

Track 3: Change Management

Room: Coral 2

SURFING TIDAL CHANGES IN PROJECT DIVERSITY & INCLUSION PROGRAMS AND HYBRID/REMOTE TEAMS

Recently, remote project teams and increased diversity programs/recruiting took center stage due to pandemic concerns and significant social movements in response to system concerns. Since then, distributed hybrid and changing organizational priorities have emerged, but the business cases for engaging hybrid/remote talent and DEI programs in project team recruitment and cultures remains strong, to optimize product quality, innovation pace, adaptability and trust. This session will explore lessons learned across high profile entities experimenting with hits and misses in remote and diversity approaches, resulting in tangible best practice takeaways you can adopt in your project and program teams.



Lydia Liberio is an experienced attorney, mediator, arbitrator, and risk program/project manager in complex corporate, employment, insurance, and family matters. Credentials such as an LLM in ADR (alternative dispute resolution), MBA in HR, SHRM – SCP, DASSM, risk manager, agile project manager, and business analyst inform her in-house legal department management and contract compliance experience. As an online academic portfolio/program manager/dean, she uses DA, scrum and traditional project management, and has been an exposure draft reviewer for PMI's Standards on Risk Management, Program Management, Operation Management and Scheduling, a past [#PMIOC](#) chapter leader in VP and director roles, PMI faculty SME reviewer, and PMI StandardsPlus article contributor. Last week, she enjoyed serving on a PMI-RMP exam vetting committee. A special joy has been sharing best practices as a member of PMI's Leadership Institute Master Class of 2020, with 32 amazing project management leaders from chapters around the globe – including a member of PMISD's very own leadership team, president Chakri Botha! Lydia's passion for Diversity Equity & Inclusion Programs comes from service as the Beverly Hills Bar Association's Inclusion Section Chair, Los Angeles County Bar Association's Chair of Diversity Leadership Pipelines, past president of the Italian American Lawyers Association of Los Angeles, and newest role as Vice Chair of the Diversity & Inclusion Committee of the ABA - National Conference of Bar Presidents, focused on evolving and promotion of best practices among our professional team players.

EMBRACE CHANGE: EMPOWERING FUTURE LEADERS WITH EFFECTIVE COLLEGE RECRUITMENT STRATEGIES

As John Maxwell stated: "change is inevitable, growth is optional". Join us for an inspiring and informative presentation to learn about tips and opportunities to thrive as talent and recruitment professionals in today's competitive job market. In this presentation, speakers will share insights on:

- Talent employment trends
- Tips on college recruitment
- Effective strategies for partnerships and brand visibility
- Empower future leaders by building successful talent pipeline with universities (ex.USD)
- Embrace change and maximize impact



As the Associate Director of Employer Relations at University of San Diego | Career Development Center, Leila Naderi oversees key strategic initiatives for employer relations and alumni engagement functions. With 15+ years of international/domestic experience, Leila's expertise lies in strategic partnerships, business leadership, and social impact.

As an adjunct professor, author, and founder of "Yoga for Leadership", Leila has taught graduate level courses in business leadership and organizational psychology programs and developed/facilitated customized leadership training seminars/workshops to empower future leaders and change-makers.

Leila serves on the International Affairs Board of the City of San Diego as the Chair of Sister Cities Subcommittee. She has a doctoral degree in leadership (PhD), MBA, and bachelor's degree in electrical and Electronics Engineering.

As the Senior Director of the University of San Diego Career Development Center, Matt Yezpe is a passionate champion for student career success. With a background as a Fortune 100 recruiter and college faculty in career development, Matt is an expert. As a former tennis coach, Matt always seeks to help others take their impact and career success to the next level.



HOW TO USE PRODUCT THINKING TO MAKE CHANGE STICK

Change projects fail at a terrifyingly high rate – in fact, the frequently quoted figure is 70%. The average cost of a failed change is \$12 million. Product thinking is a problem-solving methodology that can be used to make change stick.

This presentation will explore how product thinking can be used to:

- Understand the user's needs and pain points
- Create a compelling vision for change
- Focus on the user experience
- Measure the results of change management efforts

Takeaways:

By the end of this presentation, attendees will be able to:

- Understand the principles of product thinking
- Apply product thinking to change management
- Develop a more effective change management plan
- Identify the key factors that make change stick



Alona Fraser is a program manager with over 9 years of experience delivering complex, high-visibility IT, HR, compliance and digital marketing programs in AstraZeneca, Servier and others. She is a certified PMP, Lean Six Sigma Black Belt, Change Management Professional, Scrum Master, and PhD. Her thesis examined the allusions to Arnold Schwarzenegger's movies that helped him win an election. She is a strong advocate for women in leadership and serves on the PMI Global first in history Women in Project Management Committee.

LEADING FROM WITHIN: POWER OF EVOLUTION THROUGH ORGANIZATIONAL LEADERSHIP

Discover the profound synergy between personal growth and organizational leadership in this engaging talk. True leadership begins with a deep understanding of oneself and a commitment to continuous evolution. Join us as we explore the transformative journey of becoming your best self and how it intertwines with effective organizational leadership. Uncover strategies for personal development, self-awareness, and harnessing your unique strengths to inspire and guide others towards collective success. Get ready to embark on a transformative adventure that will empower you to lead from within and unlock your fullest potential.



Corryn Kivett became an NLP Master Coach and Trainer, then launched Evolution Room™ to help visionaries, change makers and entrepreneurs' step into their excellence and perform at their optimal level. As an experienced and knowledgeable guide in the science of effective communication and success, she helps clients transform their personal and professional lives to become the leaders they've always imagined themselves being.

She's earned the level of Certified NLP Trainer in Neuro Linguistics Programming (NLP), Master Practitioner of NLP, Master Practitioner of TimeLine Therapy, NLP Master Coach, and is a Successology Certified Coach.

INFLUENCING WITHOUT AUTHORITY: OBTAINING RESULTS THROUGH TRUST AND RESPECT

Chris DiBella believes the ability to influence without authority is an essential skill needed by project managers and other professionals in today's workplace. This is especially true when dealing with change management. This requires expertise, resources, fostering relationships, and the right attitude. In this interactive presentation, he will review various methods of developing the skills necessary to influence change in an ever-changing environment while also influencing personal performance. He will also focus on the development of employee engagement skills and on the use of interpersonal skills to improve engagement between leaders and their employees as change is implemented.



Chris DiBella is a passionate Leadership and development Coach and a driving force for process improvement, looking to create organizational change from an influential and behavioral perspective. He has an MBA in Project Management and is currently pursuing his Ph.D. in Organizational Leadership. He also believes in teaching aspiring leaders the value of influential leadership practices while assessing their efficiencies using project management methodologies to help streamline processes and maximize their potential. He is the founder and president of the Institute of Leadership Coaching and Development (www.iolcd.org), which provides leadership training programs and coaching certifications and focuses on aspects related to behavioral, influential, and strengths-based leadership styles.