



May 8-9, 2024
Riverview Plaza Hotel
Mobile, Alabama

CATALYST

A WOMEN IN INDUSTRY CONFERENCE

presented by

**MANUFACTURE
ALABAMA**
ALABAMA'S TRADE ASSOCIATION FOR ALABAMA'S MANUFACTURERS

AIRBUS  **Collins Aerospace**
An RTX Business

Welcome

Welcome to the 2024 Catalyst conference! It is with great pleasure that we extend a warm welcome to all attendees for the second consecutive year in Mobile. We are thrilled to gather once again with over 300 women from more than 50 companies, ready to ignite change and inspire progress.

The Catalyst planning committee has diligently prepared for this year's conference, dedicating months to ensure an enriching experience filled with education, professional development, and networking opportunities. We are confident that Catalyst will exceed your expectations and provide valuable insights to propel your career forward.

We extend our heartfelt gratitude to everyone who has contributed to the success of Catalyst, from the committee members and sponsors to the speakers, panelists, volunteers, and all attendees. Your support and dedication have made this event possible. A special thank you goes to the staff at the Renaissance Riverview for their hospitality and assistance in hosting this conference.

As we gather once again to champion change and empower women in the industry, let us seize this opportunity to learn, grow, and connect. Together, we can continue to catalyze positive transformation and drive progress in our workplaces and beyond.



THANK YOU TO THE 2024 CATALYST SPONSORS



WI-FI

Network: Renaissance Conference

Password: Catalyst

Agenda

WEDNESDAY, MAY 8		LOCATION
5 p.m. - 7 p.m.	Networking Reception	Lobby, Second Floor
THURSDAY, MAY 9		
7 a.m. - 7:30 a.m.	Breakfast	Bon Secour Bay Ballroom
7:45 a.m. - 8:15 a.m.	Welcome & Opening Remarks <i>Monica Guerrero, Collins Aerospace</i> <i>Michelle Hurdle, Airbus</i>	Bon Secour Bay Ballroom
8:15 a.m. - 9 a.m.	Building an Inclusive Workforce & the Future of Women in Industry <i>Bobbi Wells, American Airlines</i>	Bon Secour Bay Ballroom
9 a.m. - 10 a.m.	CLOSE the Gaps, Five Behaviors that Support Inclusion <i>Ellen Feldman Ornato, The Bolder Company</i>	Bon Secour Bay Ballroom
10:15 a.m. - 11 a.m.	Breakout Workshop #1	
	Steps to Advance in Manufacturing: From Point A to B <i>Shab Moin, Collins Aerospace</i> <i>Sabrina Wheat, Airbus</i> <i>Andi Sims, HPM</i> <i>Moderated by Ashley Osik, Collins Aerospace</i>	Jubilee Suite
	Navigating Workplace Dynamics: Impact of Code Switching <i>Shyama Venkateswar, Seramount</i>	Schooner
	Networking Essentials for Early Career Success <i>Brian Gericke, Airbus</i> <i>Stacey Myers, Collins Aerospace</i>	Grand Bay Ballroom
11:15 a.m. - 12 p.m.	Breakout Workshop #2	
	Mastering the Art of Interviews <i>Nedoishka Perez, Collins Aerospace</i>	Grand Bay Ballroom

THURSDAY, MAY 9		LOCATION
	<p>Knowing Your Self Worth: Strategies for Self-Empowerment <i>Tara Doss, Collins Aerospace</i> <i>Jessica Hamilton, Airbus</i></p>	Schooner
	<p>Taking Control: Strategies for Career Ownership <i>Ali Snyder, Chart Industries</i> <i>Cierra Belser, Sirius Staffing</i> <i>Nancy Manlangit, Airbus</i></p>	Jubilee Suite
12 p.m. - 1 p.m.	Lunch	Bon Secour Bay Ballroom
1 p.m. - 2 p.m.	<p>Emotional Hijack! Finding Calm in the Storm <i>Ellen Feldman Ornato, The Bolder Company</i></p>	Bon Secour Bay Ballroom
2:15 p.m. - 3 p.m.	Breakout Workshop #3	
	<p>Crafting Your Work-Life Symphony: Shared Wisdom Circles <i>Ellen Feldman Ornato, The Bolder Company</i> <i>Kathy Burke, Collins Aerospace</i> <i>Deepti Soni, Collins Aerospace</i></p>	Bon Secour Bay Ballroom
	<p>Finding & Nurturing Mentor-Mentee Relationships <i>Eric Cunningham, Collins Aerospace</i> <i>Tracy Sullins, Collins Aerospace</i> <i>Daniel Garmann, Airbus</i> <i>Sarah Lawrence, Airbus</i></p>	Schooner
	<p>Interactive Problem-Solving Roundtable <i>Lisa Morgan, Airbus</i></p>	Jubilee Suite
3 p.m. - 3:30 p.m.	Break	
3:30 p.m. - 4:30 p.m.	<p>Championing Change: Women Shaping the Industry <i>Emily Buckman, Collins Aerospace</i> <i>Claire Gini, Airbus</i> Moderated by <i>Teresa Armstrong</i></p>	Bon Secour Bay Ballroom
4:30 p.m.	Closing Remarks	Bon Secour Bay Ballroom

WE WANT YOUR FEEDBACK

We want to encourage participants to share ideas on how their companies could improve.

Throughout the day, we will be collecting ideas on what strategies or initiatives you believe could enhance the workplace environment for women within your company.



Scan the QR code and share as many ideas as you'd like! Your contributions are anonymous and essential to fostering inclusivity and support within the workplace.



hargrove

The Right People...
The Right Place...
The Right Time.

At Hargrove, we're more than just an engineering firm. We're a full-service project execution firm with expertise in engineering, procurement, construction, automation, startup, and more. As the largest engineering firm in Alabama according to *Business Alabama* magazine, Our Team has the experience to support you throughout your project's life cycle.

With 2,700+ Teammates across 19 offices, you can rest assured that Hargrove has The Right People, in the Right Place, at the Right Time, ready to tackle your next project.



Scan the QR Code
to visit our site

Learn More
hargrove-epc.com
877.388.8356
info@hargrove-epc.com



A NOTE FROM GLAM

GLAM has had a busy year! We've launched camps and expanded our footprint to reach more young women so that they can see the vast opportunities that exist for them through a career in the manufacturing industry. But none of these activities could have happened without you. The proceeds raised by Catalyst 2023 supported GLAM and our mission. So, while the primary purpose of Catalyst is to create an opportunity for each of you to network and grow personally and professionally, I hope you know just how much your participation means to so many others, and to all of those who will follow behind you.



We knew Catalyst was the perfect theme, but I had no idea how this event would transform the GLAM organization or what a powerful Catalyst this conference would be.

I hope you enjoy your experience at Catalyst 2024. I am thrilled to be here with you, and I look forward to the bright future ahead!

All my best,
Robin Ricks
Executive Director
Girls Learning About Manufacturing



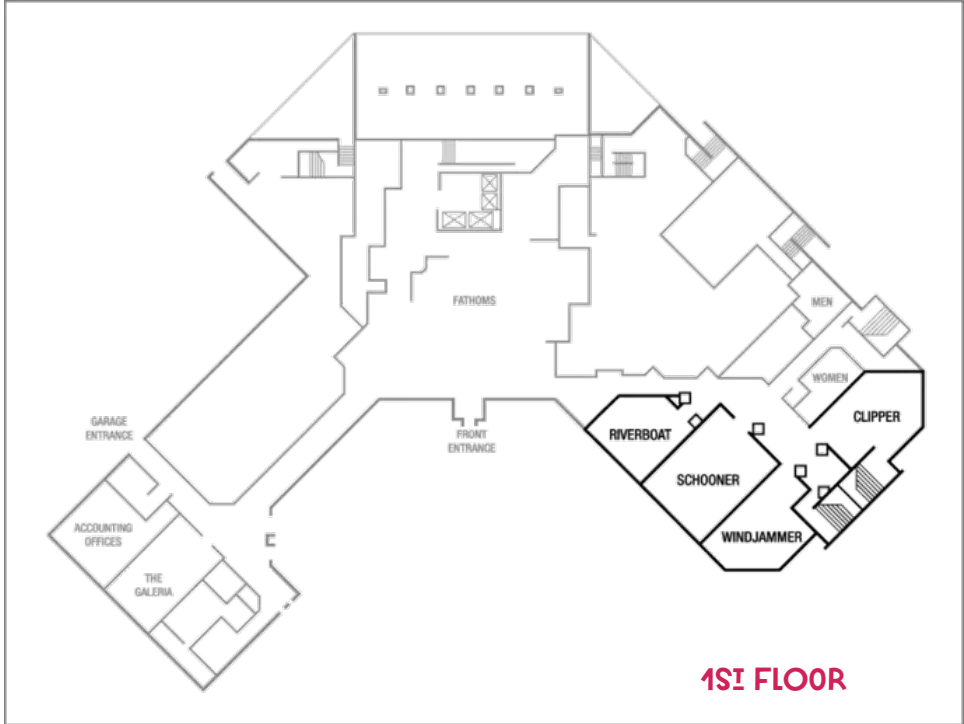
Women make up about **47%** of the total workforce, but they only make up about **30%** percent of the 15.8 million people employed in manufacturing industries.

GLAM is working to change those statistics.

learn more: www.girlslearningaboutmanufacturing.com



Map of Conference Center



MAKE A DIFFERENCE.

WE SUPPORT AND CELEBRATE WOMEN IN INDUSTRY.

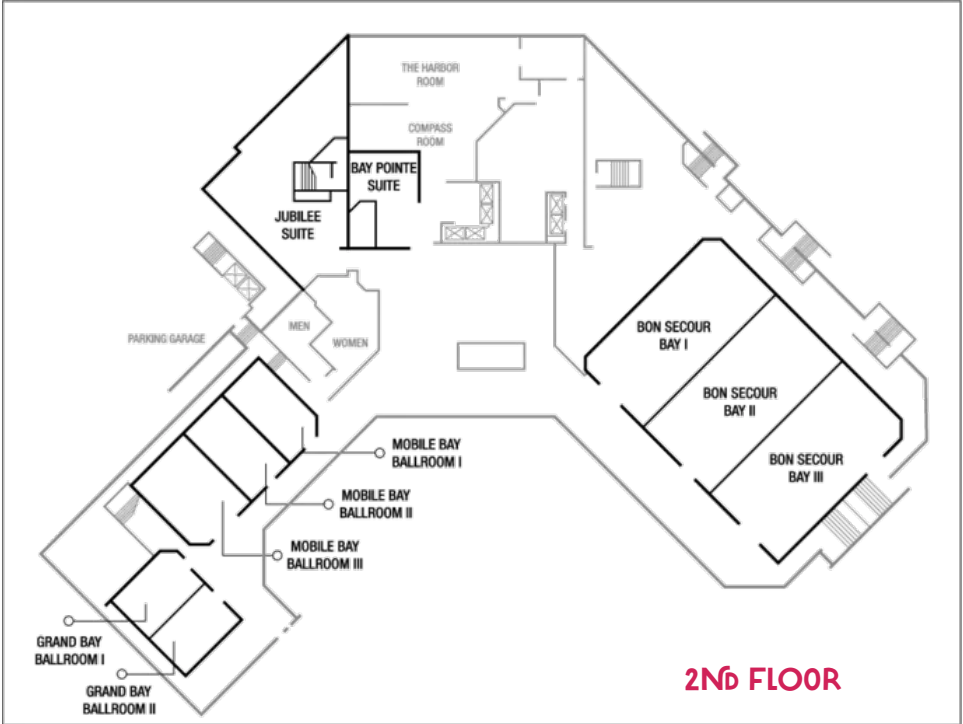
Join our team and build a career where you can bring your best to work every day. Together, we'll tackle the toughest challenges across aerospace – and pave the way for an amazing future.

jobs.collinsaerospace.com



Collins Aerospace
An RTX Business

© 2024 Collins Aerospace



Build

your future

At Airbus, our dedicated and diverse workforce is our greatest strength, and continually take us to new heights. We are proud to support this year's Catalyst conference working to solve the challenges faced by women and underrepresented persons in aerospace manufacturing.



airbus.com   

AIRBUS

OUR SPEAKERS



Monica Guerrero, Operations Director, Collins Aerospace

Monica Guerrero serves as the Operations Director for Collins Aerospace's Advanced Structures site in Mexicali, Mexico, where she plays a pivotal role in shaping the site's strategy and overseeing its day-to-day operations, leading a multifaceted team responsible for manufacturing, supply chain management, quality control, environmental health and safety practices, and overall operational performance. With over 20 years of experience in the aerospace industry, Monica has held various leadership roles in supply chain management, materials management, operations, and site leadership, bringing a wealth of expertise to her current position. Before joining Collins Aerospace in 2017, Monica spent over 15 years at Honeywell Turbocharger, where she held progressively senior positions. Beyond her professional endeavors, Monica is deeply passionate about promoting

diversity, equity, and inclusion in the workplace, actively supporting initiatives within Collins Aerospace and engaging with the community, particularly through her involvement with INDE (the sports institute), where she champions the participation of young people in sports.



Michelle Hurdle, Director, Workforce & Economic Development, Airbus

Michelle Hurdle, Director of Workforce and Economic Development at Airbus Americas, Inc., brings over three decades of experience in economic development to her role. She joined Airbus in 2012 after a career spanning various levels of economic development in Alabama, Georgia, and Mississippi. Michelle played a key role in establishing the A320 Final Assembly Line in Mobile, Alabama, and previously served as an economic development representative for PowerSouth Energy. She holds a Bachelor of Science in Geography and Social Science from Troy State University and a Master of Science in Economic Development from the University of Southern Mississippi. Michelle oversees the day-to-day management of

Flight Works Alabama as part of her responsibilities at Airbus.



Bobbi Wells, Vice President Safety Systems, Efficiency and Compliance, American Airlines

Bobbi Wells is Vice President Safety Systems, Efficiency, and Compliance at American Airlines, where she leads safety initiatives with a focus on risk management through design and innovation. She holds the position of Director of Safety on the Federal Aviation Administration (FAA) Operating Certificate. Additionally, she chairs the Flight Safety Foundation Board of Governors and serves on the Industry Advisory Board for Embry-Riddle Aeronautical University Center for Aviation and Aerospace Safety. With over 25 years of experience, including leadership roles at FedEx, where she oversaw safety, airworthiness, and regulatory compliance, Bobbi brings extensive expertise in aviation logistics and operations. She holds

an FAA dispatcher license and served in the U.S. Army as a transportation and logistics officer. Bobbi is committed to supporting and advocating for women in aviation and has served on various advisory boards and committees, including the Department of Transportation's Women in Aviation Advisory Board and the International Air Transport Association's Operations Advisory Council. She holds a Bachelor of Arts in Psychology from the University of Notre Dame and a Master of Business Administration from the University of Memphis.





Ellen Feldman Ornato, Founding Partner, The Bolder Company

Ellen Feldman Ornato is a dynamic facilitator with a warm, engaging style. She loves to see people evolve into who they're meant to be through self-discovery and to see team members develop excellent communication practices and connect more deeply, building strong foundations of trust and respect. Ellen's diverse work background includes stints as a city planner, an economic development official, and a marketing director in a large retail chain. Prior to launching The Bolder Company, she owned a learning company and a marketing & public relations agency. Ellen is certified in MBTI (Myers Briggs), Unconscious Bias, and DISC. She holds an MA in Urban Planning and BA in Sociology/Spanish.



Andi Sims, Vice President of Business Development, HPM

Andi Sims is the VP of Business Development at HPM, an Alabama-based professional services firm specializing in managing planning, design, and construction projects across various sectors. With over a decade of experience at HPM, Andi initially spearheaded the company's branding efforts as the first Marketing Director, later advancing to VP of Marketing. In her current role, she focuses on driving new growth and cultivating client relationships, overseeing lead generation and business development strategies. Andi also holds positions on the executive leadership team at HPM and serves on the boards of the International Aviation Women's Association (IAWA), Southern Automotive Women's Forum (SAWF), and Commercial Real Estate Women (CREW). Additionally, she contributes to the Howard College of Arts and Sciences board at Samford University. Prior

to joining HPM, Andi worked with Disney Parks & Resorts and Disney Cruise Line. Outside of work, she enjoys traveling with her family of ten.



Shab Moin, Executive Director, Programs, Collins Aerospace

Shab Moin serves as the Executive Director of Programs at Collins Aerospace, leading the Boeing, Business Jets, & Embraer Portfolio for Aerostructures within the Advanced Structures business. With over 16 years of experience at Collins, she oversees all aspects of program execution, ensuring on-time delivery, quality, safety, certification, financial performance, and customer satisfaction while also serving as the Site Executive for Aerostructures Chula Vista headquarters. Shab's journey at Collins began as an intern in the airworthiness department, progressing through technical and leadership roles, including Value Stream Leadership, General Manager in Everett, Washington, and international assignments in Canada. She holds a bachelor's degree in mechanical engineering from San Diego State University and a master's degree from Arizona State University,

emphasizing finance and international business. Based in San Diego, California, Shab enjoys family life with her husband and 11-month-old baby boy.





Ashley Osik, HR Business Partner, Collins Aerospace

Ashley Osik serves as the Human Resources Senior Manager at Collins Aerospace, an RTX business, where she plays a pivotal role in supporting the Airbus portfolios in Foley, Alabama, and overseeing HR operations at the San Marcos, Texas facility. With a focus on talent development, strategic planning, and advocating for employees, Ashley brings over 8 years of HR experience to her role. Her journey began at Target Corporation as a Human Resources Administrator before transitioning into the manufacturing industry as a Human Resources Analyst with Gemalto, now Thales. Passionate about developing others, Ashley is dedicated to implementing initiatives that prioritize employee growth and professional development. Born and raised in Baltimore, Maryland, Ashley holds a master's degree in human resource management from the University of

Maryland. Currently residing in Pensacola, Florida, she enjoys spending quality time with her daughter and husband, especially cruising around on their boat, soaking in the sun and serenity of the waterways.



Shyama Venkateswar, Senior Director of Learning, Seramount

Dr. Shyama Venkateswar is currently the Senior Director of Learning at Seramount, where she heads up the development and design of tailored DEI curriculum and workshops based on client needs to tackle complex workplace culture and talent challenges. Shyama has more than 20 years of experience in addressing social and policy issues and has built her career in the higher-education and nonprofit space.



Brian Gericke, Talent Acquisition Partner, Airbus

Brian Gericke is a Talent Acquisition Partner and US Early Careers Lead at Airbus, overseeing talent attraction and partnerships for early career needs across the US. With over 8 years of experience spanning various HR functions, he returned to Airbus in 2022 after stints at ADT Security and Amazon Web Services. Brian is passionate about early careers, fueled by the opportunities he received early in his own career. He advocates for expanding access and inclusion in all career stages. Brian holds a degree in International Business and Human Resource Management from Wichita State University and currently resides in Wichita, KS.



Stacey Myers, Director, Materials Management, Collins Aerospace

Stacey Myers is the Director of Materials and SIOP at Collins Aerospace in Chula Vista, CA, overseeing inventory, logistics, and strategic projects for the Aerostructures division. With previous roles at FedEx and Avionics, Stacey brings expertise in supply chain management and operational leadership. She holds degrees in industrial engineering and counseling psychology, and is passionate about leadership development, actively participating in programs like WILL Rise. Stacey enjoys outdoor activities, sports, brunch, and spending quality time with her loved ones in Southern California.





Nedoishka Perez, Operation System Analyst, Collins Aerospace

Nedoishka, an operations systems analyst and culture champion at Collins Aerospace, dedicates herself to fostering continuous improvement in the workplace. Proud of her Puerto Rican heritage, she advocates for embracing cultural diversity and roots. Her journey began at the University of Puerto Rico, where she studied Industrial Biotechnology and discovered her passion for helping others through student associations and volunteer work. Transitioning from Puerto Rico to Florida and then to Alabama, she embarked on a career path focused on operational excellence and talent development. Her commitment to personal and professional growth is evident in her dedication to her team's success and her desire to create a

positive cultural experience for future generations. Outside of work, Nedoishka enjoys spending quality time with her husband and daughter, exploring new places, basking in the beauty of the beach, and savoring diverse cuisines.



Jessica Hamilton, Government Relations & Political Engagement, Airbus

Jessica leads political engagement operations at Airbus, where she designs and executes the company's civic engagement strategy. She has an extensive track record of success in providing strategic solutions for public affairs, including federal lobbying, campaigns, advocacy, and political action committees. Jessica spent nine years on Capitol Hill and is a former senior staffer for Rep. Martha Roby and Sen. Richard Shelby. Jessica's on her own journey of self-empowerment and resilience and is eager to share her experiences, challenges, and triumphs learned along the way.



Tara Doss, Director, Operations, Collins Aerospace

Tara Doss is Director of Operations for the Collins Aerospace Aerostructures business consisting of legacy and new products. She leads the day-to-day operations for nine maintenance, repair and overhaul product lines with a focus on quality and customer satisfaction. Tara began her career with Arrow Electronics Inc. in Memphis, Tennessee as an MRO technician. She transitioned to a technical engineer role supporting customer proof of concepts and manufacturing operations before her next career step led her to Phoenix, Arizona. While in Phoenix, Tara began her leadership career in manufacturing management. She has held various leadership roles in manufacturing and operations overseeing business unit production, continuous improvement, and quality. With over fifteen years of leadership

experience, Tara enjoys mentoring and developing employees to increase business unit performance. Tara holds a bachelor's degree in business management. She currently resides in Pensacola, Florida where she values her time with family and has a passion for gardening.



Ali Snyder, Director of Sustainability & Marketing, Chart Industries

Ali Snyder is the Director of Sustainability and Marketing at Chart Industries, responsible for leading the company's environmental, social, and governance ("ESG") efforts and global branding strategy. Prior to this role, Ali was the Product Manager for Liquid Cylinder and Beverage products as well as an inaugural member of Chart's Executive Leadership Program. Ali holds a Bachelor's degree in Marketing from La Salle University in Philadelphia, Pennsylvania, and she is currently pursuing her MBA in Finance, Management, and Global Business at New York University's Stern School of Business.

MAKE A DIFFERENCE.

EXTRAORDINARY WOMEN PAVE THE WAY.

At Collins, bold thinking and diverse perspectives are not only welcomed, they're expected. Join our team and build a career in an industry where you can bring your best to work every day. Together, we'll tackle the toughest challenges across aviation, defense and space – and pave the way for an amazing future.

jobs.collinsaerospace.com



Collins Aerospace
An RTX Business

© 2024 Collins Aerospace





Cierra Belser, Vice President of Strategic Growth, Sirius Staffing

Cierra Johnson Belser is the Vice President of Strategic Growth at Sirius Talent Solutions, where she brings over 15 years of expertise in Human Resources, client relationship management, and account development. In her current role, Cierra plays a pivotal role in steering sales growth and enhancing client satisfaction by fostering synergies between corporations and diverse suppliers. Passionate about advancing women in leadership, she manages a diverse portfolio of existing and prospective accounts, focusing particularly on large corporations with diversified spends across the United States. Cierra excels in building relationships with Chief Human Resources Officers (CHROs) and HR executives, offering

customized recruiting and workforce development strategies tailored to meet each client's unique needs. With a profound understanding of the light industrial industry and its talent requirements, Cierra brings specialized insight to her role. Her outstanding leadership and commitment to diversity have earned her multiple awards and recognition, and she actively contributes to the community as a public speaker. Additionally, she holds the esteemed position of Chapter President at the Society for Human Resource Management (SHRM), showcasing her dedication to advancing the field of HR.



Katherine Salas Burke, Senior Talent Acquisition Partner, Collins Aerospace

Katherine Salas Burke, Senior Talent Acquisition Partner at Collins Aerospace, handles engineering hiring for the Simulation and Training Solutions group. She collaborates with leaders to recruit cleared software and systems engineers and serves on the Diversity, Equity, and Inclusion council. With over twenty years in talent acquisition across aerospace, defense, and other industries, she has a keen eye for exceptional talent. Previously, she was Managing Director at Belcan, overseeing operations in Texas. Kathy, a first-generation college graduate, earned her bachelor's degree from Penn State University in organizational leadership in 2020 and is pursuing an MBA from the same institution. Outside of work, she

cherishes time with her family: husband Matt Burke, an artist at Discord, and their children, Cristian and Maya.



Nancy Manlangit, Customer Delivery Relations Manager - AGGP, Airbus

Nancy Manlangit serves as the Customer Delivery Relations Manager at the Airbus U.S. Manufacturing Facility in Mobile, AL, focusing on enhancing customer satisfaction and managing major events. Previously, she completed Airbus' Global Graduate program, gaining experience across various functions. Nancy is passionate about Employee Resource Groups and currently leads Gen-A, an ERG dedicated to early careers and bridging generational gaps. She is active in mentoring and volunteering, serving as a Big for Big Brothers Big Sisters and Vice President of United Way's Emerging Leaders. With a background in communications and community relations, Nancy holds degrees in Marketing and Business Administration

from the University of South Alabama and enjoys reading, traveling, and spending time with loved ones on the Gulf Coast.





Deepti Soni, Executive Director, Value Stream Leader, Collins Aerospace

Deepti Soni, an Executive Director and Value Stream Leader at Collins Aerospace, oversees the A320 NEO program at Aerostructures across 3 continents and 5 countries. With a career spanning various roles in program management and operations, Deepti excels in ensuring strong program execution, customer relationships, and delivering high-quality products. Her journey began in financial planning and analysis at Raytheon in 2009, followed by managing Department of Transportation and Transportation Security Administration programs. Over the years, Deepti has taken on increasing responsibilities, leading portfolios and transformations within Raytheon Intelligence and Space. Holding degrees

in Political Science, Government and Homeland Security, and Business Management, Deepti is currently pursuing a doctorate in Leadership and Learning in Organizations at Vanderbilt University while proudly balancing motherhood.



Eric Cunningham, Vice President & General Manager Commercial Avionics & Fire Protection Systems, Collins Aerospace

Eric boasts nearly 25 years of experience at Collins, starting as a generator design engineer in 1999 before transitioning into program management roles in Engine Control Systems and Electric Power Systems (EPS). He later took on EPS Quality Authority responsibilities, spearheading the Collins ZDP Program and driving a customer-centric culture shift in EPS operations. Holding various leadership positions, he ultimately became VP/GM of EPS, recently transitioning to VP/GM of Commercial Avionics and Fire Protection in Avionics. Eric holds a BS in Electrical and Electronics Engineering from the University of Illinois Urbana-Champaign and an MBA

from Rockford University. Beyond his professional achievements, he's actively involved in employee and community organizations, earning recognition as Collins Aerospace Outstanding Business Leader of 2023. In his leisure, he cherishes family time with his wife and children, David and Olivia, indulging in outdoor activities and off-road motorcycle competitions.



Tracy Sullins, Director, Program Operations, Collins Aerospace

Tracy Sullins, Director of Program Operations for Collins Electric Power Systems (EPS) in Rockford, IL, oversees a dynamic team supporting hardware production and delivery across three value streams: Business & Regional Jets, Large Commercial, and Military. With 24 years at Collins Aerospace, Tracy has navigated diverse roles spanning International Trade, Procurement, Contracts, Program Quality, Engineering Quality, and Operations in both Rockford, IL, and San Diego, CA. Committed to fostering professional and personal growth, Tracy served as Ally Chair for the PRIDE ERG for four years and actively participates in the local WISE ERG, particularly focusing on mentoring young women. Holding a bachelor's

degree in Business Management and Communication from Concordia University, Tracy resides in Rockford, IL, with her husband Dave, their four adult children, and two miniature dachshunds.



Daniel Garmann, Senior Operations Director, Airbus

Daniel Garmann, Sr. Director at Airbus Americas Inc., Mobile, oversees A320 Family Line 2 Operations and VSM Ramp-up. With over 20 years at Airbus, he began as a Dual Student in 2003, later becoming a Project Engineer. Daniel's expertise spans Lean Management, Change Management, and Aerospace Industrialization. He progressed through various roles, including Head of Single Aisle Shell Assembly, before assuming his current position in 2023. Daniel holds degrees in Mechanical Engineering and Aircraft Mechanics, is fluent in German and English, and enjoys cooking, sailing, and traveling with his family.



Sarah Lawrence, Director of Industrial Engineering, Airbus

Sarah Lawrence, an Industrial Engineering director at Airbus's Mobile Manufacturing Site Final Assembly Line, leads three sub-teams focused on optimizing processes for the A320 program. Graduating from New Mexico State University, she began her aerospace career at Boeing, working on various programs including the 787 in Charleston, SC and Nagoya, Japan, and the SLS Program in New Orleans, LA. Sarah transitioned to Airbus as a Director of Industrial Engineering for the A320 program, overseeing team efforts to meet program targets. She's now moving to Hamburg, Germany, for a new role as HO Version Management for the A320 program, accompanied by her dog, and plans to explore Europe during her assignment.



LaShaunda Holly, Workforce Development Manager, BASF

LaShaunda Garrett Holly, with over 18 years of experience in communications, public relations, and workforce development, currently serves as BASF ECMS's Workforce Development Manager. Previously, she contributed to Boise Inc.'s marketing and public affairs efforts in the southeastern United States and led initiatives at the Jackson Area Chamber of Commerce in Alabama. LaShaunda's diverse background includes roles in media promoting economic and community development. She holds a Master of Arts in Management and Leadership from Liberty University and a Bachelor of Arts in Communications/Political Science from Alabama State University, along with certifications in Economic and Community Development and Nonprofit Management. Actively involved in her

community, she participates in organizations like Women in Manufacturing (Alabama Chapter) and Delta Sigma Theta Sorority, Inc. Residing in Madison with her family, she is dedicated to education initiatives and youth upliftment.



Lisa Morgan, Executive Project Manager, Airbus

Lisa Morgan serves as the Executive Project Manager to the Director of the Airbus Americas Engineering Center in Mobile, Alabama. With an Associate of Science Degree in Paralegal Studies from Faulkner University, she spent 15 years in the legal field before transitioning to a role as Health, Safety, and Environmental Manager at a steel servicing company. Joining Airbus in 2019, initially in the Health, Safety & Environmental Department, she assumed her current position in 2021. Lisa's multifaceted responsibilities include chairing the Women's Interactive Network ERG, managing risks and opportunities for both Mobile and Wichita Engineering, coordinating crisis management efforts, serving as Ethics & Compliance Officer, and overseeing facility projects. Currently pursuing a Bachelor's

degree in Business from the University of South Alabama, Lisa resides in Mobile with her husband and has two daughters, one a paralegal like herself, and the other pursuing nursing at the University of South Alabama.



Teresa Armstrong, PCC, Executive Coach

Teresa Armstrong, PCC, is a Talent Development Strategist with over 20 years of experience coaching executives and cultivating inclusive cultures. Currently serving as Talent Strategist in Operations Modernization at Collins Aerospace, Teresa specializes in enhancing self-awareness and leadership presence for mid to senior-level managers. Her coaching focuses on values clarification, goal accountability, and aligning intention with actions. Teresa has consulted for organizations like REWIRE and areglobalsolutions.com on Diversity, Inclusion, and Belonging initiatives. She has served as an executive coach for AHC Inc. and the National Society of Black Engineers (NSBE) Professional Executive Board. Teresa holds a B.S. in Business Administration from Morgan State University and coach

credentialing from ICF, CTI, and Fielding Graduate School.



Stronger together

At Airbus, our dedicated and diverse workforce is our greatest strength, and continually takes us to new heights. We are proud to support this year's Catalyst conference working to solve the challenges faced by women and underrepresented persons in aerospace manufacturing.



Building the future together.

What does the future look like? With your help, the opportunities are endless. At Alabama Power, we work with communities to help them grow. Because they're our communities too. Together, we can expand operations for existing companies in the area, recruit new industries that will create jobs, and improve the local economy by bringing even more opportunities to the area.

From aerospace to chemicals to electric transportation to food products, we're ready for a future of opportunity. And our team won't just help you identify the best path forward, we'll walk with you every step of the way.

Let's work together.
amazingalabama.com





Emily Buckman, Vice President, Operations Modernization, Collins Aerospace

Emily Buckman, head of Operations Modernization at Collins Aerospace, spearheads efforts to integrate advanced manufacturing tech and improve performance. With a strong background in ops strategy and digital transformation from Northrop Grumman, she aligns actions with long-term goals. Emily oversees sales, inventory, operations planning, and materials management, ensuring seamless coordination. A retired U.S. Air Force Colonel, she brings over 25 years of experience in logistics and C4ISR systems integration. She holds multiple master's degrees and a bachelor's from the U.S. Air Force Academy.



Claire Gini, Senior Director Regional Transformation & Integration, Airbus

Claire Gini is a Senior Director of Transformation & Integration at Airbus Americas, Herndon, VA. Leading projects to bolster Airbus' North American growth, she began her career as an aeronautical engineer in 2006. With diverse roles spanning Corporate Finance to Industrial Projects, she's lived and worked across Europe before relocating to the US in 2020. Claire holds a Master's in Aerospace Vehicle Design from Cranfield University, UK, and a Diplome d'Ingénieur from Ecole Nationale Supérieure de Mécanique et d'Aérotechnique, France. She also leads WIN@Airbus, Airbus Americas' gender-diversity Employee Resource Group. Claire resides in Falls Church, VA, with her husband and two daughters.

YOUR FUTURE, FORGED WITH PURPOSE

Be the change



Want to make a difference? Are you ready to join a diverse, international team that values transparency, integrity, and respect? **AM/NS Calvert** is your next step. Together, let's forge a future where women in manufacturing are not just participants but leaders.

We Offer:

- **Competitive Pay:** Rewarding your dedication and hard work.
- **Comprehensive Benefits from Day 1:** Because your well-being is our priority.
- **Career Development Opportunities:** Tailored programs to help you grow, excel, and lead.

amnsalvertjobs.com

**AM/NS
CALVERT** | Innovations in Steel
Strengthened by People

DETAILED Agenda

Welcome & Opening Remarks

7:45 a.m. - 8:15 a.m.

Bon Secour Bay Ballroom

Monica Guerrero, Collins Aerospace

Michelle Hurdle, Airbus

Welcome to the Catalyst! Today, we come together to shape the future of inclusivity in our industries. Join Monica Guerrero from Collins Aerospace, and Michelle Hurdle from Airbus as they welcome the group to the 2024 event. Look out for the Mentimeter QR code all day to share your insights and drive meaningful change. Let's foster inclusive workplaces together.

Building an Inclusive Workforce & the Future of Women in Industry

8:15 a.m. - 9 a.m.

Bon Secour Bay Ballroom

Bobbi Wells, American Airlines

Join us for a compelling session on "Building an Inclusive Workforce and the Future of Women in Industry" featuring Bobbi Wells, Vice President Safety Systems, Efficiency and Compliance at American Airlines. Bobbi will share insights and strategies for cultivating diversity and inclusion within the workforce, particularly focusing on empowering women in the industry. Don't miss this opportunity to gain valuable perspectives and contribute to shaping a more inclusive future.

CLOSE the Gaps, Five Behaviors that Support Inclusion

9 a.m. - 10 a.m.

Bon Secour Bay Ballroom

Ellen Feldman Ornato, The Bolder Company

Fully interactive and thought-provoking, this session explores five skills that create an environment where all employees thrive. You'll learn how to focus your energies on improving these skills, for your personal and team success.

Steps to Advance in Manufacturing: From Point A to B

10:15 a.m. - 11 a.m.

Jubilee Suite

Shab Moin, Collins Aerospace

Sabrina Wheat, Airbus

Andi Sims, HPM

Moderated by Ashley Osik, Collins Aerospace

Join us for an insightful session where seasoned professionals share their experiences and advice on navigating the manufacturing industry and

advancing in your career as a woman. Through engaging discussions and practical insights, learn how to overcome obstacles, develop essential skills, and strategically position yourself for growth and success in the industrial sector.

Navigating Workplace Dynamics: Impact of Code Switching

10:15 a.m. - 11 a.m.

Schooner

Shyama Venkateswar, Seramount

Code-switching is when people adjust their behavior to fit social norms, often to gain acceptance or opportunities. Dr. Shyama Venkateswar will lead a discussion on its impact, including the psychological toll it takes. The session aims to help participants understand how this behavior affects workplace well-being and offers strategies for building inclusion and setting boundaries.

Networking Essentials for Early Career Success

10:15 a.m. - 11 a.m.

Grand Bay Ballroom

Stacey Myers, Collins Aerospace

Brian Gericke, Airbus

Unlock the power of networking and propel your career forward with confidence. This dynamic session is divided into two parts, each designed to equip you with essential skills and strategies for networking success at every stage of your career journey.

Mastering the Art of Interviews: Answering 'Tell Me About Yourself'

11:15 a.m. - 12 p.m.

Grand Bay Ballroom

Nedoishka Perez, Collins Aerospace

Unlock the secrets to confidently navigating one of the most common yet crucial interview questions: "Tell me about yourself." This session is designed to equip you with strategies and techniques to craft a compelling and memorable response that effectively showcases your skills, experience, and suitability for the job.

Knowing Your Self Worth: Strategies for Self-Empowerment

11:15 a.m. - 12 p.m.

Schooner

Tara Doss, Collins Aerospace

Jessica Hamilton, Airbus

Embark on a journey of self-discovery and empowerment. In this transformative session, we'll delve into the essence of self-worth and equip you with practical strategies for embracing your authenticity, setting boundaries,



pursuing your dreams, and nurturing self-compassion.

Taking Control: Strategies for Career Ownership

11:15 - 12 p.m.

Jubilee Suite

Cierra Belser, Sirius Staffing

Nicole Brown, Airbus

Ali Snyder, Chart Industries

Take charge of your career path with insights and strategies from industry leaders who have navigated their way to success. Join us for an empowering session where our esteemed speakers will share invaluable tips on goal setting, skill development, networking, and personal branding to help you seize ownership of your professional growth and advancement.

Emotional HIJACK! Finding Calm in the Storm

1 p.m. - 2 p.m.

Bon Secour Bay Ballroom

Ellen Feldman Ornato, The Bolder Company

Industry jobs often come with high pressure. Participants will learn Bolder's 4-step "Cycle of Response," to notice and tame the emotions that lead to overwhelm, upset, and unproductive conflict.

Crafting Your Work-Life Symphony: A Collaborative Discussion

2:15 p.m. - 3 p.m.

Bon Secour Bay Ballroom

Ellen Ornato, The Bolder Company

Kathy Burke, Collins Aerospace

Deepti Soni, Collins Aerospace

Join us for an engaging and collaborative session where we explore the art of balancing work and personal life responsibilities. At the beginning of the session, participants will split into three smaller groups based on their interest in one of the following topics: balancing work and caring for aging parents, raising a child while managing work commitments, and re-entering the workforce after an extended break. Through shared wisdom circles, each group will have the opportunity to delve deeply into their chosen topic. This interactive session provides a platform for sharing experiences, exchanging insights, and learning from others facing similar challenges.



Finding and Nurturing Mentor-Mentee Relationships

2:15 p.m. - 3 p.m.

Schooner

Eric Cunningham, Collins Aerospace

Tracy Sullins, Collins Aerospace

Daniel Garmann, Airbus

Sarah Lawrence, Airbus

Moderated by LaShaunda Holly, BASF

Unlock the transformative power of mentorship as we delve into the experiences and perspectives of both mentors and mentees in navigating professional growth and development. This session offers a unique opportunity to gain insights from two mentor-mentee pairs, each providing a distinct perspective on building and nurturing meaningful mentorship relationships.

Interactive Problem-Solving Roundtable

2:15 p.m. - 3 p.m.

Jubilee Suite

Lisa Morgan, Airbus

Step into the realm of collaborative problem-solving and unleash your creativity in this dynamic and interactive session. The Interactive Problem-Solving Roundtable offers a platform for participants to engage in hands-on problem-solving exercises, share insights, and collaborate with peers to tackle real-world challenges. Harness the collective wisdom of the group as we explore innovative solutions and build connections through interactive discussions.

Championing Change: Women Shaping the Industry

3:30 p.m. - 4:30 p.m.

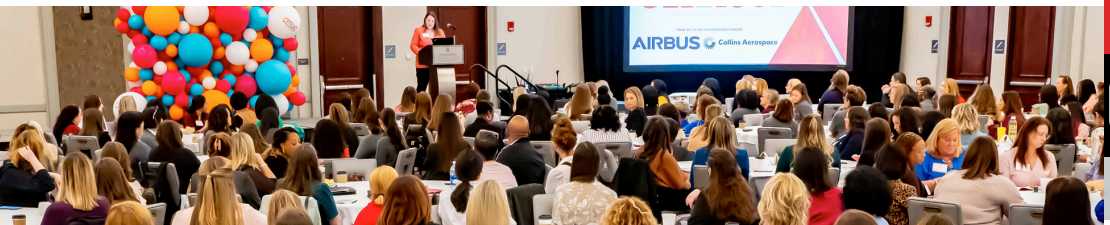
Bon Secour Bay Ballroom

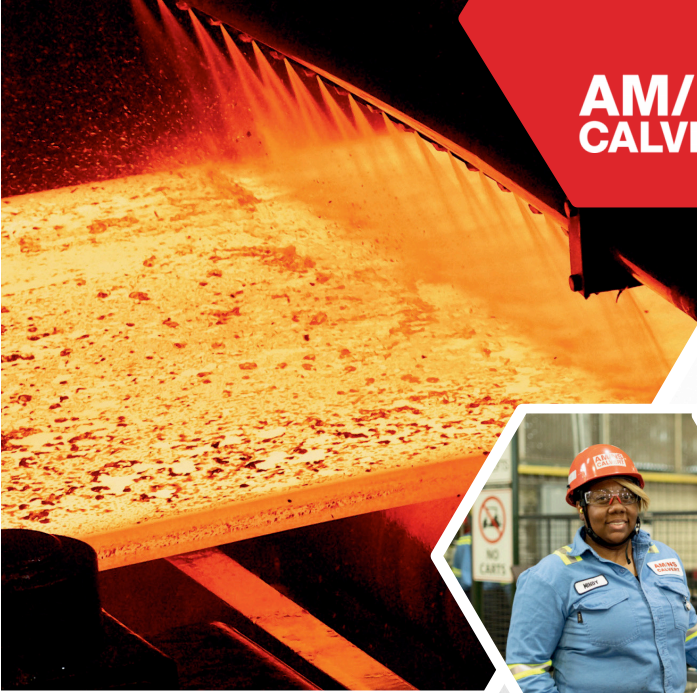
Emily Buckman, Collins Aerospace

Claire Gini, Airbus

Moderated by Teresa Armstrong

Join us for an inspiring final keynote session as we celebrate the remarkable contributions of women in shaping the industry and driving positive change. Through a moderated panel discussion, speakers, Emily Buckman from Collins Aerospace and Claire Gini from Airbus, will share their insights, experiences, and strategies for championing change and fostering inclusivity in the workplace.





WE VALUE OUR WOMEN OF STEEL

Join Us

Empowering Women in Manufacturing

At AM/NS Calvert, we don't just build products; we build futures. We're on a mission to foster a workplace where women thrive, showcasing strength, innovation, and leadership in every facet of our operations.

Ready for a career where you're valued and empowered? Explore how your talents can make a difference at **AM/NS Calvert**.

A Culture of Respect

A Commitment to People

Growth and Development

<http://amnsalvertjobs.com>



CATALYST 2024 PLANNING COMMITTEE

Thank you to the 2024 Catalyst Planning Committee. Through your passion, creativity, and hard work, you have created a platform for empowerment, dialogue, and inspiration. Your commitment to inclusivity and diversity shines through in every aspect of Catalyst, setting a powerful example for our industry and beyond. Your contributions are deeply valued and make a profound impact on the lives of women in manufacturing and industrial settings.

Jessica Davis
Lisa Morgan
Crystal Robinson
Claire Gini
Natalie Hall
Alejandro La Luz
Ashley Osik
Craig Savage
Scott Ludlow
Schiniece Shine
Taylor Keller





MANUFACTURE **ALABAMA**

ALABAMA'S TRADE ASSOCIATION FOR ALABAMA'S MANUFACTURERS