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Thank you!

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for hosting this event.

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MASTERFUL
Leaders
Developing the Future

experience it
leaders in diversity & inclusion

A Continuing AABI Series

February 27, 2020
San Juan, Puerto Rico

Masterful Leaders: Developing Tomorrow's Aviation Professionals

As aviation educators and industry leaders, a central mission is to forge aviation character in tomorrow's aviators, professionals, and leaders. Most aviation professionals do their jobs in the absence of direct supervision. Every day they make individual decisions that directly or indirectly affect the lives and well-being of hundreds, maybe thousands, of people. Sound decision-making requires technical knowledge and expertise. But just as importantly, it requires strength of character, integrity, objectivity, thoughtfulness, caring and courage. How can aviation managers help build and instill aviation character in young professionals so that they will make the best decisions when no one is looking? The bar gets higher in the face of rapid changes in technology, economics, workforce composition, learning behaviors and generational norms. The stakes are high, and time is short. The demands of today's aviation environment require fresh thinking and new approaches to managing our most precious asset: our people.

It's important for us to continue to empower successful thought leaders from all backgrounds, and continue to design a better place to work. Having an inclusive and equitable workplace ensures everyone is given the best opportunity to succeed. The emphasis and value that are placed on diversity and inclusion in today's society didn't come quickly, or easily. Now it's our job to ensure that these values are practiced and upheld in our collegiate programs and in the workplace.

The overarching theme of this Masterful Leaders Workshop is ***Diversity and Inclusion as Key Components of Your Organizational Strategy***. We have assembled three insightful panels representing educators, industry and organizations to expound on this theme while also considering these subtopics:

- Understanding the Value of Hiring/Recruiting for Diversity
- Integrating Diversity Goals
- Creating and Sustaining an Inclusive and Equitable Workplace

This workshop offers opportunities for personal and professional growth, no matter what segment of the aviation community you represent. Great work is already being done, but there's always room for improvement. Join us in this important conversation as we strive to include under-represented groups within aviation, and advocate for the diverse world in which we all operate.

In this continuing AABI series, follow-on workshops will be held on topics such as managing "your team" through the accreditation process, and managing succession planning.

Plan now to attend!

27 February — Thursday

0700-0800

Continental Breakfast *Sponsored by PSA Airlines*

0745-0800

Stage Setting

Ceci Shirley, Guy Smith and Shannon McLoughlin Morrison

0800-1130

Masterful Leaders Workshop:

Diversity and Inclusion as Key Components of Your Organizational Strategy

0800-0930

Panel 1: Educator-Based

Moderator: Shannon Morrison, The Ohio State University
Amanda Aschaber, Seneca College; Julius Keller, Purdue University; Becky Lutte, University of Nebraska Omaha;
Loren Herren, Bridgewater State University; and
Gema Torres, Inter American University of Puerto Rico

0930-1000

Refreshment Break *Sponsored by Delta Air Lines*

1000-1130

Panel 2: Industry-Based

Moderator: Elizabeth Larson, Chevron Corporation
Martin Rottler, Envoy Air; Allen Gomez, Delta Air Lines;
Krystal McCoy, United Airlines; Hiwot Tadesse,
ExpressJet Airlines, Inc.; and Elizabeth Tennyson, AOPA

1145-1345

Masterful Leaders Luncheon *Sponsored by Piedmont Airlines*

Chairperson's Welcome: Gary Morrison
Keynote Speaker: Academic Leadership
Sharon DeVivo, President, Vaughn College

1400-1530

Panel 3: Organization-Based

Moderators: Shannon Morrison and Elizabeth Larson
Theresa Claiborne, Sisters of the Skies; Vanessa Blacknall-Jamison, Organization of Black Aerospace Professionals;
Cassandra Bosco, Women in Aviation, International;
Jose Sevillano, Latino Pilots Association; and
Martin Rottler, National Gay Pilots Association

1530-1600

Refreshment Break *Sponsored by Republic Airways*

1600-1700

Interactive Session: Diversity and Inclusion Activities

1730-1830

Reception with Sponsors *(Cash Bar) Sponsored by United Airlines*

1830 --

Dinner and Wine Service

Sponsored by Inter American University of Puerto Rico

Keynote Speaker: Industry Leadership

Andy Allen, United 777 Management Captain, United Airlines