



AIST Women in Steel Conference

16–18 September 2024

David L. Lawrence Convention Center | Pittsburgh, Pa., USA

Schedule of Events

Monday, 16 September 2024

LEVEL 3, BALLROOM GALLERY

Noon–5 p.m. | Registration

1–5:30 p.m. | Professional Development Workshops

Each session will be 2 hours in length, with a 30-minute break at 3 p.m. between sessions. **Advanced registration is required.**

ROOM 302

- 1. Making the Transition From Technical to Management** — For many individuals, their careers are based initially on technical merit and their advancement is highly dependent on enhancing their technical capabilities. The “value add” is solely based on the level and depth of handling technical issues that arise. At some point, a career in management appears and this presents new challenges, and their value add is based on a new range of capabilities: delegating, coaching, mentoring, monitoring their environment, and handling and managing conflicts, to name but a few.

Participants will be shown how to manage the transition to management and the skills on which to focus. It will enable them to focus their attention on skills that need to be developed. For existing managers, this represents an opportunity to rate their existing “soft skill” portfolio and identify which areas need improvement.

Administered by: Rahul Dogra, Vision to Market Ltd.

ROOM 303

- 2. Aligning People Strategy With Business Strategy (Predictive Index Assessment)** — In this session, Alison will discuss how companies use behavioral analytics to drive the bottom line. Not only will the session look at this concept from a strategic implementation standpoint but it will also dive into how participants’ individual data drives leadership. Alison will discuss team dynamics, individual style, strengths and blind spots. Participants will leave with key takeaways about their own styles and ways of managing conflict within their teams that is linked to behavioral diversity.

Administered by: Alison Grizzle, Founder/President, Clearview Strategy Partners

ROOM 304

- 3. Defining, Embodying and Bringing Visibility to Your Brand** — We all have a brand, whether we know it or not. No matter if you’re an emerging leader, seasoned executive, pop artist — or a mom — you have a brand. It’s what others immediately think, feel and experience when it comes to you. Don’t let others define it for you. Take control of it. As Ron Ashkenas put it, “we are all the chief branding officers of our own personal brands. We have the power to determine and control our own reputation, whether through our actions at the workplace or through what we decide to Tweet.” Your brand can easily mean the difference between being selected or left behind for the promotion you want. It can be critical for career success — give it the time and attention it deserves! This session will walk through steps to gain clarity, be intentional and craft your personal brand.

Administered by: Jamie Lewis Smith, Chief Executive Officer and Leadership and Organization Development Psychologist, Pixel Leadership Group

ROOM 305

- 4. Introduction to Conscious Living (and Leadership)** — Come witness and experience how you can see yourself and others in a new light that is more authentic, fulfilling and energizing. Awareness can be elusive and yet when spotlighted it can revolutionize the way you live. Awareness is the gateway to conscious living. When living consciously we understand and experience mindful awareness and make intentional choices in how we experience life. Have you ever thought: “I am simply going through the motions, I’m on autopilot”? Conscious living means being fully present in each moment, rather than operating on autopilot.

In this interactive workshop, participants will be introduced to and have the opportunity to try some concepts and tools associated with conscious living that they can then further experiment with in their own life.

Administered by: Gerry Burns, Conscious Leadership Coach

ROOFTOP TERRACE

5:30–7 p.m. | Registration and Welcome Reception

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 **CARPENTER**
TECHNOLOGY


RHI MAGNESITA

Tuesday, 17 September 2024

LEVEL 3, BALLROOM GALLERY

8–9 a.m. | Breakfast and Registration

LEVEL 3, BALLROOM B & C

9 a.m. | Welcome

Stacy Varmecky, General Manager – Sales & Marketing, Association for Iron & Steel Technology

LEVEL 3, BALLROOM B & C

9:30 a.m. | **Opening Session: An Interview With Sushma Walker**

Sushma Walker, President, Nucor Business Technology; Interview by: **Karin J. Lund**, Author, Women In Steel, Women Of Steel: Yesterday, Today & Tomorrow Volume I and II

LEVEL 3, BALLROOM GALLERY

10:30 a.m. | Morning Networking Break

LEVEL 3, BALLROOM B & C

11 a.m. | **I Wish I Knew Then What I Know Now**

Reflecting on the early years of your career can be both cringeworthy and cathartic. Were you intimidated by your coworkers? Do you remember how you dressed? Or how you spoke to your colleagues, leadership, clients? What about interacting with coworkers that were 25+ years older than you? Did you escalate in your career faster than your peers? Or slower? Did you have those difficult conversations, or did you put them off? What have you learned over the years?

During this discussion, panelists will look back at the first few years of their careers and provide insight into bridging the gap between what they did right, and what they wish they would have done differently.

Attendees of all career stages will appreciate this candid conversation as they gain a deeper understanding of the realities of the steel industry, practical strategies for overcoming obstacles and inspiration for charting their own paths to success.

Moderator: **Rachel Schmidt**, Technical Sales Manager — EAF Mill Services, Berry Metal Co.

Panelists:

Cahalan Gibson, Caster/Vacuum Tank Degasser Manager, SSAB Special Steels

Kate Kuuskman, General Manager – Direct Strip Production Complex and Cold Mill, Algoma Steel Inc.

Amy Woods, Galvanized Product Metallurgist, Steel Dynamics Inc. – Flat Roll Group Butler Division

Lisa Young, Senior Operations Engineer, Steel Producing, Cleveland-Cliffs – Cleveland Works LLC

LEVEL 3, BALLROOM A

12:15 p.m. | Lunch

LEVEL 3, BALLROOM B & C

1:30 p.m. | **Boots on the Ground: How Women Are Paving the Way in Operations**

Throughout history, women have challenged societal norms and proven that gender is not a limitation to success. The same can be said for women in steel production, an industry traditionally dominated by men.

This operators-only panel will shed light on the challenges that women face working in manufacturing with or without a college degree, combating the social stigma, and addressing situational complexities in order to build confidence and continue to excel in and redefine their careers.

Moderator: **April Pitts-Baggett**, Senior Quality Engineer, Nucor Business Technology

Panelists:

Alacya Fields, Safety and Health Director, Nucor Steel Lexington

Sofia Geronimo, Shift Manager, Operations, Cleveland-Cliffs IronUnits LLC

Nicole Sweet, Head of End-to-End Recycling — North America, RHI Magnesita

LEVEL 3, BALLROOM GALLERY

2:45 p.m. | Afternoon Networking Break

LEVEL 3, BALLROOM B & C

3:15 p.m. | **The State of Women's Health Research — Past, Present and Future**

Michael Annichine, Chief Executive Officer, Magee-Womens Health Research Institute and Foundation



Wi-Fi Network: **Women In Steel**

Password: **northstar**

Wi-Fi Sponsor



LEVEL 3, BALLROOM B & C

3:30 p.m. | **Leveraging Emotional Intelligence in the Workplace**

You may come across a manager or individual who is technically gifted but has little impact when working with others. Equally, you may have come across an individual who is not technically gifted but is a valued member of a team and a great contributor. How do we explain this? Individual intelligence and technical capabilities are no longer enough. The difference comes from understanding, developing and leveraging our emotional intelligence (EI). EI is the ability to understand your emotions and the emotions of others and to act accordingly to this understanding. EI is viewed as a means of developing and enhancing individual management and leadership capabilities through an analysis of behavior, management styles, attitudes and interpersonal skills.

Emotional Intelligence provides core skills needed for life and work and can be used to develop and enhance your management style. Participants will discover the building blocks on which EI is based and will be given an opportunity to identify their abilities and consider areas of further development and enhancement.

Rahul Dogra, *Vision to Market Ltd.*

ROOFTOP BOULEVARD

5–6:30 p.m. | Reception

Wednesday, 18 September 2024

LEVEL 3, BALLROOM A

8–9 a.m. | Breakfast

LEVEL 3, BALLROOM B & C

9 a.m. | **Putting It All Together: Blossoming Into the Flower of Steel You Were Meant To Be**

Carol Jackson's talk will enhance your conference learning through her perspectives on specific character attributes and individual actions that can amplify your improvement efforts. She'll provide a more nuanced understanding of these recommendations through real-life examples from her 25 years of work experience in heavy industrial manufacturing. The takeaway from what she shares is a practical guide to focusing your time and efforts on those most critical to your career... and life. Not one to shy away from "third rail" issues, she will highlight relevant areas of the ongoing challenges we face in heavy industrial manufacturing, including steel. Jackson believes we can tackle these obstacles over time by enabling values-driven leaders across the organization. Her views are grounded in the notion that each of us is unique and has the potential to accomplish greatness when there is alignment between our efforts and organizational purpose. Her inspirational message will illuminate how self-awareness and living a life of authenticity will help you blossom into the magnificent and resilient flower of steel you were always meant to be.

Carol R. Jackson, *Independent Board Member, Sensient Technologies Corp. and AZZ Inc.; Former President, Chairman and Chief Executive Officer, HarbisonWalker International*

LEVEL 3, BALLROOM GALLERY

10 a.m. | Morning Networking Break

LEVEL 3, BALLROOM B & C

10:30 a.m. | **Improving Workplace Climate With Employee Resource Groups**

Organizations in today's world are recognizing the importance of diversity, equity and inclusion (DEI) in their hiring practices. But is that where the fostering of DEI stops?

Cue employee resource groups (ERGs). ERGs are instrumental in cultivating engaged and empowered workplaces by providing platforms for employees to connect, collaborate and grow. Yet, few companies in the steel industry offer such communities, especially those catering to the women of their workforce.

This panel will guide listeners on starting and maintaining ERGs within their own organizations, as well as emphasize their significance in terms of employee development, satisfaction, retention and productivity.

Moderator: Brenda Petrilena, *Senior Director, Global Decarbonization & Program Management, United States Steel Corporation*

Panelists:

Mona Dine, *Chief Diversity Officer, United States Steel Corporation*

Lisa Marcuzzi, *Vice President, Head of Corporate Affairs, Legal, and Diversity and Inclusion, ArcelorMittal Dofasco G.P.*

Ashley McMahon, *Manager of Talent Acquisition, SMS group Inc.*

Sabrina Saunders Mosby, *President and Chief Executive Officer, Vibrant Pittsburgh*

LEVEL 3, BALLROOM A

11:45 a.m. | Lunch

LEVEL 3, BALLROOM B & C

1 p.m. | **Combating Stress and Burnout**

Worker burnout and stress are at all-time highs, which leads to more errors, increased safety incidents and higher employee turnover. During this interactive session, participants will learn about the causes of workplace stress, the signs of burnout, and the impact they have on individuals and the workplace. Participants will have the opportunity to complete a short self-assessment to measure their own level of burnout. They will be provided with tips and strategies to manage their own stress, as well as engage in group discussions, application exercises, self-reflection activities, and will create a personal action plan to improve their own stress risk factors. Attendees will receive suggested readings to continue their learning after the session.

Jamie Lewis Smith, *Chief Executive Officer and Leadership and Organization Development Psychologist, Pixel Leadership Group*

#WomenInSteel

LEVEL 3, BALLROOM GALLERY
2:30 p.m. | Afternoon Networking Break

LEVEL 3, BALLROOM B & C
3 p.m. | **The Readiness to Take on New Challenges**

Traci Forrester has been with Cleveland-Cliffs in various capacities since 2004. In 2021, she stepped into a newly created executive role that is responsible for environmental affairs and sustainability. Learning a new position is difficult for everyone, especially when that new role will set the standard for the entire company. Forrester will share experiences and lessons from navigating her own path to success in the steel industry while managing life's challenges outside of the office.

Traci Forrester, Executive Vice President, Environmental & Sustainability, Cleveland-Cliffs Inc.

LEVEL 3, BALLROOM B & C
3:45 p.m. | **Confidence Is NOT Rocket Science: Breaking the Grip of Impostor Syndrome**

People see you as skilled and competent. Yet you think to yourself, "They think I'm smarter than I really am! I feel like a fraud!" It's Impostor Syndrome: the persistent feeling of not measuring up to your own resume.

This chronic self-doubt hits people in every industry, at every level. But there's help! You can silence that impostor voice so you can fearlessly move ahead without feeling like a fraud. Be released from the clench of the counterfeit.

By learning the powerful strategies of "The Fraud Free Framework"™, you can recalibrate your thinking and begin believing that you really are as smart as everyone thinks you are. You'll enjoy your success, bounce back from failure and experience less pressure to perform perfectly. You'll move from self-doubt to self-assurance as you reach for more opportunities and ignite your influence.

Maureen Zappala, Keynote Speaker and Author

LEVEL 3, BALLROOM B & C
5:15 p.m. | Closing Remarks and Adjourn

Times subject to change

Event Contributors



For more information visit [AIST.org/WISconference](https://www.aist.org/WISconference)



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David L. Lawrence Convention Center
Pittsburgh, Pa., USA

Floor Plan Ballroom Gallery

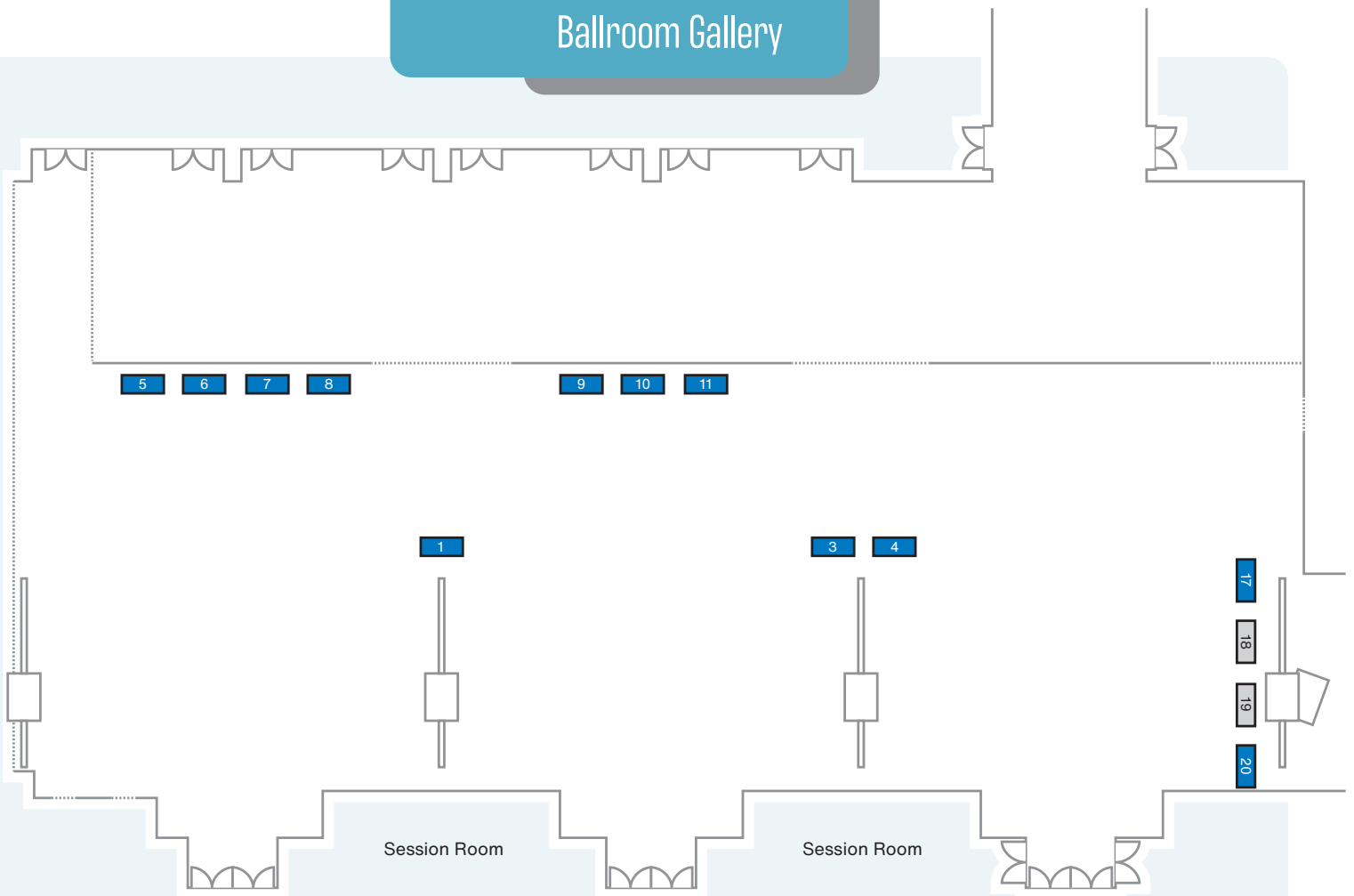


Table 1 » Nucor

Table 3 » RHI Magnesita

Table 4 » Carpenter Technology

Table 5 » PRCO America Inc.

Table 6 » Women Who Rock

Table 7 » Women Who Rock

Table 8 » FONDAG by Imerys

Table 9 » Magneco/Metrel Inc.

Table 10 » Opta Group

Table 11 » JNE Consulting

Table 17 » Jennifer Betts

Table 18 » Available

Table 19 » Available

Table 20 » Karin Lund

Available Space

Reserved Space

For more information visit
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