



**The Institute of Banking and Finance of Trinidad and Tobago**

## **WOMEN IN LEADERSHIP CONFERENCE 2024 'Leading with Confidence'**

### **CONFERENCE OUTLINE**

Our 2024 Women's conference invites you to share your experiences and learn from other women leaders on how to gain confidence and lead from wherever you are. The conference will delve into relevant topics impacting leaders and women and will feature local and international leaders who have faced various challenges in their leadership journey.

Live and virtual case studies will be used to bring real experiences to participants. Women will have an opportunity to network and build solutions with other women across the industry to build their understanding of how they can become more effective in their leadership.

Two (2) powerful diagnostic tools will be used to bring a better understanding of women's leadership potential, effectiveness, and influence. Attendees will be invited to complete a pre-engagement survey that will directly address the reasons for their attendance and what they wish to get out of the experience to allow for customized experiences.

#### **TARGET AUDIENCE:**

The target audience for this program includes professional women who haven't attended this program before, are currently in management and eager to hone their leadership to take them to the next level in management.



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### CONFERENCE DETAILS

#### DAY 1

##### **Self Discovery & Leadership**

**Objective:** Women will gain insights into their unique leadership style and their potential as a female leader.

Women will hear from other female leaders- local and foreign and complete a case study that will provide additional insights into the female leadership experience.

##### **TOPICS:**

- Understanding Female Leadership
- My Unique Leadership Style
- The need for Transformational & Agile Leadership

#### DAY 2

##### **Stakeholder Leadership**

**Objective:** Women will have an opportunity to build skills in managing their stakeholder relationships – Team, Leadership, Internal and External Network

Women will engage in workshops that will require them to improve their team management by building High Performance teams and managing individual performance.

Women will explore models around networking and allyship which will be used to cultivate more effective and successful partnerships and networks.

##### **TOPICS:**

- Building High Performance Teams
- Managing the Team Environment
  - Trust
  - Change
- The Importance of Partnership
  - Building Successful Internal and External Networks



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### CONFERENCE FEATURES

2024 Women's Conference will feature the following:

- Full Diagnostic report using the DiSC Assessment-Management Profile – proven, valid diagnostic tool that features the following data:
  - Your preferred leadership Style
  - How you Manage Others
  - What Motivates You and How You Motivate Others
  - How you Develop Others
- Feature Speaker to address attendees on Leadership Lessons- Neela Kissoon, recently promoted Deputy Chief Executive Officer - Operations & Administration at First Citizens
- 2-day workshop with proven tools designed to improve your leadership
- Networking with professional women in the financial services industry

### Guest Speakers

**Mrs. Neela Moonilal-Kissoon** is a career banker that started in IT and moved through the various levels and departments in First Citizens to become Deputy Chief Executive Officer, Operations & Administration. Mrs. Moonilal-Kissoon has been with the First Citizens Group for over 20 years and has been a member of the Senior Management team for over 13 years. She has successfully led the implementation of several key initiatives in the area of Group – Information and Communications Technology, Group Human Resources and Group Operations. She will share the lessons learned in her leadership journey and strategies that worked for her. She will share on her journey for 15 minutes and then participate in a moderated session with J. Cook-Walcott with questions from the audience.

**Mrs. Cavelle Joseph-St. Omer**, President of HRMATT, is a globally recognized Human Resources executive with over twenty years of experience working to effectively balance big-picture thinking and strategic planning with hands-on execution. Her passion is providing HR solutions for her colleagues and clients by helping them build their HR infrastructure through technology, compliance and people. Throughout her impressive career, she has proven successful at developing cultures of collaboration, and implementing change to affect workforce excellence. Ms. Joseph-St. Omer is a passionate champion of policies and laws that advance opportunities for women and girls.



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Cavelle will also share on her leadership journey and strategies that worked for her, while focusing on 'The importance of Speaking Up'. Participants will also have an opportunity to pose questions to address their personal concerns.

### AGENDA

#### Day 1

8:30 a.m.	Welcome and Introductions
8:45 a.m.	Exploring Leadership
9:15 a.m.	Female Leadership Models
9:45 a.m.	<b>NETWORKING BREAK</b>
10:10 a.m.	My Leadership Style – A DISC Perspective
10:40 a.m.	Leadership Style Workshop
11:30 a.m.	Case Study – Leadership Lessons <ul style="list-style-type: none"><li>➤ Mrs. Neela Kissoon, Deputy C.E.O, Operations &amp; Administration, First Citizens</li></ul>
12:00 p.m.	<b>NETWORKING LUNCH</b>
1:15 a.m.	Case Study
1:35 p.m.	Transformational and Agile Leadership
2:30 p.m.	<b>NETWORKING BREAK</b>
2:45 p.m.	Leadership Workshop
3:30 p.m.	Wrap up



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### Day 2

8:30 a.m.	Day 1 Review
8:45 a.m.	The Importance of Influence and Managing Stakeholders
9:15 a.m.	Building High Performance Teams
10:00 a.m.	<b>NETWORKING BREAK</b>
10:20 a.m.	Managing the Teams Environment
10:40 a.m.	Workshop on Building High Performance Teams
11:30 a.m.	<b>NETWORKING LUNCH</b>
12:45 p.m.	The Importance of Speaking Up ➤ Mrs. Cavelle Joseph-St. Omer, President, HRMATT
1:15 p.m.	Building Partnerships
2:30 p.m.	Creating Internal and External Networks
3:15 p.m.	Building a Winning Plan
3:45 p.m.	Closing Remarks
3:50 p.m. – 4:30 p.m.	Networking Cocktail Reception



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### FACILITATOR'S PROFILE



**Joel-Ann Cook-Walcott** is a seasoned HR Generalist with over 30 years' experience in all aspects of human resources management and specialist skills in talent development and organization transformation. She has served at all leadership levels for over 16 years in the human resources field including Chair of the HR Committee at state boards, Head of HR and various other managerial positions. Her experience covers a wide gamut of sectors, having practiced in the banking, manufacturing and energy sectors. She has presented at regional conferences and lectured with the University of the West Indies as a Part-time Lecturer with the Department of Engineering.

She is certified in Leadership Development, DiSC Facilitation and Performance Consulting and was inducted as a Fellow by the Institute of Banking in 2016 for her contribution as President and Council member with the Institute during the period 2013-2016.

Joel-Ann has worked with over 700 leaders and executives in her work and consultancy practice providing coaching and development expertise.