



Women in ASHRAE

2024 Leadership Symposium

September 26-27, 2024
Chicago, IL | Westin Michigan Ave.

Session Overview

Updated: August 9, 2024

Thursday, September 26

1:00 PM - 2:00 PM

Opening Keynote

Ignite Your Leadership: Engineering a Sustainable Future

Room: General Session: Great Lakes Ballroom, Level 2

Erin McConahey, Fellow Member, ASHRAE, and ARUP Fellow, ARUP, Culver City, CA

This is the most crucial decade of action for engineers who want to make a difference. What lies before us is the big, hairy, audacious goal of ensuring a sustainable future for all people on a planet pummeled by a changing climate. We who work in the built environment are called upon to mobilize our best, most creative, most dynamic leaders to solve the wicked problem of fast decarbonization. Yes, that would be you! Join with Erin to reflect on how to build from personal strengths to powerful leadership, from technical insight to trusted influence, and from "how we've done it before" to pivoting our practices to fortify our future. Through a mix of storytelling and invitation, this session will prepare us all to find inspiration and solidify purpose during the rest of the conference.

2:15 PM - 3:30 PM

Session 1

How to Engage and Empower Girls and Women in STEM: Insights from 3 Voices

Room: Breakout 1: Erie, Level 2

Chair: Cherish Samuels, Associate, Amazon, Memphis, TN

Host: Danielle Passaglia, Full Member, SmithGroup, Chicago, IL

1. **Kenya Davis**, TRANE, Houston, TX
2. **Jenny Abney Sivie**, LEED AP BD+C, Norman S Wright Mechanical Equipment Corp, Dallas, Tx
3. **Abi Olukeye**, Smart Girls HQ, Charlotte, NC

2:15 PM - 3:30 PM

Session 2

Confidence & Competence: Striking the Perfect Balance

Room: Breakout 2: Ontario, Level 2

Chair: Julia Keen, PE, PhD, HBDP, Fellow Member, Kansas State University, Manhattan, KS

1. **Julia Keen**, PE, PhD, HBDP, Fellow Member, Kansas State University, Manhattan, KS
2. **Jennifer Leach**, PE, Full Member, BR+A, Vienna, VA

As engineers, we frequently think that high competence is the key to a successful career. In this seminar the attendee will learn how confidence can be just as important as competence. We'll discuss what it means to be confident, what is an appropriate level of confidence, how confidence impacts competence and why confidence can be a struggle for under-represented groups like women and minorities.

3:45PM – 4:45PM

Session 3

Empowering Women in the Workplace: Leveraging AI for Enhanced Productivity and Creativity

Room: Breakout 1: Erie, Level 2

Chair: Mallory Manaseer, Full Member, Salesforce, Chicago, IL

1. **Colleen Keyworth**, CEng, Online Access Inc, Port Huron, MI

"Empowering Women in the Workplace" reveals how integrating technology can revolutionize productivity, organization, and creativity. It simplifies the digital landscape, offering strategies to enhance work routines and professional connections. This presentation provides insights into using technology to make daily tasks more efficient, foster creative thinking, and expand professional networks. It emphasizes practical applications of digital tools for personal and career growth.

3:45 PM – 4:45PM

Session 4

Leading with Empathy and By Priority: Essential Skills for Top Managers

Room: Breakout 2: Ontario, Level 2

Chair: Kellie R Huff, Full Member, Varitec Solutions, Phoenix, AZ

1. **Nancy Kohout**, Full Member, SmithGroup, Chicago, IL
2. **Madison Schultz**, ADG|Blatt, Full Member, Oklahoma, OK

Friday, September 27

8:00 AM - 9:00 AM

Keynote 2

Leadership Dualities: Guiding Professionals and Volunteers in Engineering Environments

Room: General Session: Great Lakes Ballroom, Level 2

Ginger Scoggins, PE, CEM, CxA, Presidential Fellow Member, Engineered Designs, Inc, Cary, NC

In this engaging keynote, our speaker explores the nuanced dynamics of leadership across two distinct realms: the structured world of business and the collaborative space of volunteer organizations. With a rich background as a business owner and as the President of the ASHRAE Society, our speaker offers unique insights into the leadership strategies that drive success in each setting. Leading employees in a corporate environment involves clear hierarchies, financial incentives, and performance evaluations. The speaker will discuss how these elements shape decision-making and goal setting in the business world, emphasizing the importance of vision, communication, and organizational culture. Conversely, leading volunteers, especially in technical fields like HVAC engineering, presents unique challenges and opportunities. Volunteers are driven by passion, commitment to a cause, and the desire for professional growth. The speaker will share effective strategies for motivating and managing volunteers, focusing on empathy, respect, and community building. The presentation will conclude with actionable advice on how leaders can adapt their style to inspire both paid employees and volunteers, ultimately enhancing their effectiveness and impact in both arenas. Through real-life examples and practical tips, attendees will leave better equipped to lead diverse teams in any environment.

9:15 AM - 10:15 AM

Session 5

From Blueprint to Footprint: Women Engineers Enhancing ESG Strategies

Room: Breakout 1: Erie, Level 2

Chair: **Cherish Samuels**, Associate, Amazon, Memphis, TN

1. **Meagan Garrett**, Associate, The Climate Control Group Inc, Olive Branch, MS

In the contemporary engineering and professional landscape, Environmental, Social, and Governance (ESG) criteria have become paramount, especially in promoting sustainable practices and enhancing diversity and inclusion. Women in engineering and professional roles are uniquely positioned to drive significant advancements in sustainability and ethical governance, given their diverse perspectives and leadership styles. This presentation aims to explore the intersection of ESG principles with the empowerment of women in the engineering and professional workplace, highlighting strategies for leveraging ESG to foster a more sustainable, equitable, and inclusive environment. Through a focused examination of case studies, best practices, and actionable insights, participants will be equipped with the knowledge to champion ESG initiatives that not only advance sustainability goals but also promote gender equity and diversity within their organizations.

9:15 AM - 10:15 AM

Session 6

Engineering the Climb: Women's Path to Leadership in HVAC

Room: Breakout 2: Ontario, Level 2

Chair: **Hetal Lee**, Full Member, JLL, Chicago, IL

1. **Julie Lardenoit**, Stantec Consulting Services Inc, Chicago, IL

2. **Barb Hickey**, Associate Willis Tower, Chicago, IL

3. **Cheryl Carron**, JLL, Shorewood, WI

Do you find you are curious on how women make their way to leadership in our industry? These three HVAC women leaders will give an overview of their career and their path to their current position and then answer questions from the attendees.

10:45 AM - 11:45 AM

Session 7

Turning Down the Heat: ASHRAE Standards Updates and the Quest for Decarbonization

Room: Breakout 1: Erie, Level 2

Chair: Maggie Moninski, Full Member, Singh + Associates, Chicago, IL

1. Sarah Maston, Full Member, Colliers Engineering, Hudson, MA

This breakout session delves into the latest updates to ASHRAE standards, highlighting their pivotal role in advancing decarbonization within the HVAC industry. Aimed at empowering female leaders, the session will explore how these standards are reshaping energy management and sustainability practices. Participants will gain insights into the technical updates, the rationale behind the changes, and the anticipated impact on environmental goals. Through interactive discussions and case studies, this session will equip attendees with the knowledge to lead and innovate in their respective roles, fostering a network of women committed to driving ecological change in the HVAC sector. Join us to contribute to a sustainable future, leveraging leadership and expertise to make a significant impact.

10:45 AM - 11:45 AM

Session 8

Mastering the Deal: Negotiation Strategies for Women Leaders

Room: Breakout 2: Ontario, Level 2

Chair: Tiffany Abruzzo, Full Member, Envirosep, San Diego, CA

1. Ruth King

Effective management hinges not only on leadership skills but also on the ability to interpret and communicate key performance indicators (KPIs) and financial targets. This session is designed for managers at all levels who want to enhance their understanding and usage of financial metrics without the need for deep financial expertise. In this interactive breakout session, participants will learn straightforward methods to calculate KPIs and the necessary revenues for their teams to meet these benchmarks. We will explore how to set clear performance expectations, communicate these to team members, and outline the implications of both exceeding and not meeting these targets. The session will provide easy-to-understand tools and financial formulas that demystify the number crunching often associated with management. Attendees will leave equipped with practical strategies to apply these metrics in daily management tasks, ensuring they can lead their teams effectively by understanding the financial implications of their performance. By the end of this session, participants will gain confidence in using financial data to guide their decision-making and improve team performance, turning the daunting task of managing by the numbers into a manageable and even enjoyable part of their leadership role.

12:00 PM - 2:00 PM

Keynote Panel

She Leads: Strategies for Success from Top Women Leaders

Room: General Session: Great Lakes Ballroom, Level 2

Chair: Nancy Kohout, Full Member, SmithGroup, Chicago, IL

- 1. Catherine Tojoga, Full Member, CT Mechanical, Addison, IL**
- 2. Sandra Henry, Slipstream, Oakbrook Terrace, IL**
- 3. Nancy Simoneau, Full Member, Le Groupe Simoneau, Boucherville, QC, Canada**
- 4. Allison Graves, RTM Engineering Consultants, Chicago, IL**

2:15 PM - 3:45 PM

Session 9

Next Gen HVAC: The Impact of Young Engineers in ASHRAE

Room: Breakout 1: Erie, Level 2

Chair: Filza H. Walters, FESD, Fellow Member, Texas A&M University, College Station, TX

1. **Christina Lail, PE**, Mechanical Engineer, WSP USA, Dallas, TX,
2. **Erin McConahey, PE**, Fellow Member, ARUP Fellow, Los Angeles, CA
3. **Janice Means, PE, LEED AP, FESD**, Fellow Life S-B-A Member, Lawrence Technological University, Southfield, MI
4. **Ginger Scoggins, PE, CEM, CxA**, Presidential Fellow Member, Engineered Designs, Inc, Cary, NC
5. **Catherine Tinkler, PMP, EBCP, LEED AP O+M**, Associate, Page, Houston, TX
6. **Erato Vasileiou**, Sustainable Operations Client Lead at JLL, CIBSE YEN Global Immediate past Chair, WELL AP, BREEAM Assessor, AssessFitwell Ambassador, London, England, United Kingdom

Join us for an engaging session where the next generation of young women in ASHRAE present innovative strategies to boost female representation in the A/E/C industry. This session features eight young ASHRAE members from around the world delivering Pecha-Kucha/TEDx-style presentations on how to attract more women and minorities to the HVAC&R sector. The spotlight will be on finalists from the first WIA Leadership Symposium's Empow'HER'ment Awards, hosted by the Outreach Committee, Awards Committee, and an esteemed panel of judges. These finalists will address critical questions on inspiring more girls to pursue STEM careers and overcoming unique challenges faced by women in HVAC&R. They will also explore how ASHRAE, employers, and the engineering community can foster a supportive environment for their success. In addition, the session includes a live contest featuring a lightning round where finalists will compete in real-time, with live judging and the announcement of winners. Attendees will have the opportunity to participate in a live mic Q&A, engage in meaningful discussions, and gain valuable insights on aligning efforts with ASHRAE's 2024 presidential theme of workforce development. Don't miss this chance to hear from the emerging leaders of ASHRAE and contribute to shaping the future of women in the industry.

2:15 PM - 3:45 PM

Session 10

Life in the Leadership Lane: Balancing Family and HVAC Careers

Room: Breakout 2: Ontario, Level 2

Chair: Fiona McCarthy, PE, BEAP, QCxP, LEED AP, Associate, Grumman|Butkus Associates, Evanston, IL

1. **Fiona McCarthy, PE, BEAP, QCxP, LEED AP**, Associate, Grumman|Butkus Associates, Evanston, IL
2. **Darcy Carbone**, Full Member APA HVAC Technologies, Medford, MA
3. **Sheila Hayter**, Presidential Fellow Member, National Renewable Energy Laboratory, Golden, CO