



The Leverage Effect

WE:Imagine the Future of Mixed Gender Teams at Work

Leverage Effect Certificate, Live, Virtual in November 2020

Series Description

The Leverage Effect Certificate integrates the strengths and adaptability of a gender-diverse workforce to address common challenges in the workplace. In physics, leverage means the use of objects to amplify work. What if we leveraged fellow human talent to amplify our mutual capabilities, opportunities, and possibilities? This series focuses on gender as a space to boost effectiveness at work, which makes us all more collaborative, productive, and innovative. Geared toward all genders, this course primarily focuses on how to increase mixed-gender synergies to unlock the best of who we can be at work—and then pushes those boundaries. **The Leverage Effect** transcends the physics definition, as together, we will re-envision careers and workplaces. We are stronger than the sum of our parts, so join us for this groundbreaking series! Topics include:

- **Gender as Career Catalyst:** Apply gender lenses to develop stronger team collaboration, systems thinking, decision-making strategies, and innovative approaches to your job—and boost your career prospects!
- **Achieving The Four “P”s of Gender Leverage:** Achieve The Four “P”s of Practical, Purposeful, Productive, & Profitable through mixed-gender talent
- **We:Imagine Gender at Work:** Shift from how we can redefine gender to WE:Define gender collectively. This leads to better femininity, masculinity, and post-gender professionalism at work
- **Co-Authorship & Co-Create:** Collaborate with Elevate to receive co-authorship credit in Elevate future multi-university publication
- **Customized Report:** Provide your managers with a tailored report of your individual course actions, learnings, and outcomes



Program 1

Leverage Multipliers

Advance Your Career and Organization through Multiple Intelligence, Multiple Alliances, and Mixed-Gender Teams

Nov 6 from 3:00–6:30 p.m. PST
Nov 7 from 8 a.m.–4:00 p.m. PST



Program 2

The FutureState You

Leverage the FutureSectionality in Your Organization and Profession

Dec 4 from 3:00–6:30 p.m. PST
Dec 5 from 8:00 a.m.–4:00 p.m. PST

See subsequent pages for details of this series' two courses and more unique features

In lieu of the standard definition, guidelines, and responsibilities of a co-author, this is purely voluntary and of goodwill effort to benefit the public. Be that as it may, the co-author will receive recognition in Elevate future university publication.



What Makes WE:Imagine Unique?

The **WE:Imagine** programs reimagine learning through co-creation among students and the instructor—as mutual program leaders—who produce practical products and results. These elements make WE:Imagine programs **YOU**nique:

- Co-Authorship**
Your name will receive co-authorship recognition on a future Elevate university publication. Your program cohorts provide insights that double as data integrated into publications.
- Co-Created**
You will learn collaboratively from the signature, trademarked TrailBlaze Tools by Elevate that are highly practical, simplified, and visual. Your insights and interactivity further enhance the Tools for future learners and publications.
- Captivating & Condensed**
Practical, research-based learning taught experientially in short sessions that are homework free!
- Career & Competency Connected**
Program lessons relate to any job function. See the Competency DNA Matrix.
- Customized Report**
Provide your managers with a tailored report of your individual program actions, learnings, and outcomes as you boost your career.

In lieu of the standard definition, guidelines, and responsibilities of a co-author, this is purely voluntary and of goodwill effort to benefit the public. Be that as it may, the co-author will receive recognition in Elevate future university publication.

Elevate Faculty Information



Stephanie Piimauna

Stephanie Piimauna is a faculty member of Elevate, which is a partnership that includes UCI Paul Merage School of Business Office of Executive Education and Spectrum Knowledge. She is the Director of Inclusion and Diversity at Gilead Sciences. Stephanie is a veteran of the hospitality industry with over 25 years, including as an executive at MGM Resorts International, one of the largest worldwide entertainment, gaming, and hospitality companies. She has thrived in the area of learning and development for most of those years and continues to follow her passion for developing leaders. In addition, she provides cutting-edge diversity training and oversight of the company’s many employee resource groups through her leadership in diversity and inclusion. Stephanie also manages company groups that are involved in various environmental, philanthropic, and volunteer initiatives.



Vu H. Pham, PhD

As the Chair of Elevate, Vu H. Pham, PhD works with dozens of organizations from the Fortune 500 to government and non-profit agencies. Elevate is a partnership with the UCI Paul Merage School of Business Office of Executive Education and Spectrum Knowledge. The Elevate Program boosts organizational performance and strategic effectiveness through interactive training and data-driven research.

Distinguished Executive Guest Speaker

We are confirming additional esteemed speakers for 2020!



Leverage Multipliers

Advance Your Career and Organization through Multiple Intelligence, Multiple Alliances, and Mixed-Gender Teams

Mixed-Gender patents are cited 42% more than single-gender ones. Mixed-Gender teams and organizations also outperform in sales, financial accuracy, and profitability. This program will lead you through The Four “P”s of Practical, Purposeful, Productive, & Profitable through mixed-gender talent. Redefine gender relations and synergies through this program to boost these 4 “P”s in your careers, teams, and organization. Topics include:

- **Learning Optimization:** Achieve Learning Optimization through Practical Tools
- **Career Landscaping:** Carve Out the Career Climate and Carve Out Courses of Action
- **Career Champions:** Understand How Best to Collaborate with Champions to Elevate Yourself and Others

PROGRAM NUMBER: MEE-610 CEUs (1.1 CEUs)

INSTRUCTOR: Stephanie Piimauna

TUITION: \$2,000

DATE & TIME:

Nov 6 from 3:00–6:30 p.m. PST

Nov 7 from 8:00 a.m.–4:00 p.m. PST

LOCATION: Live, Virtual (video conferencing details to come later)



The FutureState You

Leverage the FutureSectionality in Your Organization and Profession

Stay ahead of the workplace curve, as this program features a visionary path toward the FutureForward organization and professional. In addition to a broader, global view of the future of work, the program continues its lens of what the future of gender looks like—a post-gender workplace that both honors differences and looks beyond barriers. Together, mixed-gender teams yield more than the sum of our parts. Transcend the scarcity mentality of “us vs. them,” and shift toward the abundance advantage of “Us + Them.” Join us and be better together. Elevate your FutureForward—join us! Topics include:

- **FutureSectionality:** Deploy the FutureSectionality Model to Future Proof Your Career
- **Purposeful Professionalism:** Master Your Purpose Curve (and Anti-Purpose)
- **Manage Up:** Elevate Your Relationship with Your Boss—and Higher Ups

PROGRAM NUMBER: MEE-611 (1.1 CEUs)

INSTRUCTOR: Vu H. Pham, PhD

TUITION: \$2,000

DATE & TIME:

Dec 4 from 3:00–6:30 p.m. PST

Dec 5 from 8:00 a.m.–4:00 p.m. PST

LOCATION: Live, Virtual (video conferencing details to come later)

Registration Process

1. Register for Leverage Multipliers (register.merage.uci.edu/Event/Leverage-Effect-Certificate-Leverage-Multi) and/or Register for The FutureState You (register.merage.uci.edu/Event/Leverage-Effect-Certificate-FutureState)
2. Following completion of registration, registrants will immediately receive a receipt from amanda.pham@uci.edu.
3. Following completion of the program, participants will receive a transcript from the UCI Paul Merage School of Business Office of Executive Education

Early Bird:

Register by Sept. 7 to receive a seat at the annual invitation-only 2021 Elevate National ERG Summit & Leadership Forum in Southern California (see ergsummit.com) and Virtual Leadership Advising Sessions.

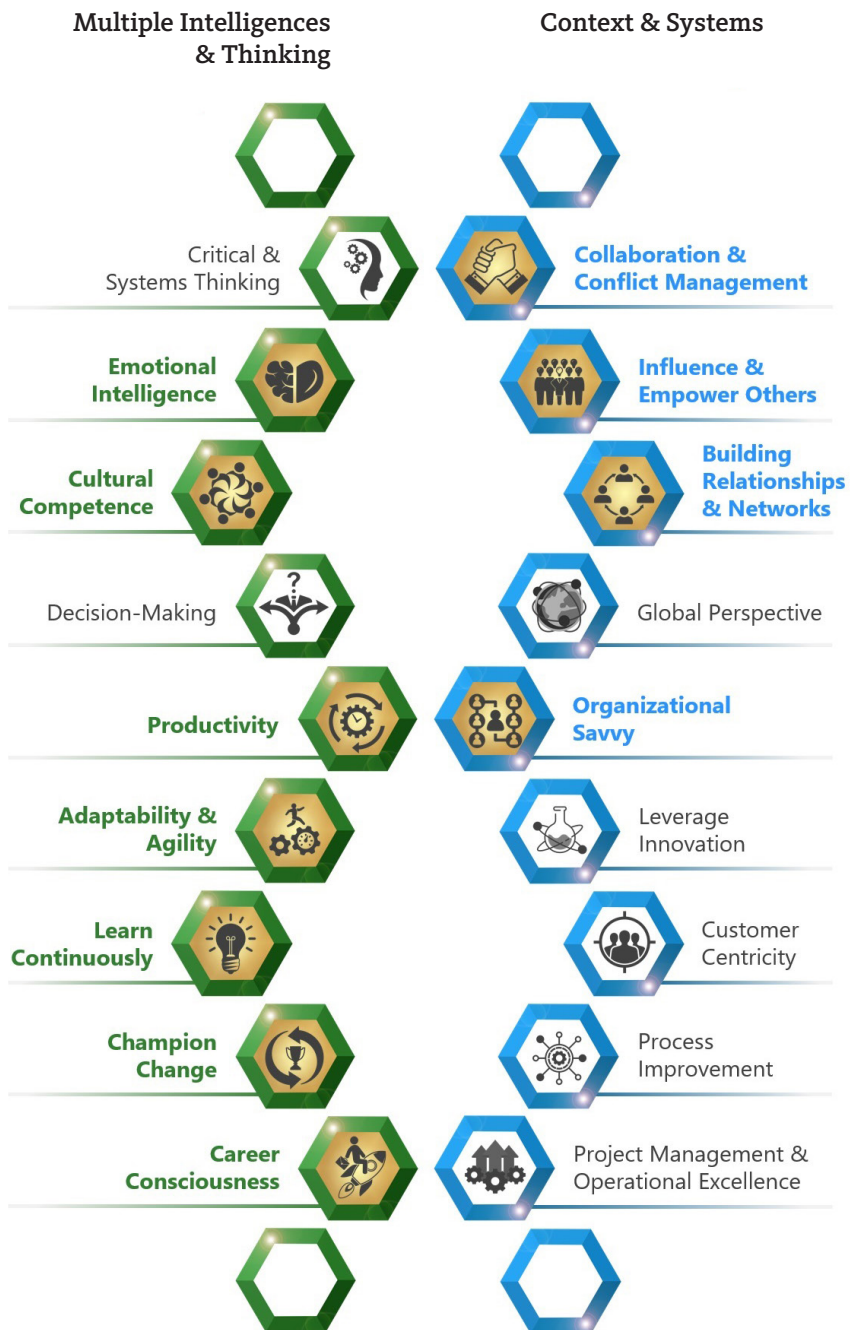
FAQs:

- Q: Will I earn continuing education units upon completion of the course?
 A: Each course qualifies for 1.1 CEUs.
- Q: Can I use my company's tuition assistance program for this class?
 A: This program may qualify for your company's tuition assistance program. Please refer to your company's guidelines and ensure that you receive approval before attending the class.
- Q: I can't make it to all of the sessions. Can I still participate in the program and earn my certificate?
 A: You can take as many of the sessions as you can at this time and complete the rest through makeup sessions or at subsequent offerings. While we do suggest taking all the sessions in the same season, we do keep track of what you have taken, and will award your program certificate once you have completed all of the required sessions. To inquire about makeup session, please contact Amanda Pham amanda.pham@uci.edu.

Competency DNA Matrix

The Elevate Competency DNA Matrix reflects the majority of competencies that organizations seek across job functions.

The primary competencies covered in this specific series are **bolded** with gold-filled icons.



Past Speakers

The **Elevate ERG Summit** features speakers and panel discussion on Business and Employee Resource Groups (ERGs).

The **Elevate Leadership Forum** showcases senior executives from major Fortune 500-level organizations who will deliver condensed and practical advice in 3-minute leadership lightning talks.

Note: Speakers' titles reflect role at the time of speaking. This is a representative list of past speakers.

Barbara Arneklev-Krol, Vice President of Human Resources, Tilly's
Roy Azevedo, Vice President, Advanced Concepts & Technology, Space & Airborne Systems, Raytheon Company
Young J. Bang, Vice President, Booz Allen Hamilton
Ken Baruth, Vice President Risk, Dealer Credit & IT Security, and Chief Risk Officer, Toyota Financial Services Corporation
John Basile, Vice President, Diversity & Inclusion, Fidelity Investments
Susan L. Beat, Senior Vice President, Union Bank
Brad Bennett, Executive Vice President, Enforcement, FINRA – Financial Industry Regulatory Authority
Ondra L. Berry, Vice President of Diversity and Inclusion for Corporate Diversity and Community Engagement, MGM Resorts International
Emanuel Brady Jr., Vice President of IT & CIO, Space & Airborne Systems, Raytheon
Cary Burch, SVP Global Innovation, Thomson Reuters
Michael Burkeen, HR Director, Organizational Effectiveness, ConAgra Foods
Lisa Cagnolatti, Vice President, Business Customer Division, Southern California Edison
Anthony P. Carter, Vice President, Diversity & Inclusion, Johnson & Johnson
Jessica Choi, Associate Vice President, Talent Acquisition & Diversity, Penn Mutual
Joan M. Clark, Area Vice President, Human Resources, Parker Hannifin
James Colon, Vice President, African American Business Strategy, North America, Toyota Motor Sales, U.S.A., Inc.
Christopher Cool, Sector Vice President, Affordability, Aerospace Systems, Northrop Grumman
Mark Czaja, Group Vice President, Technology & Innovation, Parker Aerospace
Ralph de Chabert, Senior Vice President, Chief Diversity Officer, Brown-Forman Corp.
Monica Davy, Executive Director, Office Equity, Diversity & Inclusion, Internal Revenue Service
Michelle DiTondo, Senior Vice President, Human Resources, MGM Resorts International
Khoa D. Do, Partner, Jones Day
Barry Draskovich, Group Director, Program Management, Parker Aerospace
Sandra Evers-Manly, Corporate Vice President, Corporate Responsibility & President of Northrop Grumman Foundation, Northrop Grumman
Donna Farrugia, Executive Director, The Creative Group, Robert Half International
Frank Flores, Vice President, Engineering, Unmanned Systems, Aerospace Systems, Northrop Grumman
Gene Fraser, Vice President, Programs, Quality and Engineering, Northrop Grumman Corporation
Mary Ann Fresco, Senior Executive Service, Office of Management and Budget, National Nuclear Security Administration (NNSA)
Scott Furgerson, Vice President, Gas Operations, Southern California Gas Company and San Diego Gas & Electric
Michael E. Geary, Managing Partner, Penn Mutual Life Insurance Company & President/CEO, Sterling Wealth Strategies
Paul Geary, Vice President, C3 Solutions Business Group, Electronic & Information Solution, Boeing Defense, Space & Security
Sonya Gong-Jent, Vice President, Operations of Multicultural Business Development, State Farm
Andres E. Gonzalez, Chief Diversity & Inclusion Officer, Baystate Health

Genevieve Haldeman, Vice President of Global Communications, Plantronics
Ash Hanson, Vice President, Diversity & Inclusion, Aramark
Lawrence (Larry) J. Harrington, Vice President, Internal Audit, Raytheon Company
Bill He, Vice President, Global Procurement Strategic Sourcing, Kimberly-Clark
David Hinson, National Director, United States Minority Business Development Agency
Dennis Hirotsu, Vice President, Corporate Research & Development Innovation Capability, Procter & Gamble
Dewey R. Houck, II, Vice President and General Manager, Electronic & Information Solutions, Boeing Network & Space Systems
Gilbert Ivey, Chief Administrative Officer, The Metropolitan Water District of Southern California (Ret.)
Tisa Jackson, Vice President, Corporate Diversity & Inclusion, MUFJG Union Bank, N.A.
J. Michael (Mick) W. Jagers, Global Hawk UAS Director and Program Manager, Northrop Grumman Aerospace Systems
Donna A. Johnson, Chief Diversity Officer, MasterCard Worldwide
Jae Junkunc, Vice President, Head of Strategic Risk, MassMutual Financial Group
Leonard L. Kaigler, Vice President–Agency, State Farm Insurance
John Kalohn, Vice President, Testing & Continuing Education, FINRA – Financial Industry Regulatory Authority
Daphne Kwok, Chair, President's Advisory Commission on Asian Americans & Pacific Islanders
Bert Lacher, Managing Partner & Sr. Director, Strategy & Enterprise Development, Verizon Business Solutions
Gary LaMonte, Vice President, Human Resources & Security, Space & Airborne Systems, Raytheon
Jamie Latiano, Vice President, Human Resources, In-Flight Entertainment & Connectivity, Thales Avionics
Harry Q.H. Lee, II, Vice President, Corporate Contracts, Pricing & Supply Chain, Northrop Grumman (Ret.)
Patrick Lee, Senior Vice President, Customer Service, Innovation & Business Strategy and Chief Environmental Compliance Officer, Southern California Gas Company
Dr. Andrea Lewis, Chief Diversity & Inclusion Officer, BAE Systems, Inc.
Wil Lewis, Diversity & Inclusion Executive, Bank of America/ Merrill Lynch
Jen E. Mahone, Corporate Vice President, Diversity & Inclusion, New York Life Insurance Company
Robert Marchman, Executive Vice President, Legal Section, FINRA – Financial Industry Regulatory Authority
Sean Mehranbod, Regional Vice President, Southwest General Manager, Sam's Club
Patricia Miller, Vice President, Human Resources, Southern California Edison
Diego Miralles, Global Head, Janssen Healthcare Innovation, Janssen Pharmaceutical Companies, Johnson & Johnson
Kevin L. Mitchell, Vice President, Manufacturing & El Segundo Site Manager, Northrop Grumman Aerospace Systems
Michael Moran, Vice President, Clinical, Facility & Guest Services, Baystate Health
Angela Morris, Vice President, Manager of External Branding & Sponsorships, Bank of America
Peggy Nelson, Vice President, Engineering & Global Product Development, Northrop Grumman
Iesha O'Deneal, Senior Vice President, Global Diversity & Inclusion Strategy, Consulting & Internal Initiatives Executive, Bank of America

Ty Ondatje, Senior Vice President, Corporate Responsibility & Chief Diversity Officer, Iron Mountain
Rosalyn Taylor O'Neale, Vice President & Chief Diversity Officer, Campbell Soup Company
Sharon Oriopp, Global Chief Diversity Officer & Senior Vice President of Corporate People, Wal-Mart
Nimesh Patel, Executive Director, Diversity & Inclusion, U.S. Department of Homeland Security
Neddy Perez, Vice President, Global Diversity & Inclusion, Ingersoll Rand
Jim Phillips, CFO, Mobility Surveillance & Engagement at Defense, Space & Security, Boeing
Michael B. Reding, Vice President, Sales Support & International Operations, Toyota Motor Sales, U.S.A., Inc.
Jonathan Reichental, Ph.D., Chief Information Officer, City of Palo Alto
Catherine Rice, Vice President of Contracts, Pricing and Program Business Operations, Northrop Grumman, Aerospace Systems Sector
Scott Shane, Managing Director, Talent Acquisition & Staffing for the Americas, MUFJG Union Bank, N.A.
Kenneth A. Shaw, Vice President, Supply Chain Management, Boeing
Daniel M. Sibears, Executive Vice President, Regulatory Operations/Shared Services, FINRA - Financial Industry Regulatory Authority
Albert A. Smith, Vice President of Customer Service, Lexus Division, Toyota Motor Sales U.S.A., Inc.
Jimmy Thai, Vice President for Technology, SAIC
Geri Thomas, SVP, Chief Diversity Officer and Georgia Market President, Bank of America
Joyce E. Tucker, Vice President, Global Diversity & Employee Rights, The Boeing Company
Lorie Valle-Yanez, Vice President, Chief Diversity Officer, MassMutual Financial Group
Veronica E. Villalobos, Director, Office of Diversity & Inclusion, U.S. Office of Personnel Management (OPM)
Mark Welch, Senior Vice President & Global Chief Diversity & Inclusion Officer, Northern Trust
Gillian Wright, Vice President, Customer Services, Southern California Gas Company

