



San Antonio

Virtual Retreat

February 19 & 20, 2021

turning
"What if?"
into
"What's next?"

ZOOM

Friday and Saturday will have the same meeting link.

Link to Join Meeting

[https://us02web.zoom.us/j/89502649499?
pwd=TDM2dUdiU3FXeEJFbFFONE5zZHpUZz09](https://us02web.zoom.us/j/89502649499?pwd=TDM2dUdiU3FXeEJFbFFONE5zZHpUZz09)

Meeting ID

895 0264 9499

Password

822097

Dial by your Location

- +1 301 715 8592 US (Germantown)
- +1 312 626 6799 US (Chicago)
- +1 929 205 6099 US (New York)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 669 900 6833 US (San Jose)



2021 Belizean Grove Retreat



Virtual Conference

Co-Founder and CEO: Susan Stautberg (Grover)

Co-Founder: Edie Weiner (Grover)

Mistress of Ceremonies: Becca Boenigk (Grover)

San Antonio Committee: Becca Boenigk (Grover)
Rachel Boenigk (Nyomi)
Elaine Eisenman (Grover)
Neha Joshi (Nyomi)
Kathleen Mason (Grover)
Alice Starr (Grover)
Susan Stautberg (Grover)
Karen van Bergen (Grover)

Grove Executive

Committee: V. Mary Abraham (Grover)
Yaisa Andrews-Zwilling (Tara)
Diane Ashley (Grover)
Elaine Eisenman (Grover)
Lynn Hubbard (Tara)
Michelle Jordan (Grover)
Elizabeth Noe (Tara)
Susan Stautberg (Grover)
Charlotte Whitmore (Nyomi)

Staff

Leslie Dube
561-290-1476
leslie@belizeangrove.org



Friday, February 19



[CLICK HERE TO JOIN THE ZOOM SESSION](#)

MEETING ID: 895 0264 9499

PASSWORD: 822097

ALL TIMES ARE LISTED IN EST

6:30—7:00 PM	OPTIONAL Cocktail and Mocktail Making: Becca-Ritas by Becca Boenigk (Grover), CEO, Neutral Posture
7:00—7:10 PM	Welcome and Opening Remarks from Susan Stautberg (Grover), CEO, Belizean Grove; Governance Advisor, Atlantic Street Capital
7:10 – 7:30 PM	Keynote Address by Edie Weiner (Grover), President and CEO, The Future Hunters
7:30 – 7:50 PM	Q&A Session
7:50 - 8:05 PM	Break/Learn to Line Dance with Rachel Boenigk (Nyomi), Director Of Administrative Services, Iowa State University
8:05 - 8:35 PM	PANEL: Thriving Through Chaos During this session, panelists will share stories of businesses and individuals that were living on the edge before the crisis and have used this time to reorganize themselves and come out stronger.
	MODERATOR: Elaine Eisenman (Grover), Managing Director, Saeje Advisors
	PANELISTS: Joy Atkinson (Grover), President and CEO, Presperse Corporation
	Alta Baker (Grover), President and CEO, SafeHaven Enterprises, LLC



Friday, February 19 (cont.)



Kate Sama (Nyomi), Manager, Tech Touch Program,
HubSpot

8:35 – 8:50 PM	Q&A Session
8:50 – 8:55 PM	Closing Remarks with Becca Boenigk (Grover)
8:55 PM	OPTIONAL: After-Hours Breakout Groups <i>Topic: If you really knew me, you would know that...</i>



Saturday, February 20



[CLICK HERE TO JOIN THE ZOOM SESSION](#)

MEETING ID: 895 0264 9499

PASSWORD: 822097

ALL TIMES ARE LISTED IN EST

11:00 – 11:15 AM Welcome by **Becca Boenigk** (Grover) and Updates

Brief update from **Lois Scott** (Grover), Co-Founder, The 51 Fund, Chair of the Chicago Committee on 2021 Mini Retreat (September 30—October 1)

11:15 – 11:35 AM **BGE: Artificial Intelligence with Stella Batalama, PhD**
(Guest), Dean, College of Engineering and Computer Science, Florida Atlantic University

Introduced by **Kathleen Mason** (Grover), Independent Director, Genesco, Inc.

The AI revolution has arrived, artificial intelligence is reshaping industries, including medicine, finance, education, and security.

11:35 – 11:50 AM Q&A Session

11:50 – 12:10 PM **Going from Problem Solving to Problem Finding**

CONVERSATION WITH Jasmine Burton (Nyomi), Founder and CEO, Wish for WASH; Principal and Founder of Hybrid Hype

Interviewed by **Lara Metcalf** (Tara), CFO and COO, MIT's The Engine

12:10 – 12:25 PM Q&A Session

12:25 – 12:35 PM Break



Saturday, February 20 (cont.)



12:35 – 12:55 PM

BGE: Domestic Terrorism with **Lauren Anderson** (Grover), Advisor to the U.S. Comptroller General, Government Accountability Office; former FBI Executive

Introduced by **V. Mary Abraham** (Grover), Collaboration Consultant and Facilitator

Domestic Terrorism. Two words we've been hearing on a daily basis in recent weeks in the U.S. But the history of domestic terrorism in the U.S. might surprise and fascinate you. Learn about the realities and the challenges - without the politics.

12:55 – 1:20 PM

Breakout session on domestic terrorism

While you are in your breakout rooms, submit any questions you would like to ask Lauren [here](#).

1:20 – 1:30 PM

Break

Round Robin of "Show your Favorite T-shirt"

1:30 – 1:40 PM

Philanthropy Update and Appeal by **Elizabeth Noe** (Tara), Vice Chair of the Board Of Trustees, Agnes Scott College

If you would like to donate to AFM [click here](#).

1:40 – 2:00 PM

Q&A with **Lauren Anderson** (Grover)
Moderated by **V. Mary Abraham** (Grover)

2:00 -2:45 PM

PANEL: Get comfortable asking uncomfortable questions; Anything you have always wanted to ask about...



Saturday, February 20 (cont.)



This is a new AMA style panel – it will provide a space to ask the questions you may not normally feel comfortable asking anyone else.

If you have any questions you would like to ask ahead of time please submit them [here](#).

Speakers will also be monitoring this document during the session, so be sure to submit any questions you may have here throughout the session

MODERATOR: **Becca Boenigk** (Grover)

PANELISTS: **Rachel Boenigk** (Nyomi)

Elizabeth Crowell (Tara), Partner and Owner,
Sterling Place

Shaunna Jones (Nyomi), Global Director of
Diversity, Equity and Inclusion, Cleary Gottlieb
Steen & Hamilton LLP

2:45 – 3:00 PM

I Got/You Got

Please fill out [this form](#) to sign up.

3:00 – 3:05 PM

Closing Remarks by **Susan Stautberg** (Grover)

3:05 PM

OPTIONAL Breakouts Groups

Possible Topics:

- *Biggest wish for yourself personally before the next retreat?*
- *What is the best/worst thing that has happened to you since the last retreat?*
- *If you had a microphone and the world was listening, what would you say?*



Speaker Bios



(IN ORDER OF APPEARANCE)



BECCA BOENIGK (GROVER)

Becca serves as CEO and Chairman of the Board of Neutral Posture, Inc. and has over thirty years of experience in research, development, design, and the manufacturing of office furniture with expertise in the areas of finance, strategic planning, HR, operations, growth, and diversity. Rebecca has grown Neutral Posture to an international company with numerous award-winning patented products. As the only certified Women's Business Enterprise in seating, Neutral Posture has rewritten the rules of quality, customer service and value with the most exceptional product offering. Neutral Posture is also the first and only certified women-owned company traded on the NASDAQ. Rebecca serves as a member of the International Furniture Manufacturer's Association (BIFMA) Board, the Women Impacting Public Policy (WIPP) Board, and served as a member of the Ronald McDonald House Charities of Central Texas Board, the Austin Women's Chamber of Commerce Board, and the WebTurner Board.



SUSAN STAUTBERG (GROVER)

CEO and President of the Belizean Grove, Susan is a global corporate governance expert with proven advisory and private company board experience. She is recognized as an innovative, multidimensional executive, bridge-builder, and serial entrepreneur with significant expertise in strategic planning, business expansion, market development, and creating and managing strategic alliances. She has extensive top-level, quality relationships around the world and a unique career that spans business, media, and government, including the White House. Atlantic Street Capital hired Susan to launch the

first private equity firm effort to recruit women as well as African American, Asian American, and Hispanic leaders for portfolio executive positions, company boards, and customer advisory boards – as well as provide counsel on best practices in corporate governance. Susan co-founded WomenCorporateDirectors (WCD), the only global organization of public and large private/family company women directors. WCD had more than 2,500 members sitting on over 10,500 boards in 80 chapters on 6 continents. She also founded PartnerCom and co-founded OnBoard Bootcamp. Susan addresses groups across the world, including leading business schools and national and international conferences. She has received numerous awards and honors including an Honorary Doctorate of Law from Wheaton College, and WCD's Visionary Award for Strategic Leadership. Her writing consists of seven books, including *BETRAYED: A Survivor's Guide to Lying, Cheating, & Double Dealing* which is co-authored by Elaine Eisenman (Grover).



Speaker Bios



EDIE WEINER (GROVER)

Edie Weiner is President and CEO of The Future Hunters, one of the world's leading futurist consulting firms. She has served over 400 clients identifying opportunities in the areas of marketing, product development, investment, strategic planning, human resources and public affairs. Clients have ranged from national governments to the Fortune 500. Edie has keynoted hundreds of conferences (including The World Economic Forum in Davos and TEDx), and has guest lectured at various prestigious institutions, including Harvard, Wharton, U.S. Army War College, U.S. Naval War College, among others. At 29, she became the youngest outside woman ever elected to a corporate board. Her many articles have appeared in publications like The Harvard Business Review, The Futurist, and The Wall Street Journal. She wrote four books, and her latest, FutureThink, was a global bestseller, translated into many languages. She has keynoted over 300 conferences.



RACHEL BOENIGK (NYOMI)

Rachel attended Texas A&M University where she obtained both a Bachelor of Arts in Political Science and History as well as a Master of Public Service Administration in 4 years. While at Texas A&M, Rachel co-founded Pride Community Center—the region's only LGBTQIA+ community center. Rachel went on to work as a Research Assistant at the Board of Governors for the Federal Reserve System. At the Federal Reserve, she worked on both CCAR and DFAST analysis and modeling. Boenigk also helped to found the LGBTQIA+ employee group at the Federal Reserve.

In 2013, she was recruited back to the family business, Neutral Posture, Inc., by her mother, Becca, and grandmother, Jaye Congleton. She most recently held the position of National Sales Manager.

Currently, Rachel is the Director Of Administrative Services at Iowa State University and she is on the board of Aggie Pride, Texas A&M's only LGBTQIA+ Former Student Group.



Speaker Bios

**ELAINE EISENMAN, PHD (GROVER)**

Elaine is Managing Director of Saeje Advisors, which provides strategic advisory services to companies seeking to build high performing teams who capitalize on new growth opportunities and drive transformation. An organizational psychologist, Elaine served as Dean of Executive and Enterprise Education at Babson College, and Professor of Entrepreneurial Leadership for 12 years. In her role, she developed and taught in a wide range of programs for entrepreneurs and corporate executives. She was also responsible for the management of award winning Babson Executive Conference Center, a 250 bed hotel and conference

facility, consistently rated by IACC as a top global facility.

She has held senior executive positions at both public companies such as American Express, Enhance Financial Services Co., and The Children's Place, and private companies such as PDI International and Management & Capital Partners, where she was chairman.

**JOY ATKINSON (GROVER)**

Joy is the President and CEO of Presperse, a premier supplier of innovative technical solutions for our global customers, and we intend to remain a market leader for raw materials used in the Cosmetics and Personal Care Industry. Her most recent previous corporate experience includes successfully leading Firmenich's Body, Home Care, Perfumery business in North America as President. Prior to this role, Joy held the position of President, Fragrance Division, North America at Symrise. Joy has also held numerous executive positions in Marketing and Sales. In addition to Joy's leadership role at Presperse, she is a Board Member for Cosmetic Executive Women (CEW).



Speaker Bios



ALTA BAKER (GROVER)

Alta is the Founder, President, and Chief Executive Officer of Safe Haven Enterprises, LLC – a unique and rapidly growing, Louisiana licensed Class A General Construction and Manufacturing Corporation located in Jennings, Louisiana.

In 1998, Alta was involved in a hazardous gas release on a job site – an unforgettable experience that made her realize that personnel and property in many work environments needed additional protection. As a result, she began research and development of buildings that would provide the maximum hazard protection possible. Safe Haven provides protection for both government and private sector businesses. Blast resistant modular buildings, doors and windows are located in oil and gas facilities worldwide. Offshore facilities provided Safe Haven the opportunity to provide blast resistant and DNV certified buildings, a first in the industry.



KATE SAMA (NYOMI)

Since June of 2020, Kate has served as Manager, Tech Touch Program at HubSpot. HubSpot is a leading CRM platform that provides software and support to help businesses grow better. Their platform includes marketing, sales, service, and website management products that start free and scale to meet their customers' needs at any stage of growth. Kate leads a team of analysts and data scientists to execute one of the Top 3 initiatives for the company in 2021. Kate also serves as an advisor for Silk and Sonder, a guided self-care and mental wellness experience for modern women.

Prior, Kate was the Co-Founder and COO of Pepperlane, Inc., which helps mothers turn their skills and ideas into businesses that fit into their lives. Before Pepperlane, she was the COO at Paint Nite, a 2 sided marketplace that connected artists and customers who wanted a creative night out.



Speaker Bios



KATHLEEN MASON (GROVER)

Kathleen Mason is an entrepreneurial Retail Executive with more than 35 years successful Merchandising, Marketing and Management experience in Department, Chain, Specialty Stores and Internet retail. She was most recently President and CEO of Tuesday Morning Corporation (NASDAQ TUES), North America's largest operator of first quality deep-discount and closeout home furnishings and gift stores, where she led the company for twelve profitable years. Prior to joining Tuesday Morning, she was President of HomeGoods, a Division of TJX Companies, and President and Chief Merchandising Officer of Filene's

Basement, probably the most famous name in Boston retailing. She spent 10 years at Cherry & Webb, a well-known New England regional chain specializing in women's apparel, accessories and cosmetics where she was Chairman, CEO and President. Kathleen is currently a Director of Genesco, Inc. (NYSE-GCO), and a former director of publicly traded Office Depot (NYSE-ODP) Men's Wearhouse (NYSE-MW), Hot Topic (NASDAQ -HOTT), and Boston Restaurant Associates (NASDAQ-BRA.)



STELLA BATALAMA, PHD (GUEST)

Stella Batalama serves as the Dean of the College of Engineering and Computer Science at Florida Atlantic University. She served as the Chair of the Electrical Engineering Department, University at Buffalo, The State University of New York, from 2010 to 2017 and as the Associate Dean for Research of the School of Engineering and Applied Sciences from 2009 to 2011. From 2003 to 2004, she was the Acting Director of the AFRL Center for Integrated Transmission and Exploitation, Rome, NY, USA.

Her research interests include cognitive and cooperative communications and networks, multimedia security and data hiding, underwater signal processing, communications, and networks. She has published over 180 papers in scientific journals and conference proceedings in her research domain. She was a recipient of the 2015 SUNY Chancellor's Award for Excellence in Research. She was an Associate Editor for the IEEE Communications Letters (2000–2005) and the IEEE Transactions of Communications (2002–2008). Dr. Batalama is a senior member of the Institute of Electrical and Electronics Engineering (IEEE), a member of the Society of Women Engineers, and a member of the American Society for Engineering Education.



Speaker Bios



JASMINE BURTON (NYOMI)

Jasmine (Jaz) is a social inclusion and design specialist with a focus on gender equity, meaningful youth engagement, and innovation in the water, sanitation and hygiene (WASH) and global health sectors. She is trained in product design and public health, and is passionate about social justice and human rights. She has led iterative toilet innovation pilots and research across Sub-Saharan Africa with a design thinking lens and in resettled refugee communities as the founder of Wish for WASH, a social impact organization that seeks to bring innovation to sanitation. Jasmine is the

Toilet Accelerator Manager and Innovation Lab Lead at the Toilet Board Coalition, Technical Advisor for the gender equity startup Equilo, on the Board of Directors for Planet Indonesia in order to help lead their WASH and gender strategies, a Design/Communications Associate for Women in Global Health, and a former consultant for gender and women's health research organizations Atethemis and International Planned Parenthood Federation.



LARA METCALF (TARA)

Lara is currently CFO /COO at The Engine, a seed stage venture capital fund founded by MIT that aims to bridge the gap between discovery and commercialization of “tough tech” – deep tech solutions that solve the world’s biggest problems in human health, climate change, and advanced systems. She is also a Venture Partner at TSEF: The Social Entrepreneurs’ Fund, an early-stage venture capital fund investing in healthtech, inclusive fintech, and human services and Future of Work tech focused on improving access and economic opportunity for low

income communities. For both The Engine and TSEF two-thirds of the founders are women or minorities. Prior to joining TSEF, Lara was Fellow at The Engine, working on a project to evaluate the impact entrepreneur ecosystem in Boston.

Lara currently serves on the board for Longfellow Investment Management, an \$11 billion MWBE fixed income and alternative institutional investment manager. Lara is also a member of the Investment Committee for MIT Solve’s Innovation Futures fund, Advisory Board member for Zeal VC, and a mentor at MassChallenge and Harvard i-Lab.



Speaker Bios

**V. MARY ABRAHAM (GROVER)**

V. Mary Abraham is a collaboration consultant and facilitator who helps organizations optimize team performance. A knowledge management practitioner, thought leader, and teacher, she built an international consulting practice facilitating collaboration, strategic conversations, and interactive educational sessions for a variety of for-profit and nonprofit organizations. Mary was most recently Academic Director of the Master of Science in Information and Knowledge Strategy (IKNS) program at Columbia University. Active in the legal industry since 1991, she practiced corporate law at Debevoise & Plimpton LLP, a top-tier international law firm, and helped lead its knowledge management efforts. In 2013, she co-founded Broadli Inc. Their digital startup created Broadli, the generosity app.

**LAUREN ANDERSON (GROVER)**

A distinguished former FBI Executive and the first U.S. Mission Geneva-sponsored Executive in Residence at the Geneva Centre for Security Policy, Lauren has unique national security, geopolitical, and diplomacy expertise that cross-pollinates with depth in international women's issues, including advising and mentoring women in areas of conflict. Lauren is an advisor to the U.S. Comptroller General at the Government Accountability Office on international security, intelligence, criminal justice, law enforcement, and women's leadership. She is an Advisor for Stellar Solutions Defense Support and Cyber Sector, and an Advisor and Special Skilled Role Player for the U.S.

Army in war exercises. She is also a Global Ambassador with Vital Voices. During an FBI career which encompassed many "firsts", including being one of the first women on an FBI SWAT team, Lauren led FBI Legal Attaché offices in Europe, Africa and the Middle East, and spearheaded the FBI's participation in the US Government/African Union Trans-Sahel Counterterrorism Initiative in Africa. She led the FBI's New York Counterterrorism Division/Joint Terrorism Task Force (JTTF) and its Intelligence Division as the interim Special Agent in Charge. Lauren and her teams received numerous awards and commendations, including from the Office of the Director of National Intelligence, the U.S. Attorney General, Director of the National Security Agency, the Director of the FBI, the Respect for Law Alliance, and the Federal Executive Board.



Speaker Bios



ELIZABETH NOE (TARA)

Elizabeth is Vice Chair of the Board Of Trustees at Agnes Scott College. She is the former partner and Chair of the Global Corporate department of Paul Hastings LLP. In 2021, she retired from the practice of law and Paul Hastings.

Elizabeth had an active transactional practice concentrated in securities and corporate finance matters, mergers and acquisitions and corporate governance. Elizabeth's extensive experience in securities matters includes representation of issuers and underwriters in public and private equity and debt offerings (including Rule 144A high yield offerings) and representation of public companies regarding securities and reporting compliance. She regularly represented buyers and sellers in mergers and acquisitions and frequently advised boards of directors of public and private companies (including Board special committees) regarding corporate governance issues and the discharge of fiduciary duties in connection with extraordinary corporate transactions.



ELIZABETH CROWELL (TARA)

After serving two years as the CEO of the non-profit, Business Council for Peace, Elizabeth is diving back into the world of start-ups stateside. Specifically, she is an Investment Committee Member of a micro-angel fund called Next Wave Impact Fund I, which invests in women-led social ventures.

Operating her own successful business is the reason behind her passion for helping women to start and grow their businesses. She co-founded and is co-owner of Sterling Place, a multichannel retail company that sells eclectic antiques, fine home decor

and specialty gifts, with two store locations in Brooklyn, as well as a website. Profitable from year two, the business has steadily grown and has been profiled by the NY Times. Elizabeth has also enjoyed being a repeat guest on Martha Stewart Living Radio. During the last seven years, Elizabeth has been building her angel portfolio of women-led businesses and is a Founding Member and Founding Market Lead for Astia Angels in NYC.



Speaker Bios



SHAUNNA JONES (NYOMI)

Shaunna is the Director of Diversity & Inclusion for Cleary Gottlieb Steen & Hamilton LLP, an international law firm, where she head the organization's diversity, equity and inclusion strategy. She was recently appointed to be a member of the Board of Directors of YRC Worldwide, a publicly-traded provider of transportation and global logistics solutions.

Prior to that role, Shaunna was a Senior Vice President at Laurel Strategies, Inc., a boutique global business advisory and strategic communications firm for leaders, CEOs, and their C-suites.

Until 2016, she was a partner at Willkie Farr & Gallagher LLP, where she focused on corporate restructuring law. Shaunna has been named Next Gen by both the National Conference of Bankruptcy Judges and the International Insolvency Institute, been awarded the Trailblazer Award by the Young Professional Division of the National Bar Association and also wrote a blog for the Wall Street Journal on restructuring issues.



Executive Committee Bios

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(ALPHABETICAL ORDER)



V. MARY ABRAHAM (GROVER)

See Bio on page 14.



YAISSA ANDREWS-ZWILLING, PHD (TARA)

Yaisa is currently Director of Research at Annexon Biosciences, where their mission is to develop disease-modifying therapeutics for patients suffering from neurological disorders such as Huntington's disease and Alzheimer's disease by targeting complement-mediated neurodegeneration (CMND). She previously worked at SanBio Inc., where they combined breakthrough technology with the scalability of allogeneic bone marrow stem cells, capable of promoting neural regeneration. Yaisa is the recipient of many awards including: outstanding young scientist invited to attend the annual Lindau Nobel Laureate Meeting, Germany, the Award for Young Scientists from the Alzheimer's Association and the National Award for Excellence in Science from the National Institute of Higher Education, Research, Science and Technology, the Ministry of Science and Technology and the Caribbean Academy of Sciences.



Executive Committee Bios

**DIANE ASHLEY (GROVER)**

Diane is the CEO of DTA Diversity Counts and Former Vice President and Chief Diversity Officer for the Federal Reserve Bank of New York (FRBNY). As a leading expert in diversity and inclusion with over 20 years of aggregate experience in recruitment and talent development, workforce and supplier diversity, and community relations, Diane's focus has been to create a strategy for impact in advancing diversity and inclusion at all levels.

Under her leadership at the Bank, a few of her accomplishments include: launch of the first Office of Diversity and Inclusion in the Federal Reserve System, and creation of 10 Bank-sponsored employee resource networks. She formed a distinguished speakers' series, which is broadcast nationwide throughout the Federal Reserve System. Diane serves as a Board member of The Executive Leadership Council Foundation, and was a founding member of The ELC Black Women's Leadership Summit. She also serves on the following Boards: Rutgers University MBA School Board of Advisors and New York Theological Seminary (NYTS), where she served as Board Chair for 10 years.

**ELAINE EISENMAN, PHD (GROVER)**

See Bio on page 10.



Executive Committee Bios

**LYNN HUBBARD (TARA)**

Lynn Hubbard has a professional background in law, executive recruiting and as a part-time entrepreneur. Lynn is currently focused on reimagining cities without conventional automobiles, slowing climate change and protecting wild spaces. Lynn was recently appointed to the Seattle Transit Advisory Board, which advises the Mayor and City Council on matters related to transit. She is also active with the ACES Network Northwest, a group focused on supporting autonomous, shared, electric and connected vehicles.

Lynn serves on the boards of SIFF (which run the Seattle International Film Festival and three year-round cinemas) and the Seattle Academy of Arts and Sciences. Recent education has included the Northwest Conservation Fellowship and a Certificate in Sustainable Transportation: Planning and Livable Communities. Lynn practiced maritime law and commercial litigation for over a decade. While practicing law, she co-founded a business that created and executive produced demonstration pilots for a proposed television channel. Before moving to Washington State, Lynn interned for a marine insurance firm in Gothenburg, Sweden.

**MICHELLE JORDAN (GROVER)**

Michelle's company, Jordan LLC, assists CEOs, senior executives and their organizations with strategic communication needs. Michelle specializes in issue and crisis communication, reputation management ("enhancing," "protecting," "restoring,") and brand strategy — an implicit component of reputation responsibility. Clients range from CEOs and corporate board directors to entrepreneurs and high net worth individuals and families, and from public companies and privately-owned businesses to non-profit organizations and academic institutions.

Prior to opening her own firm, she served as president of the Los Angeles office of GCI Group (a division of Grey Advertising) and headed-up corporate communications for Silicon Valley-based Digital Pictures, a pioneer of interactive video games. In New York, she held senior management positions with The Dilenschneider Group and Hill & Knowlton.



Executive Committee Bios

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ELIZABETH NOE (TARA)

See Bio on page 15.



SUSAN STAUTBERG (GROVER)

See Bio on page 8.



Executive Committee Bios

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CHARLOTTE WHITMORE (NYOMI)

Corporate Director, Entrepreneur, Registered Nurse & 3rd-world Development Philanthropist. Charlotte is an executive with diverse background in digital analytics and healthcare with a track record of maintaining high growth in fast changing environments. She is the CEO of Wisdomist, a technology platform connecting executives who have C-suite experience with the next generation of entrepreneurial and business leaders.

Charlotte is Co-Founder of Vicious Bunny, a hybrid retail and technology platform with a mission to further S.T.E.A.M. education programs in grade schools through enabling kids to compete in code-based design competitions for the chance to have their design and code put on t-shirts. Charlotte is Co-founder of Analytics Pros, a high power consultancy with over 100 employees on staff when acquired in 2018 by PE-backed firm AdSwerve for \$24 million. Also, Charlotte is Chair of the Board of La Pointe Foundation is an international non-profit working with local doctors and teachers in healthcare, education and entrepreneurship.



Expect the unexpected! The schedule is subject to change!

The Grove lives by a strict “off-the-record” policy. Posting, sharing or distributing photos, speaker comments, conversations, etc., from Grove Retreats, on- or off-line, are strictly prohibited. Let’s protect everyone’s privacy.

“A global constellation of diverse, influential women who build long term mutually beneficial relationships in order to both take charge of their own destinies and help others do the same”

-- Belizean Grove Charter

ZOOM TIPS

If you need a more in-depth guide, please check out the FAQ from Zoom’s website here:

<https://support.zoom.us/hc/en-us/sections/200277708-Frequently-Asked-Questions>



When you join, you will be placed into a waiting room. Once we verify that you have registered for the event, you will be admitted into the Virtual Retreat.

Changing your view (what you see on your screen)

Gallery view lets you see everyone in the meeting at once, instead of just the person speaking. To turn this on, click the tab that says "Gallery view" in the top right corner. If the meeting has 49 or fewer attendees, you will see all of their screens displayed on one page. If there are more than 49, you will have the option to move between multiple pages. To leave "Gallery view" and change back to just one person speaking, click on "Speaker view" in that same top right corner.

How to Ask a Question/Using the Chat Feature

The in-meeting chat allows you to send chat messages to other users within a meeting. You can send a private message to an individual user, or you can send a message to an entire group.

If you have a question for a panelist/speaker, please send your chat to the entire group.

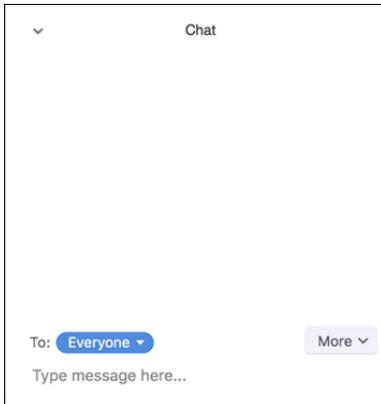
We will manage the Q&A session through the in-chat feature.

1. While in a meeting, click **Chat** in the meeting controls (the bar on the bottom of the screen).





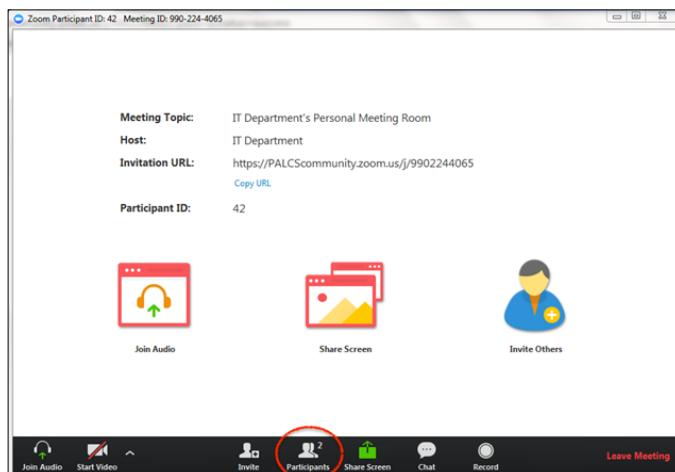
2. This will open the chat window. You can type a message into the chat box or click on the drop down next to **To:** if you want to send a message to a specific person.



Changing Your Display Name

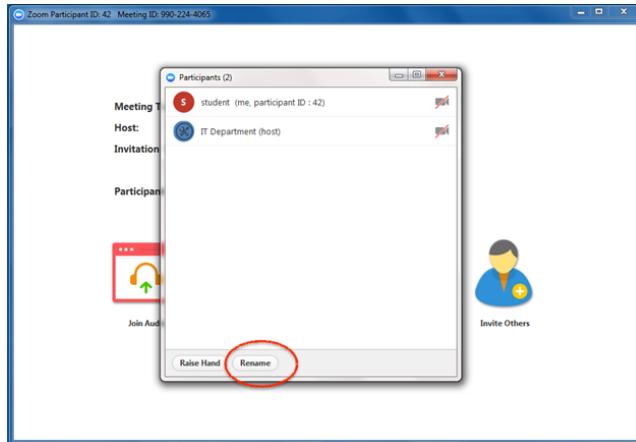
In order for all attendees to see one another and know who is attending the virtual retreat, please make sure your display name says your first and your last name. Follow these steps to change your display name:

1. Click on the "Participants" icon at the bottom of the window (shown circled below).

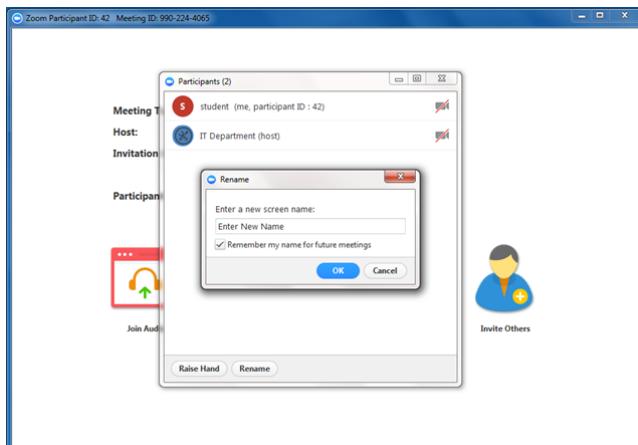




2. A Participants window will appear. Click the "Rename" button (shown circled below).



3. Enter your new name in the "New Screen Name" field.



4. After clicking the blue "OK" button, your new name will appear.



React with emoji on screen

If you're muted in a meeting, you can still let the speakers know your thoughts with emoji reactions. Send a thumbs up or a clapping emoji to communicate without interrupting the meeting.

In your meeting controls (the bar on the bottom of your screen), click **Reactions**.



Click the type of reaction you would like to send:

Clapping Hands

Thumbs up

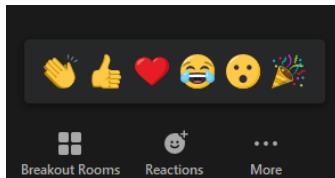
Heart*

Tears of Joy*

Open Mouth*

Party Popper (Tada, Celebration)*

**These reactions are only available for those with Zoom 5.2.0 or higher*



The reaction will display for 5 seconds.



Other Helpful Hints:

These are more on the spectrum of “fun” than “useful,” but did you know zoom lets you touch up your features?!

In *Settings > Video*, check “Touch up my appearance,” and Zoom will soften the focus on your camera, theoretically minimizing any imperfections (not that anyone in the Grove has any!).

Lighting

Avoid “shady face” when one half of your face is shaded or blocked in some way. Instead, have one steady lamp, directly by your face, for even, steady lighting. No sidelight or backlight, please. Avoid sitting with your back to the window, as the camera will expose for the light and make you into a silhouette. Instead, flip it, and face the window, which will give you soft, pleasing light.

Background

You want people focusing on your face, not on what's behind you. Keep it plain and simple, with blank walls, or a wall with nothing but one piece of art hanging.

Perspective

Here's the biggest no-no. Get rid of the "wide-angle face." The cameras on smartphones and webcams are wide-angle, so if you get too close to it, you will look distorted. In other words, step back from the camera. The closer you are to a wide-angle, the more distorted you are.

Eye Level

Avoid a very unflattering angle by ensuring the webcam is *not* looking up at you. Instead angle the camera slightly down at you or arrange the camera to be at eye level. You can achieve this by stacking books under your laptop until you see the webcam eye to eye.



Belizean Grove

adventures for the mind

“Live as if you were to die tomorrow.

Learn as if you were to live forever.” – Gandhi