

## MORNING ITINERARY

8:15 AM:

Registration Opens

9:00 AM:

Summit Begins

9:07 AM:

Opening Session with Barbara Annis  
**Better Together: Understanding the  
Science of Gender Dynamics for  
Workplace Success**"

9:40 AM:

P.O.W.E.R Seal Awards

SPEAKER



Barbara Annis

Join Barbara Annis, CEO of Gender Intelligence™, as she opens the Summit with powerful insights on how understanding gender differences drives better communication, decision-making, and team performance. Discover research-based strategies to build inclusive, high-performing teams through balanced representation and leadership.



May 30, 2025  
9:00 A.M.-1:15 P.M.  
University at Buffalo-Alumni Arena

## EMERGING LEADER PATHWAY SESSIONS

### SESSION ITINERARY

**10:00 AM:**  
Session One

**From Star Performer to  
Power Player:**  
*Your Leadership Breakthrough*

**10:45 AM:**  
Session Two

**Paid in Full:**  
*The Art of Salary Negotiation*

**12:10 PM:**  
Session Three

**See It to Be It:**  
*Wisdom from the SHE-Suite*

**12:45 PM:**  
Networking

**The Leadership Link-Up:**  
*Where Networking Gets Real*

# SESSION ONE

## *From Star Performer to Power Player: Your Leadership Breakthrough*

**Have you mastered your role but feel unsure how to step into the next level? You're more ready than you think.**

In this dynamic panel, rising leaders and seasoned pros will share real-world insights on what it takes to grow from a strong individual contributor into a confident, strategic leader.

Explore the mindset, challenges, and opportunities that come with stepping into your power—and walk away with the clarity and confidence to lead with purpose.

HOST



**Alanna Pokorski**

Alanna Pokorski brings over 20 years of experience as a physical therapist, specializing in outpatient orthopaedics for spine and extremity conditions. A longtime leader in the field, she now guides Excelsior's physical therapy team with a strong focus on innovation and patient-centered care. Alanna is also passionate about education and has taught courses for clinicians across New York State and nationally, including at the APTA Private Practice Conference. Committed to lifelong learning, she actively attends professional courses and events to stay current on best practices and emerging trends in physical therapy. Her dedication enhances both team development and patient outcomes.

# SESSION ONE

## *From Star Performer to Power Player: Your Leadership Breakthrough*

MODERATOR



Erin Johnson

Erin Johnson is a global HR executive with over 20 years of experience driving strategy, change management, and talent development across Fortune 100 and private equity-backed companies. She joined Moog in 2024 as Group Vice President, Human Resources Director for the Space and Defense Group, supporting 3,400+ employees worldwide. Erin has led strategic HR initiatives in sectors including manufacturing, technology, and food and beverage, with a focus on transformation and growth. She holds an MBA from Canisius University, a bachelor's from SUNY Buffalo State, and a certification from Oxford's Saïd Business School. Erin was named a Buffalo Business First "Most Powerful Woman" in 2022.

PANELIST



Kim Marino

Kim Marino is Manager of Talent & Organizational Development at Independent Health, where she leads talent strategy with a focus on leadership development, coaching, and associate engagement. With over 25 years of experience, Kim is skilled in using assessments to support growth at all levels. She oversees performance management, succession planning, and organizational effectiveness. Kim also leads Independent Health's diversity, inclusion, and belonging strategy and was a 2020 recipient of Business First's IDEA Award. She holds degrees from Canisius College and SUNY Buffalo State, and a Leadership Coaching Certification from UB. Kim actively volunteers with the Independent Health Foundation.

# SESSION ONE

## *From Star Performer to Power Player: Your Leadership Breakthrough*

PANELIST



**Chantele Campbell**

Chantele Campbell, Community Impact Officer at BestSelf Behavioral Health, is a seasoned public sector leader with 20+ years of experience in community engagement, health equity, and leadership development. Formerly Chief Diversity Officer for the City of Buffalo, she advances inclusive strategies to remove barriers to wellness and opportunity. Chantele holds two master's degrees, multiple certifications, and is pursuing a Doctorate in Business Administration. A dynamic speaker and founder of The C-Suite Mama, she empowers mothers in leadership. Recognized with numerous awards, she serves on several boards and is a proud member of Alpha Kappa Alpha Sorority and The Links, Incorporated.

PANELIST



**Rosanna Berardi**

Rosanna Berardi is the Managing Partner of Berardi Immigration Law, an award-winning firm she founded in 2005 after leaving a prestigious big-firm job. Starting with one client, she built a multinational business immigration practice known for exceptional client service. A former Immigration Inspector and Trial Attorney, Rosanna brings decades of experience to her work. Her firm is a certified woman-owned business and has earned numerous accolades, including "Best Places to Work" and Inc.'s Female Founders 200. A sought-after speaker and media source, Rosanna remains deeply engaged in her community and values time with her husband, son, and local nonprofits.



# SESSION TWO

***Paid in Full:**  
The Art of Salary Negotiation*

**Knowing your worth is one thing—asking for it is another.**

In this practical and confidence-boosting session, we'll break down the essentials of salary negotiation, from research and timing to language and mindset.

Walk away with the tools to advocate for yourself, own your value, and navigate the negotiation table with clarity and confidence.

MODERATOR



**Rene Petties-  
Jones**

Rene Petties-Jones is President and CEO of the National Federation for Just Communities of WNY, Inc., and Chair of the national NFJC Board—its first African American woman leader. A champion of equity and inclusion, she serves on the Community Foundation's Racial Equity Roundtable and held national DEI leadership roles with PRSA. A University at Buffalo alum, Rene is a Rockwood Fellow and Harvard alum of the Advancing Women of Color program. Honored with numerous awards, including Business First's Power 200 and the City of Buffalo's Equity Award, she actively serves on advisory boards advancing justice, education, and community well-being.

# SESSION TWO

## *Paid in Full: The Art of Salary Negotiation*

SPEAKER



**Julia Culkin-  
Jacobia**

Julia Culkin-Jacobia is the Compensation Consulting Practice Leader at Catapult, bringing over 20 years of experience as a Human Resources and Compensation Executive. She has led HR strategy across diverse industries, from tech and life sciences to healthcare and municipalities. Julia specializes in designing compensation philosophies, incentive plans, and market-aligned strategies that support business goals while attracting and retaining top talent. Known for balancing business needs with employee engagement, she creates programs that drive results and foster positive culture. Julia holds a bachelor's in business administration from the University at Buffalo and an executive certification from Harvard Business School.

# SESSION THREE

*See It to Be It:  
Wisdom from the SHE-Suite*

## **Representation isn't just powerful—it's transformational.**

In this inspiring panel, accomplished women leaders share their journeys to the top, the lessons they've learned, and the realities they've faced along the way.

Whether you're just starting out or redefining what leadership looks like at your level, this session offers real talk, relatable stories, and the motivation to lead boldly—on your own terms.

MODERATOR



**Rosanna Berardi**

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