



Society of Women Engineers – Los Angeles  
2009 Annual Professional Development Conference  
*Leveraging Your Leadership Potential*

◆ ~~~ Conference Information ~~~ ◆

The goal of the annual SWE-LA Professional Development Conference is to provide useful and effective training for your continuing individual development. This year, the conference theme is '*Leveraging Your Leadership Potential*'. Leaders and team members have instrumental roles in developing their ability and potential to effectively advance, manage and lead.

Our flyer design was inspired by a flock of geese flying in a 'V' formation. On the surface, it looks like the lead goose is directing the others to their destination. Actually, this flock of geese is an exceptional team. The lead goose helps the other geese conserve their energy by flying in the most air resistance. When the lead goose is tired, it will fall back and another will take the lead position. This formation also helps the team of geese keep track of each other visually. The geese communicate to each other by honking. This is a great example of a team effectively leading and taking responsibility to achieve the team goal.

Our event on Friday, June 26<sup>th</sup> will start-out with registration and a continental breakfast from 9-9:30am. The first session describes how important it is to recognize different types of leadership styles. The next session presents the art of successfully navigating through organizational politics positively. Lunch and networking will follow so please bring business cards. The third session emphasizes communicating effectively in teams. The last session will be a panel of distinguished local engineer leaders that will share their leadership best practices. Please take this opportunity to get your questions answered and get energized by others that share your passion for leadership.

We hope to see you at the conference!

Sincerely,

SWE-LA Professional Development Conference Committee

---



Society of Women Engineers – Los Angeles

2009 Annual Professional Development Conference

Leveraging Your Leadership Potential

◆ ~~~ Session Descriptions ~~~ ◆

**Leadership Styles – SWE Leadership Coaches**

9:30–10:30am

This presentation will give an overview of the different theories of leadership, leadership types, and situations where leadership can be effectively applied. It is best given to a group of emerging leaders who are thinking of taking larger roles or current leaders that are mentoring budding leaders. It is by no means comprehensive and is often best used as a starting point to give direction on how to develop leadership skills.

**Positive Political Skills – Denise Wolfe, Ph.D.**

10:35–11:35am

Despite your best intentions and hard work, have you ever been stopped in your tracks by office politics? Do you know how to defend yourself against a competitive co-worker trying to sabotage your efforts? Have you ever had to go along with a decision that went against everything you personally stood for? Do you know how to confront a challenging boss without jeopardizing your career? This highly interactive session will show you how to develop “positive political skills” that allow you to effectively deal with the challenges in your work environment. In addition, it will improve your ability to influence others and allow you to more confidently and strategically pursue your highest career goals.

**The Human Side of Communication – Steve Kaye, Ph.D.**

12:45–1:45pm

Your success, both professionally and personally, depends upon your ability to communicate. Everything that matters requires interaction with others to either gain or convey information. Sometimes, engineers find communication to be a challenge because of the complexity of their work or the diversity of their colleagues. This session will show easy, practical things that you can do to gain rapport, win trust, and communicate effectively. And please bring questions. We'll allow time to deal with specific situations.

**Leadership Best Practices – Panel**

2:00–3:00pm

We are a distinguished panel of four outstanding leaders from local companies that will graciously share their thoughts, experiences and best practices with us. Questions are encouraged so please don't hesitate to ask. The panel is a mix of emerging and experience leaders from Aerospace and non-Aerospace companies.

---



Society of Women Engineers – Los Angeles

2009 Annual Professional Development Conference

Leveraging Your Leadership Potential

◆ ~~~ Speaker Biographies ~~~ ◆

**Society of Women Engineers Leadership Coaches**



SWE Leadership Coaches have been providing proactive leadership coaching and education to SWE Professional sections for several years. They are trained to support the development of leadership and management skills at the section level. Leadership Training Modules have been developed to focus on topics and skills essential in creating, leading, and maintaining a vital SWE.

Over 16 modules have topics that can be applied to work and school situations. Some of the modules include Strategic Planning, How to Manage Effective Meetings, Conflict Resolution and Diversity.

**Steve Kaye, Ph.D.**



Steve Kaye is a poet with a Ph.D. in chemical engineering. This is a bit remarkable because English was his worst subject. Now, he works as a professional speaker, author, and meeting facilitator. Since 1992 his workshops on leadership skills have informed and inspired people nationwide. His clients include Allergan, Boeing, Chevron, and many others. He has written six books (four published), published over 800 articles on leadership topics, and written over 1,550 poems. He has appeared on radio and TV.

Learn more at: <http://www.stevkaye.com>

---



Society of Women Engineers – Los Angeles

2009 Annual Professional Development Conference

**Leveraging Your Leadership Potential**

**Denise Wolfe, Ph.D.**



Denise Wolfe is the Principal of Dynamics of Business, Inc. an Organization Effectiveness consulting firm based in the Los Angeles area. Dr. Wolfe consults to businesses in various industries in addition to national, state, and local government agencies. Her work involves organizational assessment, strategic planning, executive coaching, program design, and training. Some of the topics she addresses are leveraging diversity, navigating change, effective communications, conflict resolution, negotiation skills, mentoring, sexual harassment prevention, high performing teams, and leadership development.

Dr. Wolfe travels extensively with her consulting and some of her client organizations include: Starbucks, Microsoft, IBM, Oracle, Discovery Channel, AT&T, Northrop Grumman, Boeing, Raytheon, Lucent Technologies, Neutrogena, Ethicon Inc., Johnson & Johnson, Glaxo SmithKline, Eli Lilly and Co., Novartis, ARCO, Los Angeles Times, Sempra Energy, Nissan, Marsh & McLennan Companies, Vivendi Universal, Diageo, the Federal Aviation Administration, Taco Bell, M&T Bank, Cincinnati Bell Telephone, Ohio State Department of Development, the United States Postal Service, the City of Santa Barbara, and numerous departments within the Los Angeles County System (District Attorney, Public Defender, Health Services, Children and Family Services, Mental Health, Auditor-Controller, Sheriff, Child Support Services, Agriculture & Measurements, Public Works, Animal Care & Control, LACERA, Affirmative Action Compliance, and the Human Relations Commission).

In addition to her consulting, she has held management positions in different industries such as retail, restaurant, hotel, recreation, newspaper, and entertainment. She is currently on faculty for numerous UCLA Leadership Programs. Dr. Wolfe actively volunteers in community projects and is a board member of some non-profit organizations. Her education includes a Masters degree and Ph.D. in Organizational Psychology.

---



Society of Women Engineers – Los Angeles

2009 Annual Professional Development Conference

**Leveraging Your Leadership Potential**

**Jill Peterson**

**Process Section Supervisor, ExxonMobil**



Peterson began working for ExxonMobil in 2002 after earning her B.S. in Industrial and Operations Engineering from the University of Michigan. She has held various positions in the ExxonMobil Refining and Supply organization. Jill is currently a Process Section Supervisor at the Torrance Refinery where she leads a cross-functional team of engineers, supervisors, and process technicians responsible for the day to day operation, and long term planning, for several process units in the refinery. In addition to her normal job responsibilities, Jill is a recruiter for Exxon Mobil at the SWE Conference, the University of Michigan and onsite at the Torrance Refinery.

**Gloria M. Moncada**

**Technical Division Manager, ExxonMobil**



Gloria Moncada received her B.S. degree in Chemical Engineering from Drexel University in 1992. She began her career the same year with ExxonMobil's Baton Rouge Refinery as a Process Contact Engineer in the Technical Division. Over the next four years, she occupied a variety of positions in the Technical Division before moving to the Mechanical Division as the Light Ends Unit Maintenance Section Supervisor. This was followed by a two year assignment in the Process Division as the Reforming/Hydrocracking Process Section Supervisor. In 1999, she returned to the refinery's Technical Division as the Economics Section Supervisor. A year later, she relocated to ExxonMobil's Fairfax Downstream headquarters as the Texas Clean Products Optimizer. After a couple of assignments in the Global Planning and Supply and Training Divisions, she moved to ExxonMobil's Baytown Refinery as Coordination and Product Quality Department Manager. Two years later, she became the Specialties Process Department Manager at the Baytown Refinery. In 2008, she assumed her current role as the Technical Division Manager at the Torrance Refinery.



## Marilee Wheaton

### General Manager, Aerospace Corporation



Marilee Wheaton is general manager of the systems engineering division in the engineering and technology group at The Aerospace Corp (El Segundo, CA). Aerospace runs a federally funded R&D center that supports national security and civil and commercial space programs. It does studies and assessments and provides advisory services for customers like the U.S. Air Force, NASA and the intelligence community.

Wheaton provides technical leadership for about 250 systems engineers. Their work ranges from developing new conceptual designs to risk management, cost estimation, program assessment and scheduling and other forms of advanced problem-solving to help customers keep their programs on track. The group also led the development of the Aerospace Smarter Buyer program. "More than a thousand high-level customers have taken these courses," Wheaton says proudly.

Wheaton has a 1978 BA in math from California Lutheran University and a 1993 MS in systems engineering from the University of Southern California. She started with Lockheed in 1979 as a manufacturing engineer and moved on to Aerospace the next year.

In 1999 she moved to TRW Systems (now Northrop Grumman Mission Systems, Reston, VA) as a director in the office of cost estimation, but returned to Aerospace in 2002.

Wheaton is a life member of SWE. She's been president of the Los Angeles section and is currently its awards chair. She was made a SWE Fellow in 2000. "SWE reinforces the sense that women 'can do it,'" she says.

She's also a past president of the Aerospace Women's Committee. This internal organization brings technical and administrative women together for mentoring and networking. Wheaton was one of its women of the year in 1986.

Wheaton notes that for four of the past five years AARP has named Aerospace one of the best employers for workers over fifty. Nearly half the organization's regular full-time workers are in that age group. They enjoy alternative work arrangements like flextime and telecommuting, and the opportunity to continue working after formal retirement.

"What keeps me and most people in this industry going is the importance of our missions and our contributions to national security," Wheaton says.

---



Society of Women Engineers – Los Angeles  
2009 Annual Professional Development Conference  
**Leveraging Your Leadership Potential**

**Linda Reed**

**Process Assurance Director, Northrop Grumman Corporation**



As Process Assurance Director for Navigation Systems Division, Linda is responsible for the overall Navigation Systems Division management systems and processes, including process deployment, measurement, improvement, and assessment in conjunction with Navigation Systems Division process owners. In addition, she leads the overall closed loop corrective action process, including the Executive Corrective Action Board.

Prior to her current assignment in May of 2008, Linda was Director of Mission Excellence Infrastructure for Northrop Grumman Space Technology. In this capacity Linda was responsible for the non-conformance and self governance processes, specifications and standards compliance and Quality Management System.

Linda received her Bachelor of Arts degree in Advertising Communications from Michigan State University and a Bachelor of Science degree in Electrical Engineering from California State University, Long Beach. Linda is a certified Six Sigma Master Black Belt

Linda began her career in the communications industry as an Advertising Manager for PacTel Cellular in Irvine, California where she participated in the roll-out of cellular service for California.

After returning to school for a BSEE she joined TRW in 1989 as a Manufacturing Engineer. TRW later became Northrop Grumman Space Technology. Linda held positions of increasing responsibility in engineering and manufacturing before transitioning to technology development as a Technology Product Director, focusing on RF modules.

Her next assignment was in the Space Technology Black Belt Development Program where she was certified as a Six Sigma Master Black Belt and became the Black Belt Development Program Manager. Her last assignment at Space Technology took her into mission assurance.

Linda is active in the Society of Women Engineers, currently serving as the Chair of the SWE Magazine Editorial Board.

---