



## *Continuous Learning Opportunities*

We hope you enjoy the 2021 Virtual Texas Conference for Women! To extend the learning beyond Conference Day, we have provided a guide below with ideas and additional resources to encourage dialogue and support ongoing professional development for your team throughout the year.

### IDEAS TO 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 who attend this year's Conference to **share key takeaways** from specific sessions during an upcoming Women's ERG meeting.
- **Launch a book club** or reading circle amongst employees 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 ideas** from the Texas Conference for Women experience via an internal chat channel (or use an existing Women's ERG channel).

### TEXAS 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 BIPOC women, and to help us learn and take action together.

For more information, visit: [www.conferencesforwomen.org/advancing-justice-equity-and-inclusion/](http://www.conferencesforwomen.org/advancing-justice-equity-and-inclusion/)

#### **Best Breakouts**

Hear the Best Breakouts from the Conferences for Women, an audio series that offers timeless insights from our archives to help you advance at work and in life. Each month, learn from a new breakout session from our live events, hand-picked to help you navigate today's biggest challenges.

To listen, visit: [www.conferencesforwomen.org/best-breakouts](http://www.conferencesforwomen.org/best-breakouts)

#### **Women Amplified, a Conference for Women podcast hosted by Celeste Headlee**

Inspiration meets practical advice in this podcast from the nation's largest network of conferences for women in the workplace. We cover topics around leadership, career advancement, self-care, transitions, and other relevant issues that women face. In 30-45 minutes 3x per month, we are here 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/](http://www.conferencesforwomen.org/podcast/)

## Conference Website

Also, be sure to visit the Conference website [www.txconferenceforwomen.org](http://www.txconferenceforwomen.org) throughout the year for additional resources, learning opportunities, and experiences.

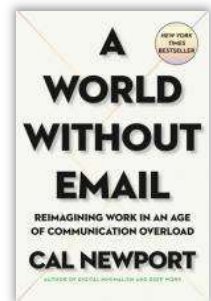
## BOOKS AND DISCUSSION STARTERS: BREAKOUT SESSIONS

Breakout sessions at this year's Texas Conference for Women offered unique strategies and insights about leadership, career advancement, personal development, and more. Start a dialogue 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 Texas Conference for Women online bookstore at <https://www.bookpeople.com/texas-conference-women-2021>.

### ***A World Without Email: Reimagining Work in an Age of Communication Overload* by Cal Newport**

The past year forced our hand on digital interaction, causing us to substantially increase our reliance on it. Many of us are craving distance from the constant online chatter and Cal Newport spent years investigating how to disconnect. What tools do we truly need, and under what conditions? By rethinking our reliance on these tools, we can scale back and still get our work done as well as keep up with the demands of family and friends. @calnewport2

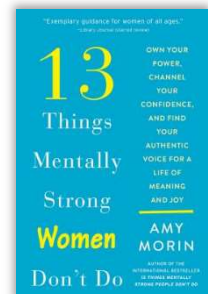


Book Club Questions:

1. What strategies work for you to curb communication overload?
2. How do you personally set digital boundaries at work?

### ***13 Things Mentally Strong Women Don't Do* by Amy Morin**

Everyone knows that regular exercise and weight training lead to physical strength. But how do we strengthen ourselves mentally for the truly tough times? And what should we do when we face these challenges? Or as psychotherapist Amy Morin asks, what should we avoid when we encounter adversity? Through her years counseling others and her own experiences navigating personal loss, Morin realized it is often the habits we cannot break that are holding us back from true success and happiness. It takes practice and hard work, but with Morin's specific tips, exercises, and troubleshooting advice, it is possible to not only fortify your mental muscle but also drastically improve the quality of your life. @amymorinlcsw



Book Club Questions:

1. What is a new strategy you have adopted this year to stay mentally strong?
2. (If you are a team leader) How do you effectively support your team's well-being?

### ***The Equitable Workplace: How Do We Get There?* with Janet Stovall**

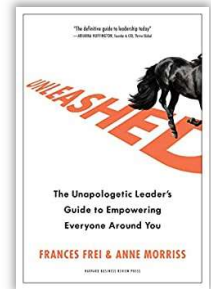
Imagine a workplace where people of all genders, colors and races can rise to every level of leadership — and where the lessons we learn about diversity, equity and inclusion actually transform the things we do, think and say in our workplace. Janet Stovall shares her recipe for pragmatic and long-lasting inclusivity. Her three-part strategy for building an inclusive workplace shows us how we can build on all the progress and intentions of 2020 to make it a lasting reality. @janetmariestov

Discussion Starters:

1. How have you been intentional about inclusion?
2. How has your unique perspective become a strategic advantage for your team?

***Unleashed: The Unapologetic Leader's Guide to Empowering Everyone Around You by Frances Frei and Anne Morriss***

*Unleashed* provides radical advice for the practice of leadership today. Showing how the boldest, most effective leaders use a special combination of trust, love, and belonging to create an environment in which other people can excel, Frei and Morriss offer practical, battle-tested tools—based on their work with companies such as Uber, Riot Games, WeWork, and others—along with interviews and stories from their own personal experience, to make these ideas come alive. This book is your indispensable guide for unleashing greatness in other people . . . and, ultimately, in yourself. @annemorriss



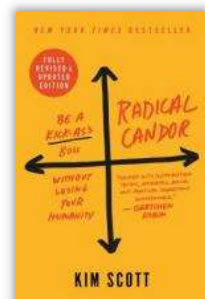
Book Club Questions:

1. How do you build trust with new team members?
2. What challenges do leaders face in communicating effectively between in-office and remote staff?

***Radical Candor: Fully Revised & Updated Edition: Be a Kick-Ass Boss Without Losing Your Humanity by Kim Scott***

The idea is simple: You don't have to choose between being a pushover and a jerk. Using Radical Candor—avoiding the perils of Obnoxious Aggression, Manipulative Insincerity, and Ruinous Empathy—you can be kind and clear at the same time. Radical Candor is about caring personally and challenging directly, about soliciting criticism to improve your leadership and also providing guidance that helps others grow. It focuses on praise but doesn't shy away from criticism—to help you love your work *and* the people you work with.

@kimballscott

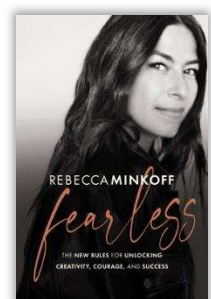


Book Club Questions:

1. How has constructive criticism helped you grow?
2. How do you interrupt bias when you hear it?

***Fearless: The New Rules for Unlocking Creativity, Courage, and Success by Rebecca Minkoff***

Rebecca Minkoff built a fashion empire through hard work and a relentless drive to live her dream. It wasn't easy and took tremendous resolve to remain hungry and persevere. Through hard work, she has created a space for herself on the shelves of luxury department stores across the world. In this book, Rebecca shares her own stories and teaches readers how she was able to reach her goals to become the successful fashion designer she is today. She shows that if you remain hungry, work hard, and face the unspoken rules that have held women back for centuries, you can make success happen for yourself. @rebeccaminkoff

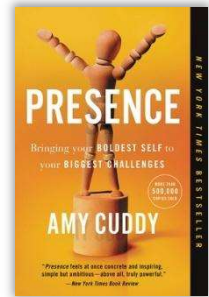


Book Club Questions:

1. How has having an entrepreneurial mindset influenced your career?
2. What is one thing that you wish you knew earlier in your career about embracing risk?

***Presence: Bringing Your Boldest Self to Your Biggest Challenges* by Amy Cuddy**

Have you ever left a nerve-racking challenge and immediately wished for a do over? Maybe after a job interview, a performance, or a difficult conversation? The very moments that require us to be genuine and commanding can instead cause us to feel phony and powerless. By accessing our personal power, we can achieve "presence," the state in which we stop worrying about the impression we're making on others and instead adjust the impression we've been making on ourselves. This book is filled with stories of individuals who learned how to flourish during the stressful moments that once terrified them. Every reader will learn how to approach their biggest challenges with confidence instead of dread, and to leave them with satisfaction instead of regret. @amyjccuddy

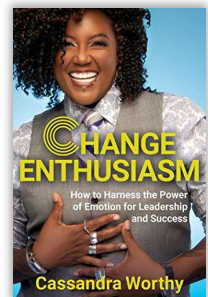


Book Club Questions:

1. Have you ever used a "power pose" to get ready for a big presentation or interview? What was the impact?
2. What strategies have you found for exhibiting strength or taking up space on video calls?

***Change Enthusiasm: How to Harness the Power of Emotion for Leadership and Success* by Cassandra Worthy**

Cassandra Worthy is a highly sought-after consultant, speaker, and Change Enthusiast, who is sharing her revolutionary approach for not only embracing change but using it to propel you to heights you never imagined. Only 10 percent of successful change adoption is about know-how. . . the other 90 percent is centered squarely on the motivation and willingness to accept the change. Cassandra explains that if you don't address the emotions surrounding change then your transformation journey will be stopped in its tracks. @cassandra\_worthy\_speaker

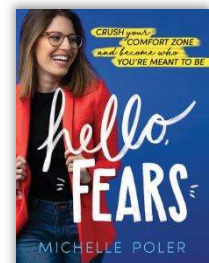


Book Club Questions:

1. Share a time when a big change led to your professional growth.
2. How do you help your team to cultivate a growth mindset?

***Hello, Fears: Crush Your Comfort Zone and Become Who You're Meant to Be* by Michelle Poler**

Fears are often unwarranted, but 2020 brought real danger and many unimaginable fears to life. Because our fears reveal what we care about the most, it constricts who we are and obstructs our intuition, often keeping us from making big decisions. With a kick-butt attitude and a humorous \*wink\*, Michelle breaks down each setback she battled on the road towards joyful purpose. Her stories and practical strategies encourage you to name, accept, and embrace what's holding you back so you can be the heroine in your own life, not the victim. @michellepoler



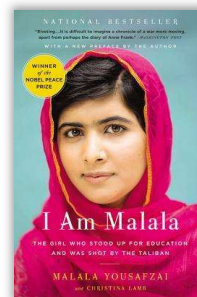
Book Club Questions:

1. What is one thing you have learned from facing a fear?
2. What helps you to embrace risk and the possibility of failure?

## BOOKS AND DISCUSSION STARTERS: KEYNOTES AND OTHER SPEAKERS

### ***I Am Malala: The Girl Who Stood Up for Education and Was Shot by the Taliban* by Malala Yousafzai**

When the Taliban took control of the Swat Valley in Pakistan, one girl spoke out. Malala Yousafzai refused to be silenced and fought for her right to an education. When she was fifteen, she almost paid the ultimate price. She was shot in the head at point-blank range while riding the bus home from school, and few expected her to survive. Malala's miraculous recovery has taken her on an extraordinary journey from a remote valley in northern Pakistan to the halls of the United Nations in New York. At sixteen, she became a global symbol of peaceful protest and the youngest nominee ever for the Nobel Peace Prize. *I AM MALALA* will make you believe in the power of one person's voice to inspire change in the world. @malala @malalafund

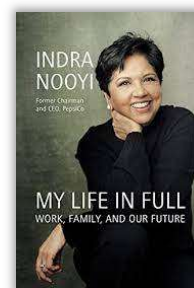


Book Club Questions:

1. What part of Malala's story resonated most with you? Why?
2. What role has education played in your life and career?

### ***My Life in Full: Work Family and Our Future* by Indra Nooyi**

For a dozen years as one of the world's most admired CEOs, Indra Nooyi redefined what it means to be an exceptional leader. The first woman of color and immigrant to run a Fortune 50 company — and one of the foremost strategic thinkers of our time — she transformed PepsiCo with a unique vision, a vigorous pursuit of excellence, and a deep sense of purpose. Now, in a rich memoir brimming with grace, grit, and good humor, *My Life in Full* offers a firsthand view of Nooyi's legendary career and the sacrifices it so often demanded. @indranooyi



Book Club Questions:

1. Indra Nooyi shares the difficulties she experienced managing work and a growing family. What role can companies and the community play in supporting young families?
2. Indra highlights several relationships that were critical to her success in business. Who have been the most influential people in your career?

### ***Dear Girls: Intimate Tales, Untold Secrets & Advice for Living Your Best Life* by Ali Wong**

In her hit Netflix comedy special *Baby Cobra*, an eight-month pregnant Ali Wong resonated so strongly that she even became a popular Halloween costume. Wong told the world her remarkably unfiltered thoughts on marriage, sex, Asian culture, working women, and more. The sharp insights and humor are even more personal in this completely original collection. She shares the wisdom she's learned from a life in comedy and reveals stories from her life off stage, including the brutal single life in New York, reconnecting with her roots in Vietnam, tales of being a wild child growing up in San Francisco, and parenting war stories. Ali Wong's letters are absurdly funny, surprisingly moving, and enlightening for all. @aliwong

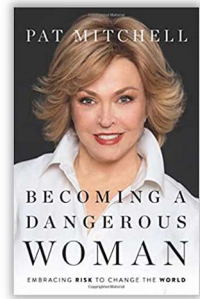


Book Club Questions:

1. What is one lesson about living your best life that you would like to share with the next generation?
2. Were you surprised that Ali discourages her daughters from becoming comics? What advice would you give someone looking to pursue a career like yours?

***Being a Dangerous Woman: Embracing Risk to Change the World* by Pat Mitchell**

Pat Mitchell is the co-founder, curator, and host of TEDWomen. Throughout her career as a journalist, Emmy-winning producer and groundbreaking executive, she focused on elevating women’s stories and increasing their representation everywhere. She is chair of the Sundance Institute and the Women’s Media Center boards and a trustee of the VDAY movement, the Skoll Foundation, and the Woodruff Arts Center. She is an advisor to Participant Media and served as a congressional appointment to The American Museum of Women’s History Advisory Council. @patmitchell

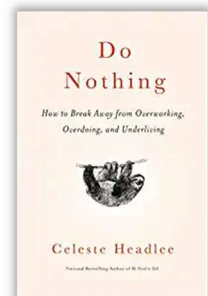


Book Club Questions:

1. Pat Mitchell was the first woman president of PBS, CNN, and the Paley Center for Media. What trailblazers in your industry do you admire and why?
2. Pat Mitchell has said, “dangerous times call for dangerous women.” In what ways are these challenging times calling on us to be bolder, braver, or more daring in our solutions?

***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

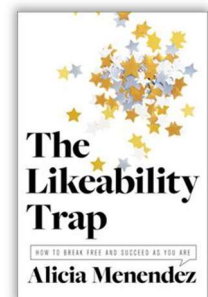


Book Club Questions:

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? What strategies do you use for doing less?

***The Likeability Trap: How to Break Free and Succeed as You Are* by Alicia Menendez**

Be nice, but not too nice. Be successful, but not too successful. Just be likeable. Whatever that means? Women are stuck in an impossible bind. At work, strong women are criticized for being cold, and warm women are seen as pushovers. An award-winning journalist examines this fundamental paradox and empowers readers to let go of old rules and reimagine leadership rather than reinventing themselves. @aliciamenendez



Book Club Questions:

1. Which leaders do you admire and what qualities do they possess? Are they always “likeable”?
2. How has being “likeable” helped your career? How has being “likeable” hurt your advancement?