



CACUBO

Central Association of College
& University Business Officers



2023 Women's Leadership Institute

Milwaukee, WI | Hyatt Regency | August 7-8, 2023

Who Should Attend

This two-day institute is specifically designed for all women, regardless of current position, with leadership aspirations or in a leadership role, within the higher education industry as well as for men who strive to advance the leadership role of women in higher education. The institute features experts on topics relevant to women in leadership, high-level executive coaching, and interaction with peers in both formal group discussions on current issues and in informal networking settings. This forum will provide participants with the tools and resources to take their career to the next level or advance in current leadership role. Join us!

Monday, August 7

Building Confidence by Empowering Women & Removing Your Imposter Syndrome

(Vicki VanDenBerg)

**session sponsored by Plante Moran*

- Women often undersell what they do...why?
- Be seen, heard & appreciated overcoming your inner imposter

Adapting Your Leadership Style to Motivate Your Team & Drive Effective Conflict

(Ashley Contreras)

**session sponsored by Gallagher*

- Explore underlying tendencies and preferences of various styles
- Train your teams in adaptive behaviors for more effective workplace interaction

Attraction & Retention Strategies for Today's Workforce and Tomorrow's Leaders

(Nichole Johnson)

**session sponsored by Gallagher*

- Attract & retain a multi-generational and diverse workforce
- Understand your role in developing the next generation of leaders

Emotional Intelligence-Get Off the Roller Coaster

(Candy Whirley)

**session sponsored by TIAA*

- Know, manage, choose & handle your emotions

Tuesday, August 8

Courageous Conversations

(Mark Saine & Stephanie Hale)

**session sponsored by TIAA*

- Build the skills to have better communications with colleagues, friends and even family

Women in Leadership Panel

**session sponsored by TIAA*

- A moderator will lead the group through a panel discussion surrounding women in leadership. Panelists will share what they have learned from the past and how that helped them move forward and lead into the future.

It Takes 4 to Tango – These People are not Difficult, They are Just Different!

(Candy Whirley)

**session sponsored by TIAA*

- Explore the behavioral styles
- Learn how to connect and partner with other personality styles
- A journey through confidence, communication, creativity, and change

Thank you to our program sponsor:





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Institute Presenters

The Institute presenters come from diverse backgrounds. To learn more about each presenter, read below:



Vicki VanDenBerg, CPA, is currently a partner with Plante Moran and serves as the Kalamazoo Managing Partner and Higher Education Industry Group Leader. Vicki started at Plante Moran in 1988 and was the first woman promoted to partner in West Michigan in 2000. She has been pivotal in the growth of the higher education practice, and the group now serves as auditors and consultants nationwide with over 100 higher education clients on a recurring basis. With over 35 years of experience working in public accounting, she has the advantage of perspective and the ability to add value by having a strong understanding of how many organizations work and how important people are to the success of any one individual.

Ashley Contreras is a Client Service Leader at Gallagher where she supports a team of client managers in their delivery of high-touch customer service. She started at Gallagher in a client-facing role and served a client base of 100 community colleges, K-12 schools, and municipal organizations throughout Michigan. Since moving to a supervisory role, Ashley focuses on the training and development of service staff across Michigan and manages the service delivery process for the company's employee benefits consulting team. She drives process improvements, pushes for innovative strategies, and works to help her team see the big picture.



Nichole Johnson serves as the Area Vice President in the Higher Education & Nonprofit Benefits & HR Consulting area of Gallagher. She specializes in providing employee benefits insurance brokerage and consulting services for institutions of higher education and nonprofits. Nichole has been with Gallagher since 2013 and has utilized her expertise in helping both public and private clients align their employee benefit strategies with their organizational goals during her tenure. She also supports the growth and development of Gallagher's early talent within her IL/WI Public Sector branch.

Candy Whirley is an international speaker, author, and former NFL cheerleader who is well known for leading and cheering audiences around the world to live and work better together and stop driving each other CRAZY! Candy brings 'real world' experience from many industries. She has been speaking for over 30 years and has traveled the globe delivering her message. She takes a genuine interest in people from every level in the organization and understands the generational and personality differences that workforces in most organizations must navigate. Buckle up for a good time and know that you will laugh, learn, and leave with an enlightened understanding of the challenges and a new set of tools to conquer those challenges.





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Mark Saine is the senior director of executive and leadership development at TIAA-CREF. In his role, Mark oversees corporate-wide leadership and executive development initiatives such as leadership transitions training, top talent programs, mentoring programs, and coaching engagements. He has worked for TIAA-CREF for over 15 years, joining the organization as an internal training consultant. In addition to his many academic accomplishments, Mark holds certifications to train numerous courses including: Situational Leadership, The 7 Habits of Highly Effective People, The Leadership Challenge, Social Style, Crucial Conversations and Crucial Confrontations.

Stephanie Hale is a Senior Director at the TIAA Institute. She is currently responsible for managing the programming and growth of the HE Leadership Exchange (HRLx), a community of chief human resource officers from TIAA's top 100 client institutions. HRLx creates opportunities for senior HR leaders in higher ed to expand their perspective, deepen their expertise and transform their leadership. Stephanie earned a bachelor's degree in communications with an emphasis in Public Relations from Brigham Young University and a master's degree in organizational development from Queens University of Charlotte. She also holds executive coaching certificates from Queens University of Charlotte and Presence-Based Coaching in Asheville, NC



Thank you to our evening network event sponsor:



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Accommodations:

[Hyatt Regency Milwaukee](#)
333 West Kilbourn Avenue
Milwaukee, WI 53203
(414) 276-1234

Welcome to the heart of Downtown Milwaukee. In your free time, explore popular things to do in the area with shopping, dining, entertainment nearby.

How to Register

To register, visit www.cacubo.org and click on "Women's Leadership Institute" under events. Early registration is encouraged as enrollment will be limited. Breakfast, lunch and snacks each day are included in the registration fee. The Institute will end on Tuesday at 5:00 PM.

Refunds and Cancellations

Refund requests emailed to the committee at leadershipinstitute@cacubo.org before July 14, 2023 will be honored, less a \$100 processing fee. No refunds made after that date.

Fees

Registration fee is \$395

CPE

CPE will be available.

For More Information

Contact the Leadership Institute Committee Chair:

Lisa Freiburger

leadershipinstitute@cacubo.org



CACUBO Continuing Professional Development

The Central Association of College and University Business Officers (CACUBO) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org. The CACUBO sponsor identification number is 116326. In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.