Blog*.

Ledbetter, B. (September 28, 2017). Why I think 2018 will be the Year of the Woman. *Huffington Post Blog*.

Ledbetter, B. (August 10, 2017). Disrespect Not Dissent Was the Problem with Google Memo. *Huffington Post Blog*.

Ledbetter, B. (August 3, 2017). More Women in Asset Management Would be a Game Changer. *Huffington Post Blog*.

Ledbetter, B. (June 28, 2017). Why Uber Should Hire a Woman CEO *Huffington Post Blog*.

Ledbetter, B. (May 31, 2017). What Kind of a Woman are You? *Huffington Post Blog*.

Ledbetter, B. (March 27, 2017). Leadership Training can Help Close the Gender Gap. *Huffington Post Blog*.

Ledbetter, B. (February 28, 2017). Is Women's Leadership Talent Hiding in Plain Sight? *Huffington Post Blog*.

Ledbetter, B. (December 20, 2016). The Benefits of Gratitude: Why Saying Thank You Matters, *Huffington Post Blog*.

Ledbetter, B. (November 16, 2016). Are you a Queen Bee or a Virtuous Woman? *Huffington Post Blog*.

Ledbetter, B. (September 1, 2016). Here's What You are Doing Right. *Huffington Post Blog*.

Ledbetter, B. (July 5, 2016). Transparency is Key in Ensuring Gender Pay Equity. *Huffington Post Blog*.

Ledbetter, B. (May 10, 2016). The Business Case for Advancing Women on Boards. *Huffington Post Blog*.

Ledbetter, B. (March 3, 2016). Bringing Gender Parity to Hollywood One Step at a Time. *Huffington Post Blog*.

Ledbetter, B. (January 21, 2016). 5 Ways to Seize a New Opportunity With Confidence. *Huffington Post Blog*.

Ledbetter, B. (December 9, 2015). Feeling Stuck: Ask Yourself am I Liked or Respected? *Huffington Post Blog*.

Ledbetter, B. (November 11, 2015). How Women Can Approach Their Year-End Review With Confidence. *Huffington Post Blog*.

Ledbetter, B. (October 2, 2015). It's not Rocket Science to Advance Women in the Workplace. *Huffington Post Blog*.

Ledbetter, B. (September 1, 2015). The World Should Follow California's Lead in Ensuring Equal Pay. *Huffington Post Blog*.

Ledbetter, B. (June 15, 2015). 5 Ways Women can Develop Leadership Skills. *Huffington Post Blog*.

Ledbetter, B. (May 15, 2015). Why Women are the New MVPs. *Huffington Post Blog*.

Ledbetter, B. (March 4, 2015). Four Ways to Deal with a Male-Dominated Culture. *Huffington Post Blog*.

Ledbetter, B. (December 11, 2014). Four Ways Managers Can Spread Holiday Cheer Without Spending a Dime. *Huffington Post Blog*.

Ledbetter, B. (November 11, 2014). Six Leadership Myths and Realities. *Huffington Post Blog*.

Ledbetter, B. (October 9, 2014). Want to move up the Corporate Ladder? You Need a Career Map. *Huffington Post Blog*.

Ledbetter, B. (July 27, 2014). Despite regional differences, women across the globe face same career advancement challenges. *Huffington Post Blog*.

Ledbetter, B. (July 11, 2014). #Like a Girl Campaign is a Game Changer in the Feminist Movement. *Huffington Post Blog*.

Ledbetter, B. (April 8, 2014). Over 9 million women-owned businesses in the U.S. and counting! *Huffington Post Blog*.

Ledbetter, B. (March 19, 2014). Five tips for women who want to advance in careers. *Huffington Post Blog*.

## **MEDIA QUOTES**

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Reuters “Fired Google memo writer draws jeers, cheers and a job offer. *Business Insider* August 8, 2017.

*LA Times* “Uber won’t name and shame the alleged harassers it fired, but it doesn't have to” June 7, 2017.

Op-Ed *Los Angeles Business Journal* “Why Can’t Women Jump?” June 5, 2017.

*LA Times* “Uber Sexual Harassment Allegations Are A Warning for the Tech Industry and Its 'Rock Star' Culture” February 21, 2017

*LA Business Journal* “Meal Replacement CEO Serves up Futile Fight” August 5, 2016.

*LA Times* “Soylent CEO Charged over Defiance of Permits and Codes for ‘Unsightly’ Container Home” July 29, 2016

*LA Business Journal* “Good Intentions: B Corporations Say Socially Conscious Designation Helps Them Connect With Top Talent, Millennials” November 30, 2015

*LA Times* “Ellen Pao Resigns as Interim CEO of Reddit after Week of Intense Criticism” July 10, 2015

*LA Times* “Sharing Her Grief, Sheryl Sandberg Becomes More Powerful Role Model” June 4, 2015

*LA Times* Feature piece in weekly column *How I Made It* “Bernice Ledbetter: Getting Women to Lead” May 3, 2015

*LA Times* “Bias Case May Yet Spur Change” March 29, 2015

*LA Times* “3 Lingering Questions After Ellen Pao's Loss in Silicon Valley Trial” March 28, 2015

## **TEACHING**

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### **Pepperdine University**

#### **Masters Level**

OTMT 672 Organizational Dynamics & Managing Change, The George L. Graziadio School of Business and Management, Pepperdine University, Online and On-ground 2011-present

OTMT 679 Education to Community Capstone Course, The George L. Graziadio School of Business and Management, Pepperdine University, 2013-present

OTMT 617 Leadership Theory & Practice, The George L. Graziadio School of Business and Management, Pepperdine University, Online and On-ground 2011-present

BSCI 635 Leadership and Ethics, The George L. Graziadio School of Business and Management, Pepperdine University, 2007-present

BSCI 617 Creating & Leading Teams, The George L. Graziadio School of Business and Management, Pepperdine University, 2010-2016

OTMT 608 Theories and Models of Organizations: Designing Sustainable Organizations, The George L. Graziadio School of Business and Management, Pepperdine University, 2009-2011

OTMT 670 Advanced Principles of Organizations and Leadership, The George L. Graziadio School of Business and Management, Pepperdine University, 2011-2014

OTMT 650B MSML Capstone Course Leading Through Teams, 2013

MBA 694 Great Leaders, Great Literature, The George L. Graziadio School of Business and Management, Pepperdine University, 2000 – 2003; 2017 - present

MBA 650 Human Behavior Workshop, The George L. Graziadio School of Business and Management, Pepperdine University, 2003, (Co-facilitated)

### **Undergraduate**

#### **Pepperdine University**

BSM 483 Managing Diversity in Organizations, The George L. Graziadio School of Business and Management, Pepperdine University, 2003 – 2006, 2009-2011

BSM 476 Managing Organizations, The George L. Graziadio School of Business and Management, Pepperdine University, 2002 – 2006

BSM 484 Contemporary Business Issues: Leadership, The George L. Graziadio School of Business and Management, Pepperdine University, 2004, 2006, 2007

BSM 484 Contemporary Business Issues: Organizational Analysis, Design and Development, The George L. Graziadio School of Business and Management, Pepperdine University, 2006

BSM 484 Contemporary Business Issues: Human Relations, The George L. Graziadio School of Business and Management, Pepperdine University, 2002

BSM 480 Critical Thinking Skills for Managerial Decision Making, The George L. Graziadio School of Business and Management, Pepperdine University, 2002 – 2003

### **TEACHING**

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#### **Doctoral**

##### **Union Institute and University (2007-2009)**

ECL 710 Foundations of Leadership, Cohort PhD Program, Union Institute & University, Hybrid 2007-2009

ECL 730 Interdisciplinary Approaches to Leadership, Cohort PhD Program, Union Institute & University, Hybrid 2008

ECL 850 Individualized Study I: Literature Review, Cohort PhD Program, Union Institute & University, Hybrid 2008

RMTH 708 Research Methods II: Qualitative, Cohort PhD Program, Union Institute & University, Hybrid 2008-2009

### **TEACHING**

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#### **University of La Verne**

##### **Masters Level**

MGMT 500 Management Theory and Practice, College of Business and Public Management, University of La Verne, 2005 – 2007

MGMT 523 Organizational Theory and Design, College of Business and Public Management, University of La Verne, 2006 – 2007

MGMT 571 Innovation in Organizations, College of Business and Public Management University of La Verne, 2004 – 2005

MGMT 582 Managing Groups and Teams, College of Business and Public Management University of La Verne, 2004 – 2005

MGMT 581 Research Seminar, College of Business and Public Management University of La Verne, 2004 – 2005

MGMT 585 Research Seminar 1: Methods, College of Business and Public Management University of La Verne, 2004 – 2005

MGMT 596 Cap-Stone Graduate Seminar – Case Based, College of Business and Public Management University of La Verne, 2006 – 2007

#### **UNIVERSITY SERVICE**

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##### **PEPPERDINE UNIVERSITY**

Impact Task-force, 2017

Chair, Master of Science Management and Leadership degree Program Committee, 2014 - present

Full-time MBA Program Committee, 2017

Learning Assurance Committee, 2016

University Management Committee, 2014 – 2016

Graziadio Dean's Search Committee, 2014-2015

Faculty Council (elected position) 2012-2014

Master of Science in Human Resources Program Proposal Committee 2013-2014

Global Study Abroad one-week intensive course Supporting Faculty, Shanghai, China, 2013; Thailand and Viet Nam, 2017

Faculty Advisor, Women MBA International 2012

Faculty Advisor, Student President -Malibu Graduate Business Society (student government) 2012-2014

Full-Time MBA Program Committee 2010-2013

Fully-Employed Master of Science in Leadership & Management Program Sub-committee 2009-2014

##### **UNION INSTITUTE AND UNIVERSITY**

Chair, Ethical and Creative Leadership emphasis 2009

University Strategic Planning Committee 2008-2009

##### **UNIVERSITY OF LA VERNE**

Chair, M.S. in Leadership and Management Program, 2006 – 2007

#### **COMMUNITY SERVICE**

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##### **BOARD OF DIRECTORS**

Advisory Board Member, Women Connect, founded by Michelle Patterson, a media and production company giving women a voice to share their message, especially through the California Women's Conference, 2016-2017.

2020 Women on Boards, Los Angeles Host Committee, 2016, 2017



Board Member, Vesper Society, dedicated to promoting social justice focusing on the provision of health services and youth leadership, 2000 – 2005, 2009 – 2014 Chair, Personnel Committee, Corporate Secretary, Audit Committee

**PROFESSIONAL ASSOCIATIONS**

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International Leadership Association (currently)  
Academy of Management (currently)  
African Academy of Management  
Society for Business Ethics  
Western Academy of Management  
International Society of Business Economics and Ethics

**PROFESSIONAL ASSOCIATION SERVICE**

Peer Reviewer *Gender in Management: An International Journal*.  
Reviewer Scholarship Track, International Leadership Association, 2011-2017  
Project Lead, Five-Year Review, Division Status Application, Management, Spirituality & Religion Interest Group, Academy of Management 2011-2013  
Annual Conference Program Committee, International Leadership Association, 2009

**HONORS AND AWARDS**

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Graziadio Alumni Network Leadership Council “Above and Beyond” Faculty Award, Pepperdine University, 2016  
  
George Award, George L. Graziadio School of Business and Management, Pepperdine University, 2016  
  
Waves of Innovation Grant, President’s Office, Pepperdine University, 2015 – 2018  
  
Howard A. White Award for Teaching Excellence, Pepperdine University, 2014  
  
Fellow, Blended Learning, George L. Graziadio School of Business and Management, Pepperdine University, 2010-2011  
  
Phi Delta Kappa, honored for academic achievement, Graduate School of Education and Psychology, Pepperdine University, 2005  
  
Outstanding Adjunct Faculty of the Year, George L. Graziadio School of Business and Management, Pepperdine University, 2005  
  
Glen and Gloria Holden Graduate School of Education and Psychology Scholarship for academic merit, Pepperdine University, 2004

**PROFESSIONAL POSITIONS**

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LEDBETTER CONSULTING GROUP, Long Beach, CA 2002- present  
Principal  
Provided consultative services to organizations, groups and individuals. Client industries include telecommunications, professional services, and non-profit organizations. Founded Women’s Leadership Association, a monthly training and developed program dedicated to advancing women in leadership.  
  
RIGHT MANAGEMENT CONSULTANTS, Pasadena, CA, 2000-2002  
Organizational Consultant

Provided consulting and training to TRW Space and Electronics Division to improve team and individual performance and increase capacity to adapt to change in preparation for acquisition by Northrop Grumman Corporation.

**Career Management Consultant**

Performed career transition coaching to enable candidates to move smoothly and effectively through the process of obtaining re-employment.

**Vice President, Client Services Consultant**

Engaged in sales and marketing of consultative services among corporate clients from Fortune 500 and major middle market companies.

**DE PREE LEADERSHIP CENTER, Pasadena, CA, 1996-1999**

**Co-Founder and Director**

Initiated and developed strategies and vision for start-up organization designed to cultivate values-based leadership in managers and executives of business and nonprofit organizations.

**FULLER THEOLOGICAL SEMINARY, Pasadena, CA, 1989-1996**

**Co-Director of Extended Education in Southern California**

**Director of Academic Programs and Academic Advising**

Managed operations and marketed distance learning and on-line programs and services to prospective students. Supervised the director of Academic Advising and hired and supervised adjunct faculty.

Managed the summer school program, including selection of dynamic faculty by matching student needs with curricular offerings. Supervised, trained, motivated, and evaluated a staff of ten peer academic advisors.

**UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles, CA, 1988-1989**

**Marshall School of Business**

**Academic Advisor**

Provided academic advising to fully employed MBA students.

**CONSULTATIVE ENGAGEMENTS**

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**Executive Development**

Facilitated Strategic Planning Retreat with Board of Visitors Executive Committee, Graziadio School of Business and Management, Newport Beach CA, 2015.

Facilitated Strategic Planning Retreats with Board of Directors of non-profit organization providing multilevel care for seniors. Monte Vista Grove Homes, Pasadena, CA, 2002, 2003.

“Meeting the Current Challenge: Leading Change During Accelerated Business Growth,” Pall Medical Company, City of Industry, CA, 2000. Presented change management strategies to executive team responsible for 500 employees in United States and Mexico.

**Webinars**

“Developing Yourself as a Leader for the Future” May, 2018

“Delegation Development,” Webinar, hosted by University of California, Irvine Extended Education, Irvine, CA, 2007.

**Industry Speaking Engagements**

**Women in Leadership**

“Best Practices on Interventions in the Fight against SGVB: Contemporary Insights on Collective Courage”, Kampala, Uganda, 2018.

“Women in Leadership: Leading with Vision, Confidence and Identity” Women’s Leadership Institute, Pepperdine University, Malibu, CA, 2018.

“Women in Church Leadership: Leading with Confidence, Realities and Opportunities” Free Methodist Women, Rancho Cucamonga, CA, 2017.

“Change the Equation: Become a Best for World Leader, Today, not Tomorrow” California Association of Realtors Women’s Conference, Pasadena, CA, 2017.

“The Role of Women in Driving Uganda Towards Middle Income Status: Case Studies of Success”, Kampala, Uganda, 2017.

“Change the Equation: Become a Best for World Leader” National Association of Women Business Owners (NAWBO) Los Angeles, CA Chapter, 2017.

“Today not Tomorrow” California Women’s Conference, Long Beach, CA 2017.

“Women in Leadership in Higher Education” Conference, Biola University, LaMirada, CA, 2017.

“Team Building Workshop” Amgen, Westlake Village, CA 2017.

“Women in Leadership Workshop and Conference” Muscat, Oman, 2016.

“Leadership is Ours to Win”, ESPN, Bristol, CT 2016.

“Gender Equity in the Workplace” Professionals in Human Resources Association, Burbank, CA 2016.

“Women’s Opportunities and Challenges” International Women’s Day, Women Network, Irvine, CA 2016.

“Women in Business and Entrepreneurship” Mentorship Works, Santa Barbara, CA 2016.

“Women in Leadership: Developing Your Leadership Vision” O’Gara Coach, Los Angeles, CA 2016.

“Leadership is Ours to Win: Women are the New Corporate MVPs” Keynote, Women in Sports and Events - Women of Inspiration Awards, Los Angeles, CA 2015.

“Women in Leadership: Advancing Diversity” Southern California Gas Company, Los Angeles, CA, 2015.

“Leadership Speaker’s Series” featured speaker, AEG Los Angeles, CA 2015.

“Leadership is Ours to Lose or to Win?” Los Angeles Business Journal Women’s Summit, Los Angeles, CA, 2015.

“Developing High Potential Women” Women in Construction, Los Angeles, CA, 2001.

“Women’s Ways of Leading” Women in Aerospace, El Segundo, CA, 2001.

### **Organizational Change**

“Successfully Managing Change and Transition” TRW Space and Electronics, Redondo Beach, CA, 2002.

“Surviving in the Downsized Organization” TRW Space and Electronics, Redondo, Beach, CA, 2002.

“Managing Survivor Syndrome and Moving On After Repeated Downsizings” SwitchPoint Networks, Sundance, UT, 2001.

“Sustaining Change Through Collaborative Leadership” Leadership Pasadena, Pasadena, CA, 2000.

**Professional Development:**

“Career Mapping: Aligning Purpose, Passion and Possibility” Graziadio School of Business and Management, Los Angeles, CA 2016.

“Leadership & Management: Similarities & Differences” Leadership Development Program for Selected High Potential Managers, Pepperdine University, Malibu, CA, 2014, 2016

“Interdisciplinary Leadership: Community and Inclusion” Leadership Conference, Pepperdine University, Malibu, CA, 2014.

“Leadership & Team Building: Can Ethics and Effectiveness Coexist?” National Association for Purchasing and Payables (NAPP), Marina De Rey, CA, 2010.

“Workplace Energy” Pepperdine University, 2010.

“Leadership in Academic Nursing” American Association of Colleges of Nursing (AACN),Landsdowne, VA, 2007.

“Moving from Management to Leadership” International Institute of Los Angeles, CA, 2006.

“Leadership and Power: Machiavelli as a Case Study for Exploring the Use of Power in Leadership. University of La Verne, La Verne, CA, 2005.

“Leadership Trends: An Experiential Workshop to Explore Trends Impacting the Practice of Leadership over the Next 20 years.” University of La Verne, La Verne, CA, 2004.

“Values That Shape Behavior in the Workplace” TRW Space and Electronics, Redondo Beach, CA, 2002.

“Motivating Employees in the Public Sector” City of La Verne, La Verne, CA, 2002.

“Leadership at the Crossroads” Mattel Toys, El Segundo, CA, 2001.

“Leadership From A to Z” Peter F. Drucker School of Management, Claremont University, Claremont, CA, 2001.

“Acting on What We Believe: Connecting Vision & Values” Christian Management Association, Palm Springs, CA, April, 2000,

“Developing High Potential Leaders” a six part series for women in leadership, Right Management Consultants, Pasadena, CA, 2000.

“Reflective Leadership” W. K. Kellogg National Leadership Fellows Program, Albany, NY, 1999.

“Leading Without Power: Creating Places of Realized Potential” State Farm Insurance Companies, Los Angeles, CA, 1998.

**Leadership Development Conferences and Events Hosted**

Women Student Leaders Recognition Luncheon, Malibu, CA, 2018

C200 Executive Women in Leadership Conference, Malibu, CA, 2018

Women in Policy and Politics Symposium, Malibu, CA, 2017

Women in Leadership Conference, Kampala, Uganda, 2017, 2018

Persistent Barriers for Women in the Workplace Symposium with Lisa Bloom, Malibu, CA 2016.

Center for Women in Leadership Inaugural Conference “Women in Leadership in Higher Education”, Malibu, CA 2016.