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Congratulations Karen Ellis

Our New Pacific Southwest Regional Director

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The Members of San Diego Chapter #21 would like to give a shout out to our chapter Board of Directors for working diligently through the uncertain times of 2020 to provide our chapter with opportunities to continue to stay connected. Even though we have been physically apart, we are still in this together!

Thank you Lauline Mitchell & Kelly Aust!

Pacific NW Region thanks you both for your dedicated leadership this past year. We appreciate your hard-work, time, and outstanding contribution to NAWIC.
Welcome to the 65th NAWIC Annual Conference and the very 1st Virtual Conference! This is truly the “Dawn of a New Era”, and together we will continue to “Pave New Roads” over the next few days with an educational event to strengthen and amplify you and your career.

We will be kicking off the conference on Wednesday afternoon with our first keynote speaker, Jessica Rector, sharing how to “Blaze Your Brain – Turn Negative Thoughts into Positive Action.” You won’t want to miss this vibrant and exciting speaker! Jessica will also have a follow up session, “Fire Up so You Don’t Burnout” directly following her keynote.

Thursday morning is our Annual Meeting, where NAWIC business will be presented covering membership, financials, Strategic Plan updates, and the revealing of the National Marketing & Branding Plan. We will also announce awards and learn more about the 2021 66th Annual Conference in Charlotte, NC!

Our educational seminars offer professional and personal development opportunities along with NAWIC topics for everyone in attendance. Be sure to check out more information in this program. Please also share your educational experiences with your employers, co-workers, and other NAWIC members who are not in attendance.

For the first time this year, we will be offering networking sessions, which include the brand new Industry Councils that are just starting to form — stop in and find out what they’re all about. The national committees, including the brand new Chapter Development Committee, will also be hosting networking sessions to update you about plans for the future. Some of our current and future partners will also be hosting a session or two – AutoDesk Construction Cloud, People First, Team Rubicon, and She Built This City!

We also have a panel session on Thursday afternoon. Founder of “iBuild Central Florida” and NAWIC member (Greater Orlando Chapter 73) Debbie Rodriquez, and her team, will inform us about “Real Solutions for the Skilled Trades Shortage”.

Attend the NAWIC Awards session to celebrate the success and accomplishments of the award winners for Carol A Kueker, Lifetime Achievement, Member of the Year, Future Leader, and The NAWIC Builds Excellence Awards.

Our closing keynote speaker will be our final session on Friday afternoon. NAWIC’s own Ally Jencson, The Tradeswoman Tigress, from Pikes Peak Chapter 356, will untame your inner Tigress.

Be sure to stop by the online NAWIC Store to purchase items. We are even waiving the shipping fee for all items purchased prior to 5pm Friday!

Thank you to our NAWIC members, companies, the NAWIC Staff, Conference Direct and all who helped make this another successful and educational Annual Conference.

Diane I. Mike, CBT, CRIS
NAWIC National President 2019-2020
We are so very proud to call Wendy our own! She leads with grace and kindness, continually making herself available to anyone region-wide. She’s done an AMAZING job navigating the recent challenges. We can’t wait to see where she will take us from here!!

- Richmond Chapter 141
CONFERENCE INFORMATION

2019 - 2020 Conference Organizers

President - Diane Mike, CBT, CRIS

Conference Director - Debbie Draper, CCM

Parliamentarian - Debra Lesar, CIT

Executive Director, NAWIC HQ - Crissy Ingram, CAE

Membership Coordinator, NAWIC HQ - Amber Kohut

Database & Website Manager, Graphics, NAWIC HQ - Lauri McCullough

Finance, Store Manager, NAWIC HQ - Kharisma Rivera

Communications Manager, NAWIC HQ - Amber Swinford

Membership Manager, NAWIC HQ - Lori Wagner

Portland #54 would like to congratulate Kelly Aust on her first year as PNW Director!

We are wishing you the best of luck on your second year!

We are so proud of your hard work!

Love, Portland #54

Kelly Aust
Pacific Northwest Region Director 19-21
VANESSA PIERCE  
Chapter President  
We want to thank our 2019-2020 Chapter President for an empowering year of truly ‘Building the Best’, even during unprecedented times. Our Chapter has gained value, strength, and unity that her leadership has provided, and we are truly thankful!

NANCY MASSINGILL  
President - Elect  
Best wishes to our incoming 2020-2021 Chapter President! The road to recovery can feel like a long road ahead, but she is determined to ‘Rebuild, Restore, and Renew!’ We are excited to have her leadership and look forward to uniting as a community and grow together.

CINDY SPIROPOULOS, CIT, LEED GA  
Southeast Region Director  
Thank you to Cindy’s unwavering spirit and dedication to serving many different positions throughout Chapter 73 and the Southeast Region! Our Chapter is looking forward to supporting her endeavors into the 2020-2021 year!

KAREN HAGER, CBT, CIT  
National Board of Directors - Treasurer  
Thank you to Karen’s unconditional support to not only NAWIC National, but also to Chapter 73! We are thrilled to have her continued leadership and friendship into the 2020-2021 year!
Wednesday, August 12

1:00 - 2:30 p.m. Opening Keynote with Jessica Rector

**Blaze Your Brain: Turn Negative Thoughts into Positive Action**
*Speaker: Jessica Rector*

Jessica’s mission is simple: Transform Lives. As the top mind wellness expert, Jessica Rector, MBA is the authority on tackling your inner game and turning it into outer success and positive action! As a former TV talk show host and an award winning #1 top sales performer at a Fortune 100 company, Jessica uses her company’s research to help organizations, leaders, and teams to fire up your thinking, extinguish burnout, and ignite your people, while having a lot more fun. Jessica has three college degrees, including an MBA, and has written nine books. As a #1 best-selling author, she has worked with clients such as NBC Universal, the Dallas Mavericks, and American Airlines and has been seen on ABC, NBC, CBS, and FOX for creating change. Jessica also enjoys learning about the exciting world of Transformers, so she can carry on real conversations with her seven-year-old son, Blaise, who is a #1 best-seller author and the youngest published author in the United States.

2:45 - 3:45 p.m. Education Sessions

**Construction-Driven Execution**
*Speaker: Tricia Thibodeaux, Fluor, Inc.*

Construction-Driven Execution is “the strategies, work practices and accountabilities that drive the delivery of construction and fabrication services in the most cost-efficient, predictable manner possible.” In other words, it is everything done in the home office, from the proposal phase until completion, to make construction efficient and safe for the craft. This workshop will explore practices that contribute to Construction-Driven Execution such as Advanced Work Packaging, Better Build Techniques, and Constructability. Practice these concepts with a fun hands-on activity to reinforce the learnings and answer the question, “Do you have a Construction-Driven Execution mindset?”

**Building a Breachless Culture**
*Speakers: Josh Levy & Angelina Perryman*

The topic “Building a Breachless Culture” is taken from my construction project management philosophy for best practices called “Breachless Execution.” It is a construction philosophy I developed when I was the General Counsel for a construction company in 2002. Since then I have delivered seminars and training for contractors (and other clients) in the concept. Breachless execution primarily describes how contracts are used to plan and deliver projects with reduced financial and liability risk while enhancing customer satisfaction. Breachless Execution derives from the Law in Action approach which explored the realities of contracts in people’s daily lives. We strive to assist our clients in developing a Breachless Culture within their businesses. The goal is to have the client’s team understand the basic principles of contract law, and how to execute their obligations without a breach.
Fire Up So You Don’t Burnout: How to Prevent, Break Through, and Extinguish Burnout (once and for all)

*Speaker: Jessica Rector*

Burnout is like a wildfire—spreading quickly and affecting everything in its path. With the increased stress, pressure, and expectations to do more with less, the construction industry ranks among the highest for burnout rates...and women are more prone to burnout. With 79% of the workforce burned out, it’s the perfect time to extinguish this epidemic. The World Health Organization now recognizes burnout as a workplace syndrome, yet most don’t know how to identify it. When burnout is unresolved, you experience a decrease in productivity, safety, health and morale. In this powerful presentation, Jessica gets you fired up by sharing key strategies to prevent and extinguish burnout, pinpointing your contributing factors to burnout and showing you how to handle stress to improve focus, performance, and team dynamic. Participants will:

- Examine Jessica’s Burnout Success Formula to locate how burnout affects your work and life
- Apply proven burnout strategies to enhance time management, focus, and productivity
- Identify and pinpoint your biggest “burnout moments” to prevent future stress and improve your health.

4:00 - 5:00 p.m. Networking

*Committee Open House:*
- Professional Development & Education
- Membership & Marketing
- People First
- She Built This City

**Thursday, August 13**

10:00 - 11:30 a.m.  NAWIC Annual Meeting

11:45 a.m. - 12:45 p.m. Lunch Break & Networking

*Committee Open House:*
- Chapter Development
- Team Rubicon
- Autodesk Construction Cloud
- NAWIC-OSHA Alliance/Safety & Health
- Women in Construction Week/Emerging Professionals

1:00 - 2:00 p.m. Education Sessions

**NAWIC Finances**

*Speaker: Karen Hager, CBT, CIT*

This interactive workshop will give the attendee insight into what is a good budget, who should do the audit and how, who files what reports when, and what to look for on your chapter’s financials to know the health of your chapter.
Accelerated Resilience
*Speaker: Courtney Clark*

Adapt Faster and Achieve More In today’s competitive world. There’s no time to recover from our setbacks slowly. The research-based strategies from Courtney’s new book, The Successful Struggle, will have you and your team managing change, chaos, conflict, and life’s other challenges in the fastest, most productive way possible. Building resilience means developing new behavior patterns in tough times, and Courtney will show you the research behind the quickest ways to get back on track and be successful, no matter the challenges you face in life and work.

Suicide: Crisis in Construction
*Speaker: Kathi Dobson, CIT, CSP, STS-C, SMS, CHST, LEED AP*

Someone commits suicide every 12 minutes in the United States, and construction is the number two industry for suicides. Learn about this crisis and the risk factors associated with it. Kathi Dobson will discuss the issues that construction workers face that leads them down the dark path toward suicide. She’ll also address other concerns that organizations and their leaders should be identifying when it comes to their workers’ mental well-being. You will leave this session with a better understanding of the suicide crisis and what we can do to prevent it from overwhelming our industry.

Objectives:
1. Identify risk factors related to suicide in the construction industry
2. Identify intervention tactics
3. Identify resources for workers and employers

Harmony Through Teamwork! Counteracting the Cacophony of Miscommunication
*Speaker: Jan Spence*

Regardless of industry, location, or company size, ineffective communications and a lack of teamwork can obstruct information, hinder collaboration, and negatively impact employee and customer satisfaction. In this highly interactive, high-energy session, Jan Spence will use her vast knowledge helping companies and individuals take their teamwork, listening, and communication skills to the next level by sharing tips on how to set established protocols and clear processes of communication. Attendees will gain actionable tools they can immediately implement to increase teamwork and collaboration, thus increasing employee engagement and overall productivity. This fun, engaging session is not just another warm and fuzzy team-building program, but rather gives participants practical steps they can take to work more effectively within their teams and the overall organization.
2:15 - 3:15 p.m.  Networking
  
  Industry Councils:
  - Women Business Owners
  - Women of Color
  - Tradeswomen

3:30 - 4:30 p.m.  Afternoon General Session
Real Solutions for the Skilled Trades Shortage - iBuild Panel Discussion
Moderator: Angela Highland CIT, CPC
Speakers: Debbie Rodriguez, Crystal Davidson, Jennifer Rodriguez, and Tara Hagood

The tide is turning and recruitment efforts are expanding in the effort to educate students, parents and our communities about careers in the construction industry.

4:45 - 5:15 p.m.  NAWIC Awards

Friday, August 14
9:00 - 10:00 a.m.  Networking
  
  Industry Councils:
  - Administrative/Finance
  - Management/Operations
  - Technology

10:15 - 11:45 a.m.  Board Installation & Award Recognitions
11:45 a.m. - 12:45 p.m. Lunch Break & Networking

Industry Councils:
- Business Development/Sales/Marketing
- Project Management/Safety
- Human Resources/Legal

1:00 - 2:00 p.m. Education Sessions

The Art of Managing Workplace Conflict
Speaker: MJ Clark

The ability to manage conflict is a highly sought-after quality in construction leaders. It also has a significant impact upon the organizations whose leaders possess it. In this interactive presentation, Ms. Clark will explain to participants the difference between criticism and constructive feedback and how conflict can be both positive and damaging to an organization. She will provide strategies for reducing conflict and mediating workplace confrontations through the use of emotional intelligence and a 3-step assertive conversation model. Audience members will leave with practical tips they may implement immediately to help themselves and their teams manage conflict more effectively.

Conceptual Planning, Scheduling & Risk Mitigation
Speaker: Lana Coble

Where can a project fail and lose time, lose money, or lose both? As a construction professional, building the plan and sticking to a schedule is made complicated by the unknowns, but to what extent can you control the process to identify and quantify schedule risk for a more secure project? This interactive session will walk through processes of analysis, audits, and more to illustrate where and how you can mitigate your risk in your builds moving forward.

Sustainable Concrete
Speaker: Jennifer Mitchell

Jenny will speak about how LinkedIn is utilizing low carbon concrete strategies to drive down embodied carbon in the build of their new LinkedIn Headquarters campus in Mountain View, and the future opportunities for low/zero carbon concrete.
2:15 - 3:45 p.m.  Closing Keynote Session

Just One of the Guys—How to Stay Feminine in the Construction Industry
Speaker: Ally Jencson

Women working in male-dominated industries face a variety of challenges, including:

- Pervasive stereotypes, such as that of the ‘caring mother’ or the ‘office housekeeper, norm and harassment
- The view that women are outsiders and threaten the norm.
- Higher stress levels and performance expectations
- Fewer mentoring opportunities
- Sexual harassment.

Ally teaches other women in male-dominated industries to be proud of and embrace our femininity. Through sharing her own personal experiences, Ally helps women to see the value of being a woman in a man’s world. She mentors female audiences to tap into their own unique bad-assery, to confidently maintain their femininity and communicate with heart-centered assurance, despite any negative behavior from their industry peers.

Passing of the Gavel
NAWIC Past National Presidents

This year, we have added optional structured networking time for attendees at the beginning and end of each day and during each lunch break.

Committee Open House Networking
How are the national committees going to Connect-Collaborate-Construct during the upcoming NAWIC year? Find out during Committee Open House Networking, where you’ll hear plans from the Membership & Marketing, Emerging Professionals, NAWIC-OSHA Alliance, Safety & Health, Professional Development & Education, and Women in Construction Week committee chairs. Then, use this information to strengthen and amplify you and your chapter as you construct a successful NAWIC year!

Industry Networking
Our Industry Council Networking this year provides an opportunity for you to meet and interact with fellow NAWIC members and colleagues in the construction industry during lunch breaks and at designated times through each day of the Virtual Conference. You definitely won’t want to miss out on these!
You have been an inspiring leader through the past year as NAWIC has paved new roads to construction and found our way in this new era. We're incredibly proud of all you have accomplished and supremely grateful for the leadership you have added to our legacy. You're amazing!

All our love,

NAWIC Past Presidents
FUTURE EVENTS

2020 Fall Conference Dates and Locations
Midwest • October 16-17 • Virtual
North Central • November 6-7 • Virtual
Northeast • October 23-24 • Hybrid
Pacific Northwest • October 9-10 • Virtual
Pacific Southwest • October 2-3 • Hybrid
South Atlantic • November 6-7 • Hybrid
South Central • October 9-10 • Virtual
Southeast • October 9-11 • Ft. Lauderdale, FL

Fall conferences may change - Stay Tuned!

2021 Spring Forum Dates and Locations
Midwest • April 30-May 1 • St. Louis, MO
North Central • TBD
Northeast • May 13-14 • Hershey, PA
Pacific Northwest • April 9-10 • Spokane, WA
Pacific Southwest • April 30-May 1 • Salt Lake City, UT
South Atlantic • March 19-20 • Staunton, VA
South Central • May 14-15 • Biloxi, MS
Southeast • April 23-24 • Tampa, FL

**All Dates and Locations Subject to Change

2021 NAWIC AC • August 11 - 14, 2021 • Charlotte, NC
The 66th NAWIC Annual Conference will be in Charlotte, NC at the Embassy Suites Charlotte Concord Golf Resort & Spa.

Future Conference Sites
2022 • August 16 - 20 • Minneapolis, MN • Hyatt Regency Minneapolis
2023 • August 9-12 • Portland, OR • Portland Marriott Downtown Waterfront

Online Conference Evaluation
We value your opinion and hope you will take a moment to complete the online survey for the 65th NAWIC Annual Conference. Following the Conference, you will receive an email with a direct link to the survey. We look forward to seeing you next year in Charlotte, NC.
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Leadership In Action

Doreen Bartoldus, PE, CCM, ENV SP, DBIA Assoc.

Romina Byrd, SHRM-CP

Congratulations to

- National President-Elect, Doreen Bartoldus, Gr New York #241
- 2020-2022 Northeast Director, Romina Byrd, Gr. Washington, DC #67
  So proud and so ready to see your leadership in action continue!

Special appreciation goes out to
Jennifer Sproul, Northeast Director 2018 – 2020, Baltimore, MD #135
for your leadership, creativity and efforts to keep NAWIC on the path of progression and industry relevance.

Jennifer Sproul, LEED AP
**Red Jacket Recruiter Recipient 2020 – Way to go Jenn!**
Leslie Westervelt
2019-2020 Region and National Member of the Year

Charlotte Chapter No. 121
Celebrates South Atlantic Region Members

Congratulations
Kristey Stewart, CIT
2020-2021
National Secretary
CONSTRUCTION SKILLED TRADES:
WHAT WORKS FOR WOMEN
Technical Assistance Resources

The National Center for Women’s Equity in Apprenticeship and Employment at Chicago Women in Trades (CWIT) can provide guidance and practical support on how to increase the number of women entering and being retained in registered apprenticeship through our on-line resources and customized technical assistance and training.

The Center can offer intensive, customized technical assistance, training and online resources to industry stakeholders to:

- Increase the number of women in construction apprenticeship and employment workforce pipeline
- Prepare qualified and female candidates and tradeswomen to meet industry demand
- Achieve updated Equal Employment Opportunity (29 CRF 30) requirements
- Conduct anti-harassment and equity and inclusion training
- Attain recruitment, retention, and advancement goals for women
- Increase leadership development and capacity-building of tradeswomen and tradeswomen networks as resources for local employers and registered apprenticeship programs

CWIT proudly supports NAWIC

For more info contact:
NATIONAL CENTER
FOR WOMEN’S EQUITY IN APPRENTICESHIP AND EMPLOYMENT
VISIT OUR WEBSITE
womensequitycenter.org
Email us at: ljackson@cwit.org

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From Fort Worth Chapter 1

Thank you for your leadership!

Diane Mike, CBT, CRIS
2019 – 2020
National President

In Memorium

Kathryn Oestricher
Sept. 9, 1960 - April 23, 2020

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Chapter President 1999-2000
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Learn who we are, what we do, and how we give back to our communities at careers.us.hilti.com.

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Learn who we are, what we do, and how we give back to our communities at careers.us.hilti.com.
Here’s to our fearless leader:

Crissy Ingram, CAE!

This year has been full of trials and challenges, but you’ve held the team together, pushed us to be our best, AND obtained your CAE on top of it all. We are so unbelievably proud of you and incredibly thankful to have you at the helm!

All our love,
Lauri, Lori, Kharisma, Amber & Amber
Thank You 65th Annual Sponsors and Partners!

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NAWIC TODAY
We love highlighting our members, so be sure to send chapter event photos, favorite takeaways and moments from your 2020 NAWIC Annual Conference experience, or any articles you would like to share our way. NAWIC member photos beat stock photos any day, and original content from you helps us all stay connected! All content, photos and questions can be sent to NAWIC Communications Manager, Amber Swinford, at ambers@nawic.org.

The Connection
If you have any industry information you would like to share, please send it in for the bi-weekly NAWIC e-news, The Connection.