

# 2026 Indiana Women's Collaborative

August 27 | Indiana Convention Center

PRESENTED BY



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**SHEIN**

**8:30 a.m. Registration and Continental Breakfast**

**9:00 a.m. Welcome and Opening Remarks**  
*Vanessa Green Sindors, President & CEO, Indiana Chamber*

**9:15 a.m. Opening Keynote**

**10:00 a.m. Break**

## **10:15 a.m. Concurrent Session One**

### Confidence and Leadership Presence

#### **1A. You're Not Too Much – You're Just Designed Differently**

From an early age, many women learn to override their instincts, quiet their energy and adapt to expectations that don't truly fit. Over time, this disconnection shows up as exhaustion, self-doubt and a constant sense of pushing uphill – at work, in leadership and in life. In this session, Butcher introduces key Human Design concepts as a powerful self-awareness framework to help women reconnect with how they are naturally designed to operate – without the need for charts or prior knowledge. Participants will explore how energy, pace, communication and leadership presence vary widely, and why embracing these differences is not a liability, but a source of clarity, confidence and sustainable impact. This session offers both permission and possibility: permission to stop forcing themselves into models that were never meant to fit, and possibility for leading and living in ways that feel grounded, aligned and true.

*Andrea Butcher, CPLP, CEC, Founder and Chief Visionary Officer, Abundant Empowerment*

### Relationship Capital

#### **1B. Own the Narrative: Strategic Storytelling and Thought Leadership That Builds Influence**

In a world of many voices, your personal and professional story is your most powerful differentiator. Learn how to identify pivotal career moments, connect them with business value and tailor your message for different audiences. This session will help you define and communicate a career story that is clear, confident and aligned with where you are headed.

*Deana Haworth, APR, Chief Executive Officer, Hiron*

### Sustainable Success

#### **1C. Beyond Work-Life Balance**

Find a way to manage the tug-of-war.

*Cassie Mecklenburg, Ed.D, Executive Director, Sheltering Wings*

## Your Career Narrative

### **1D. Vision and Goal Setting: Crafting Your 10-Year Vision With Memory Capital**

*Karlie Briggs, Experience Consultant and Founder, Memory Capital*

**11:00 a.m. Break**

## **11:15 a.m. Concurrent Session Two**

### Confidence and Leadership Presence

#### **2A. Leading as Yourself: Confidence Without Compromise**

*Panelists: Lucia Mar, CPA, Managing Director, Market Executive, Bank of America; Cassi Vanderpool, Chief Operations Officer, Bedel Financial; and Eva Nodine, MBA, CPA, Chief Executive Officer, Purdue Global (panelists Invited)*

### Relationship Capital

#### **2B. The Big Ask: Know What You Want and How to Get It**

The session explores the power of asking by examining “ask versus guess” culture and why being direct leads to clearer communication, stronger relationships and better outcomes. It offers practical guidance on how to ask effectively – building relationships first, being specific and clear, preparing for yes or no responses, and practicing vulnerability and authenticity to create meaningful connections and opportunity.

*Brittany Scott, Owner/Founder, GROW with Women*

### Sustainable Success

#### **2C. Creating a Culture That Supports Women Leaders**

Many organizations are committed to advancing women into leadership, yet retention and advancement challenges persist. The barrier is often not a lack of leadership ability, but whether the workplace environment makes leadership sustainable. Drawing from engagement with employers across Indiana, this session explores how everyday workplace practices influence leadership pathways long before a promotion decision is made. Attendees will examine how return-to-work transitions, caregiving accommodations, mental health support, supervisor communication and workplace flexibility shape whether employees pursue, accept and remain in leadership roles. The session focuses on practical leadership behaviors and organizational approaches that support both performance and well-being. Participants will leave with strategies to advocate for what they need as leaders and, for those managing teams, concrete ways to better support and retain high-potential employees while strengthening their leadership pipeline.

*Ashley O’Rourke, Executive Director and Abby Glazier, Program Manager, Wellness Council of Indiana*

## Your Career Narrative

### **2D. Own Your Leadership Journey: Crafting a Career Narrative for Growth and Advancement**

This session equips participants with practical tools to assess their current contributions, clarify the story they are telling through their work and intentionally shape a compelling career narrative over time. Attendees will learn how to track progress, align actions with leadership aspirations and position themselves for promotion and advancement opportunities. Participants will walk away with clear strategies to own their leadership journey – confidently and proactively – so their career narrative signals readiness when the next opportunity arises.

*Hope Zoeller, Ed.D, Founder and President, Helping Other People Excel (HOPE), LLC*

## 12:00 p.m. 2026 Empower Award Lunch

### **Lunch Keynote Panel: Leading in Spaces Not Built for You**

Women continue to make meaningful strides in industries where they have historically been underrepresented – bringing fresh perspectives, resilience and innovation to the table. In this panel discussion, leaders from law enforcement, agriculture and automotive manufacturing will share their experiences navigating traditionally male-centric environments, building credibility, overcoming challenges and leading with confidence in high-demand fields. Attendees will gain insight into the realities of working in these industries, the importance of mentorship and advocacy, and the lessons these trailblazing women have learned along the way.

## 1:45 p.m. Concurrent Session Three

### Confidence and Leadership Presence

#### **3A. Leading Beyond Imposter Syndrome**

You'll walk into this workshop feeling like your self-doubt voice is providing evidence you don't belong. You'll walk out knowing it's evidence you're exactly the kind of leader people want to follow: someone who's aware, humble and committed to growth. And you'll have a personal action plan to lead powerfully even when the imposter voice shows up.

*Kathy Moore, ACC, CPC, Owner, Total Potential Coaching LLC*

### Relationship Capital

#### **3B. Relationship Capital: Turning Trust Into Opportunity**

We often think career growth is about performance, credentials or visibility. But repeatedly, it's trust that opens doors. And trust building doesn't happen through collecting contacts or working the room. It's about cultivating credibility, goodwill and mutual investment over time. In this interactive session, Mertes explores how empathy, consistency and trust form the foundation of meaningful professional relationships. Participants will examine the relational patterns that either strengthen or drain their influence and learn how to intentionally invest in connections that matter. Together, we'll explore: how trust is built (and eroded) in everyday moments, how to repair relational missteps without over-apologizing, and ways to expand your network without feeling transactional. Participants will leave with a practical framework for assessing their current relationship capital – and a clear plan for strengthening it in ways that feel authentic, sustainable and aligned with their long-term goals.

*Liesel Mertes, MBA, Founder & Workplace Empathy Expert, Handle w/ Care Consulting*

### Sustainable Success

#### **3C. The Myth of Work-Life Balance**

*Panelists: Sarah Myer, Chief of Staff & Strategy, Indiana Sports Corp.; Amber Fields, Partner, trueU; and Lauren Havey, Senior Talent Consultant, DISHER (panelists invited)*

### Your Career Narrative

#### **3D. Creating Your Own Table**

The how, when and why of starting new initiatives really make a difference. When you aren't invited to the table, you might need to create your own. How to navigate the "ask permission" versus "ask for forgiveness" balance to get stuff done.

*Carol Noel, CVA, Senior Manager of Talent and Volunteer Solutions, Conner Prairie Museum, Inc.*

## 2:30 p.m. Break

## 2:45 p.m. Concurrent Session Four

### Confidence and Leadership Presence

#### **4A. Beyond Imposter Syndrome: Redefining Worth in a World That Keeps Moving**

This session explores the often unspoken second chapter of professional confidence: what it means to redefine ambition, worth and identity after a burnout or major career pivot. Drawing from lived experience in global corporate environments and the transition into more human-centered work, this talk reframes imposter syndrome not as a personal flaw but as a signal – one that can guide women toward more authentic, sustainable paths. Participants will leave with language for their own “what now?” moments, strategies for reclaiming their professional voice without self-sacrifice and a renewed understanding that success can evolve as we do.

*Kelsey Dunn, Sr. HR and Development Consultant, Red Envelope Consulting*

### Relationship Capital

#### **4B. From AP to VP: Letters to My Younger Self**

In the dynamic landscape of women’s leadership, the journey from Aspiring Professional (AP) to Visionary Practitioner (VP) is paved with invaluable lessons, triumphs and challenges. At the heart of this transformation lies the wisdom gained through self-reflection, education, self-awareness and unwavering advocacy. This session celebrates the extraordinary journey of a woman leader as she pens poignant letters to her younger self. Through these letters, attendees will embark on a transformative voyage, exploring the intersectionality of education, self-awareness, leadership and advocacy, while uncovering the blueprint for empowered leadership and societal change.

*Lisa D. Givan, CP- HIL, MA, Vice President – Culture Community & Impact, Indiana Tech*

### Sustainable Success

#### **4C. Beyond Work-Life Balance: Managing Energy, Not Time**

In this session, Haskett will challenge the idea that women need better time management and make the case for something far more powerful: managing energy, instead of time. Participants will leave with practical ways to reclaim their energy, monitor burnout, set clearer boundaries and lead in a way that is both sustainable and effective – for themselves and their teams.

*Mandy Haskett, Leadership Consultant & EQ Coach, ADVISA*

### Your Career Narrative

#### **4D. Be Aware. Be Ready. Be Unapologetic: Situational Awareness as a Professional Power Skill**

*Shelley Klingerman, President, Stiletto Agency*

**3:30 p.m. Break**

## 3:40 p.m. Think Tank Closing Session

*Facilitated by Andrea Butcher, Abundant Empowerment*

**4:25 p.m. Closing Comments**

**4:30 p.m. Reception**

**5:30 p.m. Adjourn**