



Continuous Learning Opportunities

The California Conference for Women provides tremendous opportunities for personal and professional development, and the learning doesn't end on March 4th! Use the guide below to encourage continuing dialogue surrounding topics addressed at the event and to support ongoing professional development throughout the year.

KEEP THE CONVERSATION GOING

- Host quarterly panel discussions with company executives or team members around a select topic. See books from Conference speakers below for some ideas.
- Select 2-3 employees that attended this year's Conference to share their top take-aways from specific sessions during an upcoming Women's ERG meeting.
- Launch a book club or reading circle to dive deeper into topics and share perspectives in an intimate setting. See books from Conference speakers below for some ideas.
- Gather favorite quotes or take-aways from employees that attended this year's Conference via an internal chat channel or use an existing Women's ERG channel.

CALIFORNIA CONFERENCE FOR WOMEN RESOURCES

Resource Center for Advancing Justice, Equity, and Inclusion

Now more than ever, we stand together to join the voices calling for change and call on women to support one another to achieve equality for people of color. Featuring speakers within the CFW community as well as external thought-leaders, these anti-racism resources have been curated and shared to amplify the voices of Black women and women of color, and to help us learn and take action together.

For more information, visit www.conferencesforwomen.org/advancing-justice-equity-and-inclusion/

Best Breakouts

Best Breakouts from the Conferences for Women is a new audio series that offers timeless insights from our archives to help you advance at work and in life. Each month, we'll offer more new breakout sessions from our live events, hand-picked to help you navigate challenges women face today.

To listen, visit www.conferencesforwomen.org/best-breakouts

Women Amplified, a Conference for Women podcast

Inspiration meets practical advice in this podcast from the nation's largest network of conferences for women in the workplace. Hosted by award-winning journalist and author Celeste Headlee, Women Amplified covers topics around leadership, career advancement, self-care, transitions, and other relevant issues that women face. In 30-minutes a month, we want to help you navigate life in your career and at home and bring your best "you" to all that you do!

To subscribe, visit www.conferencesforwomen.org/podcast/

Conference Website & Newsletter

Also, be sure to visit the Conference website <https://www.caconferenceforwomen.org/> and to sign up for a monthly newsletter filled with exclusive interviews with speakers, timely insights from experts, and recommendations for our community.

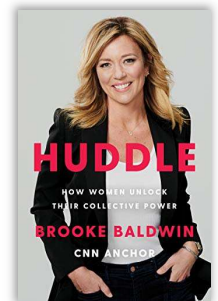
BOOKS AND DISCUSSION STARTERS: EXPERT-LED SESSIONS

Expert-led sessions at this year's California Conference for Women offer unique strategies and insights about leadership, career advancement, personal development, and more. Start a discussion in your office about these topics—or keep the conversation going—using the following discussion starters or “Book Club Questions.”

Books are available for purchase at the California Conference for Women online bookstore with free shipping at <https://www.bookpeople.com/california-conference-women>.

***Breaking Barriers & Leading the Way Together* with Nina Shaw and Brooke Baldwin**

For 30+ years, Nina Shaw has been breaking barriers for her clients, herself, and others as one of Hollywood's most powerful dealmakers. But she hasn't done it alone. In this inspiring session, she speaks with CNN news anchor and author of *Huddle* Brooke Baldwin about enacting meaningful change by bringing more chairs to the table—a phenomenon that Baldwin calls “huddling.” They discuss the power of banding together for strength and solidarity through formal organizations like Time's Up, which Shaw co-founded, and more informal networks of allies. This session discusses how a huddle can help leaders of all kinds face adversity or organize to make the world a better place. @brookebaldwin

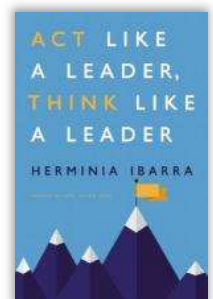


Discussion Starters:

1. What is one barrier you have experienced in your career, and how have you overcome it?
2. Would you share an example of a time when you have encountered pushback, and how you handled it?

***Act Like a Leader, Think Like a Leader* by Herminia Ibarra**

Whether you are assuming a leadership role for the first time, taking on a new role with greater responsibility, or working to expand your influence in your current position, leadership transitions are always a challenge—and especially this year. Herminia Ibarra, one of the foremost management thinkers in the world, shows how women can step up to greater leadership in 2021 by making small but crucial changes in their roles, networks, and leadership style. Packed with self-assessments and practical advice to help define your most pressing leadership challenges, this book will help you devise a plan of action to become a better leader and move your career to the next level. @herminiaibarra

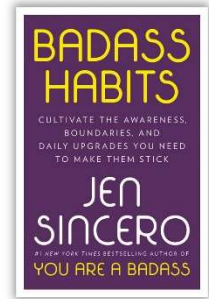


Book Club Questions:

1. What is one time in your career that you redefined your role for greater impact?
2. How do you encourage your team (or a mentee) to act like a leader?

Badass Habits by Jen Sincero

Our habits—both “good” and “bad”— make us who we are. They reveal our unmet desires, the gaps in our boundaries, our level of self-awareness, and our unconscious beliefs and fears. Gain control of your habits, and you get to the core of transformation. In this session, #1 New York Times bestselling author Jen Sincero walks us through breaking, making, and better understanding our habits. She coaches on ditching habits that don’t serve you and developing badass ones that will truly stick. No matter your goals, this book will offer a proven framework for making improvements every day. @jensincero

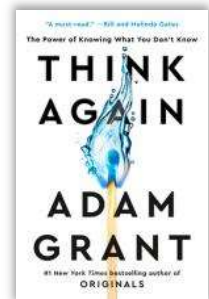


Book Club Questions:

1. What is one habit that has helped you to be focused or productive at work this year?
2. What is one strategy that has helped you to break a habit in the past?

Think Again: The Power of Knowing What You Don't Know by Adam Grant

In an increasingly divided world, too many of us favor the comfort of conviction over the discomfort of doubt. The result is that we can become siloed in our lives and in our workplaces, surrounded by people who agree with our conclusions instead of challenging our thought process. Wharton’s top-rated professor and organizational psychologist Adam Grant invites us to examine the critical leadership skill of rethinking: learning to question your opinions and open other people’s minds, making you a stronger and more flexible leader in the process. @adamgrant



Book Club Questions:

1. What is one belief that you have had to rethink lately?
2. How do you solicit opinions from your colleague or team?

Possibilities: Grow & Transition Your Career with Purpose with Linda Raynier

In these uncertain times, many are re-evaluating their career paths, some by necessity and others by choice. Living through crises compels us to ask important questions about what matters, what’s possible, and even what our life’s purpose could be. Career strategist Linda Raynier shares steps for clarifying your goals and growing your career with purpose. Whether you are seeking a job, promotion, or opportunity to switch industries, this session provides fresh ideas about how to create a career path that resonates most fully with you. @lindaraynier (IG)

Discussion Starters:

1. How have you aligned your career path with your larger purpose?
2. Has this past year changed or strengthened your sense of purpose?

Inclusion Revolution: How to Dismantle Inequalities at Work with Daisy Auger-Domínguez

There is no question that inclusion is imperative for the modern workplace. Yet, despite good intentions, many leaders are unprepared for their vital role in reducing barriers for others and the realities of challenging the status quo. Daisy Auger-Domínguez shares her compassionate and transparent approach to ensuring that everyone feels heard, seen, and valued at work. Learn about engaging in the complex work of allyship and persisting until fairness, justice, equity, and inclusion are the experience of all. @daisyad

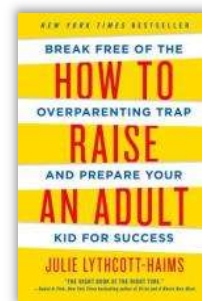
Discussion Starters

1. What is one thing that you are doing to ensure that everyone on your team feels heard, seen, and valued while working remotely?
2. What strategies have you found effective for cultivating a true spirit of inclusion on your team?

How to Raise an Adult by Julie Lythcott-Haims

Upon its release in 2015, Julie Lythcott-Haims' provocative manifesto, *How to Raise an Adult*, turned helicopter parenting on its head and offered a new path to parenting independent children to self-sufficient adulthood. Now in 2021, parents are facing very different realities like remote learning, work from home, and the confluence of multiple crises. In this book, she shares timely advice for allowing children to make their own mistakes and develop the resilience, resourcefulness, and inner determination necessary during challenging times. She draws special attention to talking to kids about race and systemic racism and building independence skills even when social distancing.

@jlythcotthaims

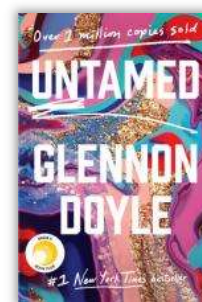


Book Club Questions:

1. How have the events of this past year changed how you think about parenting?
2. How do you maintain independence for yourself—and your kids—while facing the challenges of working from home and remote learning?

Untamed by Glennon Doyle

Some women strive for career growth by trying to meet others' expectations and even reaching for perfectionism. We think this striving will make us successful, but it leaves us uncomfortable using our voice to dissent and even feeling weary and stuck. If you are ready to move beyond others' expectations, squash self-doubt, and reclaim control of your career and life, read *Untamed*. Glennon, who says "the braver we are, the luckier we get," flips the script on imposter syndrome and challenges you to tap into your inner strength and resiliency. @glennondoyle

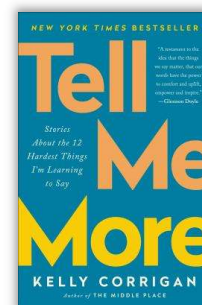


Book Club Questions:

1. Can you share an instance of when you listened (or didn't listen) to your intuition? What was the outcome?
2. What is one strategy you use to challenge imposter syndrome?

Tell Me More: Stories About the 12 Hardest Things I'm Learning to Say by Kelly Corrigan

It's a crazy idea: trying to name the phrases that make love and connection possible. But that's just what Kelly Corrigan has set out to do here. In her *New York Times* bestselling memoirs, Corrigan distilled our core relationships to their essences, showcasing a warm, easy storytelling style. Now, in *Tell Me More*, she's back with a deeply personal, unflinchingly honest, and often hilarious examination of the essential phrases that turn the wheel of life. With the streetwise, ever-relatable voice that defines Corrigan's work, *Tell Me More* is a moving and meaningful take on the power of the right words at the right moment to change everything. @corriganKelly

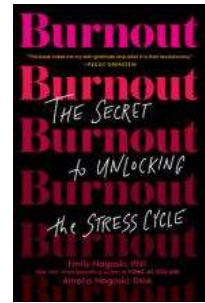


Book Club Questions:

1. Kelly Corrigan uses the phrase "tell me more" to go deeper in conversations. Do you have a similar phrase that you use?
2. When has saying the phrase "I don't know" made all of the difference for you?

Burnout: The Secret to Unlocking the Stress Cycle by Dr. Emily Nagoski

It's no secret that our stress has gone through the roof in recent years. More and more women are reporting feeling overwhelmed, exhausted, and burned out, and the external stressors we face are unlikely to change anytime soon. Instead of asking us to ignore the very real obstacles and societal pressures that strand between women and well-being right now, Dr. Emily Nagoski explains what we're up against and shows us how to fight back. She shares the difference between stress and stressors and offers practical, research-based steps to complete the stress response cycle and avoid or recover from burnout. @emilynagoski



Book Club Questions:

1. What is a new strategy you have adopted to manage stress during the pandemic?
2. When you feel overwhelmed, how do you ask for support from others around you – friends, family, team or otherwise?

BOOKS AND DISCUSSION STARTERS: KEYNOTES AND OTHER SPEAKERS

***Lead from the Outside: How to Build Your Future and Make Real Change* by Stacey Abrams**

Leadership is hard. Convincing others—and yourself—that you are capable of taking charge and achieving more requires insight and courage. *Lead from the Outside* is the handbook for outsiders, written with an eye toward the challenges that hinder women, people of color, the working class, members of the LGBTQ community, and millennials ready to make change. Stacey uses her hard-won insights to break down how ambition, fear, money, and failure function in leadership, and she includes practical exercises to help you realize your own ambition and hone your skills. *Lead from the Outside* discusses candidly what Stacey has learned over the course of her impressive career in politics, business and the nonprofit world: that differences in race, gender, and class provide vital strength, which we can employ to rise to the top and create real and lasting change. @staceyabrams

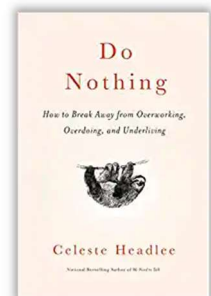


Book Club Questions:

1. What does the word “ambition” mean to you? Do you avoid the term? Do you embrace it?
2. Share a time when you came back from a setback and how you did that.

***Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving* by Celeste Headlee**

Celeste Headlee is a communication and human nature expert, an internationally recognized journalist and radio host, professional speaker, and author of bestselling book *We Need To Talk: How To Have Conversations That Matter* and her latest, *Do Nothing: How to Break Away from Overworking, Overdoing, and Underliving*. Her TEDx Talk, *10 Ways to Have a Better Conversation*, has been viewed over twenty-three million times. @celesteheadlee

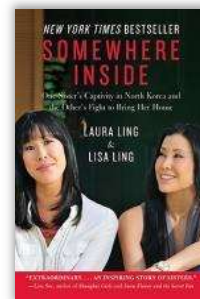


Book Club Questions:

1. What impact does being busy have on your work and on your life?
2. Has your relationship to busyness changed since the beginning of the pandemic?

***Somewhere Inside: One Sister's Captivity in North Korea and the Other's Fight to Bring Her Home* by Laura Ling and Lisa Ling**

Somewhere Inside is the electrifying, never-before-told story of Laura Ling's capture by the North Koreans in March 2009, and the efforts of her sister, journalist Lisa Ling, to secure Laura's release by former President Bill Clinton. This riveting true account of the first ever trial of an American citizen in North Korea's highest court carries readers deep inside the world's most secretive nation while it poignantly explores the powerful, inspiring bonds of sisterly love. @lisaling



Book Club Questions:

1. When Laura Ling was captured by North Korea, her sister Lisa Ling began a campaign to get Laura released. Have you ever campaigned for (or against) something? What did you learn from that experience?
2. Laura and Lisa write about how their unique bond sustained them during a difficult time. Which relationships sustain you during life's challenges?

***The Likeability Trap* by Alicia Menendez**

Alicia Menendez is an anchor on MSNBC. She is also the author of *The Likeability Trap* and host of the "Latina to Latina" podcast. Menendez joined MSNBC in October 2019. Prior to joining the network, Menendez served as a correspondent on "Amanpour & Company" on PBS and formerly hosted a nightly news and pop culture show on Fusion called "Alicia Menendez Tonight." Her reporting and interviews have appeared on ABC News, Bustle, FusionTV, PBS and Vice News. Born and raised in New Jersey, Menendez has been called "Ms. Millennial" by The Washington Post, "journalism's new gladiator" by Elle, and a "content queen" by Marie Claire. @aliciamenendez



Book Club Questions:

1. How have you seen "The Likeability Trap" play out for women in media or politics?
2. Which leaders do you admire and what qualities do they possess? Are they always "likeable"?

***The Hate U Give* by Angie Thomas**

Sixteen-year-old Starr Carter moves between two worlds: the poor neighborhood where she lives and the fancy suburban prep school she attends. The uneasy balance between these worlds is shattered when Starr witnesses the fatal shooting of her childhood best friend Khalil at the hands of a police officer. Khalil was unarmed. Soon afterward, his death is a national headline. What everyone wants to know is: what *really* went down that night? And the only person alive who can answer that is Starr. But what Starr does—or does not—say could upend her community. It could also endanger her life.



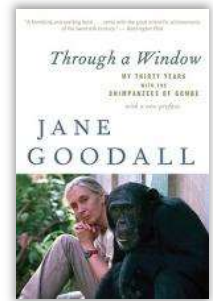
Book Club Questions:

1. Starr Carter learns how to be different "versions" of herself as she straddles two worlds: her poor neighborhood and a fancy prep school. This is sometimes referred to as code-switching. Is this something you can relate to?
2. Starr pledges to "never be quiet." How have you used your voice to address inequality and advance justice?

***Through a Window: My Thirty Years with the Chimpanzees of Gombe* By Jane Goodall**

In her classic, *In the Shadow of Man*, Jane Goodall wrote of her first ten years at Gombe. In *Through a Window* she continues the story, painting a more complete and vivid portrait of our closest relatives. Through Goodall's eyes we watch young Figan's relentless rise to power and old Mike's crushing defeat. We learn how one mother rears her children to succeed and another dooms hers to failure. We witness horrifying murders, touching moments of affection, joyous births, and wrenching deaths. As Goodall compellingly tells the story of this intimately intertwined community, we are shown human emotions stripped to their essence. In the mirror of chimpanzee life, we see ourselves reflected.

@janegodallinst



Book Club Questions:

1. Dr. Goodall benefitted greatly from the mentorship of Louis Leakey. Do you have a mentor and, if so, how did that relationship impact your career?
2. Dr. Goodall's approach to studying chimpanzees was unorthodox and allowed her to see their behavior in a different way. When has your unique perspective allowed you to see things that others may have missed or interpreted differently?