



purpose-driven.

progress-focused.

powered by women.

Leadership Conference

9 AM - 6:30 PM

October 20 | Jepson Alumni Center

Welcome & Kickoff

Kimberly Noonan, WIM Virginia

9:00 AM

9:05 AM

From Burnout to Breakthrough: Building a Mindful Brand with Purpose

Megan Riggs, Crunchy Hydration

This inspiring session explores redefining success after burnout, encouraging leaders to prioritize well-being, lead with intention, and build careers that energize and create meaningful impact.

10:00 AM

Operationalizing Empathy: Why Mental Health is Your Next Great Safety Metric

Annette Kane-Shine, Sumitomo Drive Technologies

This interactive session reframes mental health as an essential performance metric, offering practical strategies to build resilient, communicative, and safe teams while addressing the unique pressures women face in industry.

11:20 AM

WiM Virginia Woman of the Year & Leadership Certificate Presentation

Kimberly Noonan, WiM Virginia

12:00 PM

From Kitchen to Factory Floor: Building a Manufacturing Brand from Scratch

Hannah Pollack, Nightingale Ice Cream Sandwiches

This candid fireside chat shares practical, hard-earned leadership lessons from scaling a manufacturing business—highlighting the shift from passion to systems and the realities of growth, change, and people management.

1:00 PM

Breakout Session #1

The Accidental Diminisher: Awareness, Action, and the Path to Multiplying Others

*Sharon Elsvich, WSP
Jana Pollard, Exclusive Pollard Entity
Emily Nicholson, ATCC*

Drawing on Liz Wiseman's *Multipliers*, this session helps leaders recognize and replace unintentional limiting behaviors with practical strategies that unlock team potential, foster accountability, and drive smarter, more innovative performance.

Breakout Session #2

Balancing Operational Demands with Long-Term Talent Sustainability

*Jennifer Ney, Learning Leaders
Strategy Solutions*

This session reframes training and people development as the foundation of operational excellence, offering practical pillars to build capable, energized teams and sustainable manufacturing success.

2:00 PM

Breakout Session #3

Understanding & Communicating Your Value (Salary, Opportunities & Transitions)

*Kaisha McCreary, Growing Perspectives
Career Consulting
Jana Pollard, Exclusive Pollard Entity*

This session empowers participants to clearly articulate their value and confidently pursue advancement opportunities through effective self-promotion, negotiation, and career positioning strategies.

Breakout Session #4

AI as Your Strategic Advantage: Leading, Innovating, and Thriving in the Age of AI

*Dr. Nell Meshcheryakov, Dominion
Energy Services*

Learn how to confidently and responsibly leverage AI to boost productivity, innovation, and decision-making while preserving the human qualities that drive effective leadership.

3:00 PM

Overfunctioning Is Not Leadership: Designing Boundaries That Sustain You

This inspiring session explores redefining success after burnout, encouraging leaders to prioritize well-being, lead with intention, and build careers that energize and create meaningful impact.

4:30 PM

Closing Comments & Networking Reception

We'll wrap the day with a cocktail reception in the beautiful Jepson Alumni Garden—because after a day of breaking barriers, we deserve to raise a glass to our achievements!

Thank you for joining us!



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