



25th Annual Seminar

“Innovation and Creative Processes”

Saturday, March 18, 2006

8:30 a.m. - 4:45 p.m.

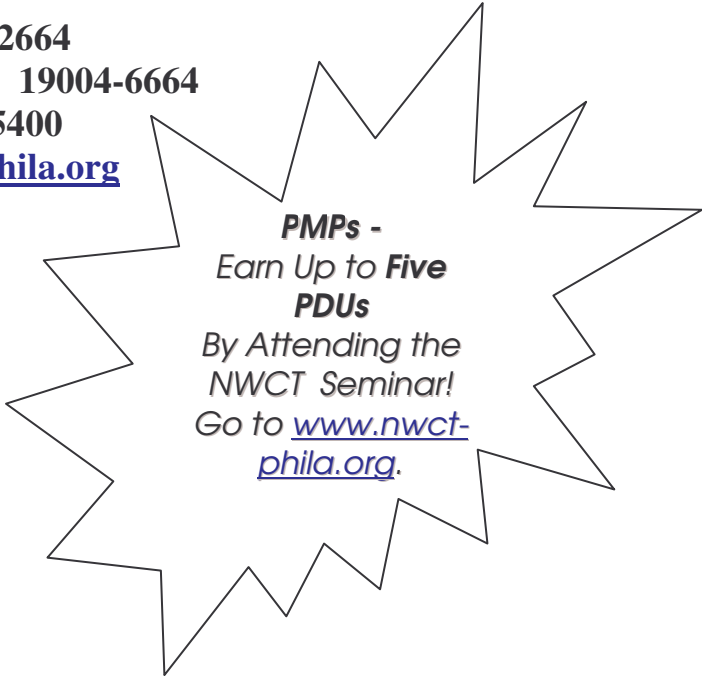
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See p. 8
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NWCT ANNUAL SEMINAR

Saturday, March 18, 2006

“Innovation and Creative Processes”

Seminar Topics At A Glance

8:30-9:15 a.m.	Registration and Continental Breakfast - Energy Hall (ground floor)		
9:15-9:30 a.m.	Welcome & Keynote Introduction – Energy Hall		
9:30-10:30 a.m.	Keynote Address: Diane Hanson Breaking Through – Trailblazing a Path of Success		
SESSION	CAREER	MANAGEMENT	TECHNOLOGY
#1 10:45-11:45 a.m.	Success Strategies for New Leaders Room #25A Dr. Winnie Lanoix, Right Management Consultants	Communities of Practice and Knowledge Management Room #25B Dee Anne Kotzur, SAP America, Inc.	Managing Large IT Projects for Success Room #25C Kathleen Terman, Exelon
12:00-1:00 p.m.	Networking Lunch Please join us for good food and great discussions!		
#2 1:15-2:15 p.m.	Networking to Enhance Your Life and Your Career Room #25A Yvonne Cook, Towers Perrin	Strategic Thinking Room #25B Stu Noble, 3D Learning, LLC	Agile Software Development & Improved Productivity Room #25C Joel Adams, Devon Consulting
#3 2:30-3:30 p.m.	Motivating for High Performance Room #25A Tim Thomas, Makarios Consulting, LLC	Business Process Management: an Executive’s Perspective Room #25B Vijay Khatnani, -ation, LLC	Factors Driving Software Implementation Room #25C Cheryl Bittner, Partner, CSC (<i>retired</i>)
3:45-4:45 p.m.	Post Seminar Session - Energy Hall Brain Strength:™ Power Up Your Brain for Results! Andrea Sullivan LeaderStrength™ Systems, Inc.		

NWCT’s Mission:

To advance careers for professionals in Information Technology through education, mentoring, and providing outstanding professional networking opportunities.

<http://www.nwct-phila.org>

Keynote Address

Breaking Through – Trailblazing a Path of Success

Speaker: Diane Hanson

Title: President, Creative Resource Development, Inc.

Location: Energy Hall

From gender discrimination and sexual harassment to politics, how can women best cope, thrive and succeed? Diane Hanson's keynote presentation will include war stories from her career as the first female sales representative hired by a major pharmaceutical company to the launch of her management consulting firm now starting its 20th year in business.

Her talk will highlight successful strategies for women in business directly from one who blazed the trail even before the Women's Movement. She will also discuss key issues related to leading successful project teams, which is the topic of a chapter in her recent book, Masters of Success.

Session 1 10:45-11:45 a.m.

C1 Success Strategies for New Leaders

Speaker: Dr. Winnie Lanoix

Title: Senior Vice President, Right Management Consultants

Location: Room #25A

What does it take to succeed in a new job if you are an executive new to an organization or newly promoted to a broader role? Research says that 40 percent of leaders promoted to a larger role or brought in from the outside fail within the first year.

Most frequently identified reasons are

- Difficulties in learning the often implicit rules of the organizational culture, including the style and values of the culture
- Failure to learn "who's who" and establish relationships with key stakeholders across the company
- Integrating with the leader's new team, including subordinates

This workshop will identify the reasons for the failures and identify strategies to ensure you succeed in your new job when promoted or taking on a new job in a new

organization at a leadership level, which will not only help you but your organization, saving it lots of money.

The workshop will also present a road map of key areas a new leader needs to focus on during his/her first year in a new job.

M1 Communities of Practice and Knowledge Management

Speaker: Dee Anne Kotzur

Title: Manager Business Operations, SAP America, Inc.

Location: Room #25B

In this interactive presentation Dee Anne will give us a candid look at her personal experiences and lessons learned gained over the course of the past five years rolling out Knowledge Management concepts to a global enterprise. The concepts covered include:

- Knowledge Management – IT initiative, or something else?
- Importance of audience targeting for improved adoption of Communities of Practice
- Strategies and samples to ensure successful implementation

T1 Managing Large IT Projects for Success

Speaker: Kathleen Terman

Title: Director, Infrastructure Projects, Exelon

Location: Room #25C

Large projects have unique challenges and must be managed differently from smaller initiatives.

Kathy Terman's previous experience includes managing complex projects that span the desktop, server environments, and the data and voice networks of Exelon and affect all of Exelon's business units. She will offer some practical guidance on how to manage large projects including:

- Tips for organizing large projects
- How do you define success on a large project?
- Managing risk on a large project
- What do IT directors look for in project managers of large projects?

Session 2 **1:15-2:15 p.m.**

C2 Networking to Enhance Your Career and Your Life

Speaker: Yvonne Cook

Title: Services Delivery Manager, Towers Perrin

Location: Room #25A

Do you only think of networking when you are out of work or want to change your job? If you do then you need to think again. Networking can broaden your horizons, make your career prospects better and also enrich your life.

Yvonne Cook will discuss how she has taken on Networking over the last seven years. How she has developed strong relationships with people in and outside of technology. Yvonne will explore the role networking played in her career transition and why and how she will continue to actively network to enhance her career in her new role at Towers Perrin.

M2 Strategic Thinking

Speaker: Stu Noble

Title: President, 3D Learning, LLC

Location: Room #25B

Strategic thinking is no longer a once-a-year task performed as part of the annual strategic planning process. Instead it represents the very essence of every leader's daily work and the essential lens through which leaders at all levels evaluate and prioritize the daily work of the organization. The key lies not in just individual skills but the ability to manage others in an ongoing strategy process.

In this session acquire the perspective, framework, and tools to engage others in strategic decision-making and lead the broader strategic conversations required to outperform competitors and shape the long-term health of your team or your enterprise.

T2 Agile Software Development & Improved Productivity

Speaker: Joel Adams

Title: CEO, Devon Consulting

Location: Room #25C

"Agile" is a term created in 2001 by a group of software developers who created the Agile Alliance (www.AgileAlliance.org). Some form of Agile is now being used or experimented with by half of all IT development organizations.

Some very large organizations such as Capital One attribute a 30% to 40% improvement in productivity by adopting Agile methods. Some smaller organizations have realized 300% to 500% improvements. Participants will be introduced to some of the Agile principles and practices through an interactive exercise, presentation, and question and answer session.

Session 3 **2:30-3:30 p.m.**

C3 Motivating for High Performance

Speaker: Tim Thomas

Title: President and CEO, Makarios Consulting, LLC

Location: Room #25A

A recent Gallup survey found that nearly one in five U.S. workers perform below his or her potential resulting in an estimated \$300 billion in annual lost productivity. Are any of these losses occurring in your company? If you have five or more employees, odds are that lost productivity is impacting your bottom line.

Timothy I. Thomas, President & CEO of Makarios Consulting will facilitate a highly interactive session to help you get the most out of your people by getting them to want to do what they need to do! Motivating your employees for high performance takes more than traditional appraisal systems, threat of job loss, or raises and other incentives. The desire for high performance comes from within your employees and this program will show you how to instill and nurture their desire for success.

M3 Business Process Management: an Executive's Perspective

Speaker: Vijay Khatnani

Title: Principal, -ation, LLC

Location: Room #25B

Business Process Optimization is the ability to continuously manage and improve existing processes, while utilizing meaningful feedback allowing an organization to take appropriate actions.

This session is designed for senior executives in finance and/or operations who want to:

Understand their business activities to gain the highest level of visibility.

Align their employees to ensure the highest level of responsiveness.

Optimize their business processes to reach the highest level of efficiency.

T3 Factors Driving Software Implementation

Speaker: Cheryl Bittner

Title: CSC Partner (Retired)

Location: Room #25C

For an application implementation project to ever be successful, it must start with a realistic project budget and plan. Developing that “realistic” budget and plan is often a challenge for even the most experienced project manager because every project is different.

This presentation will provide an understanding of the six key factors that drive implementation costs and schedule as well as the many interrelationships among these factors. You’ll come away with a set of important questions to ask yourself as you prepare an estimate and plan for any future project.

Post Seminar Session 3:45 – 4:45

Power up Your Brain for Results!

Speaker: Andrea Sullivan

Title: Principal,

LeaderStrength™ Systems, Inc.

Location: Energy Hall

Peak performance takes on a whole new meaning in the light of 21st century technological advances. People must use their minds in new ways to process and juggle an often-overwhelming amount of information and interaction.

Fortunately, modern brain science provides us with what we need to meet this challenge by optimizing our brain functioning for our current conditions. In this exciting, fun presentation, you'll discover how you can use your brain's design to work effectively and harmoniously in today's world.

Introducing Our Speakers

Diane Hanson

Diane Hanson, a nationally-known expert on teams, is a high-energy presenter who draws upon her personal experience as a corporate manager, entrepreneur and business owner to provide down-to-earth examples and concrete and practical ideas to her audiences. Diane has more than 30 years of experience in management, consulting, and training.

Prior to starting her own consulting firm 20 years ago, she was a sales manager with Wyeth Pharmaceuticals and has worked as a Contract Training Manager at AstraZeneca. Diane is a contributing author to *Masters of Success*, published in November 2005, featuring top authors Kenneth Blanchard (*One Minute Manager*) and Jack Canfield (*Chicken Soup for the Soul*).

After receiving her BS degree from Cornell University, Diane graduated with distinction from the University of Pennsylvania with her MS in Organizational Dynamics. She is listed in the new Millennium issue of *Who's Who in America*.

Winnie Lanoix

Dr. Winnie Lanoix is a Senior Vice President and Coaching Practice Leader for Right Management Consultants. She has over 25 years experience in the field of human behavior seeking to enhance individual and organizational performance as a consultant, human resource professional, leadership coach and counseling psychologist. Dr. Lanoix's areas of expertise include executive coaching and leadership development and organizational effectiveness.

Dr. Lanoix has also spent over 10 years in various operations functions including sales, marketing, as well as served as executive director of an international company working with subsidiaries in 30 different countries.

Dr. Lanoix has a unique expertise working in both globalization and U.S. diversity arenas. She has conducted programs to help companies working globally and coached executives working in international assignments to be more effective in cross-cultural situations. On the U.S. Diversity front, Dr. Lanoix coached senior executives and diversity teams on the design and execution of comprehensive diversity initiatives.

Dee Anne Kotzur

In her role as Program Manager at SAP America, Dee Anne works with internal business organizations to leverage SAP technologies to facilitate the creation, capture, and distribution of Intellectual Property (IP) supporting the Sales and Marketing organizations in North America.

Prior to joining SAP America in 2005, Dee Anne was the Program Manager/Community Leader at Unisys Corporation where she successfully implemented two consecutive portals and Knowledge Management strategy for the Global Infrastructure and Outsourcing Services business unit.

Dee Anne Kotzur has been involved in Knowledge Management for more than 5 years. She is an active participant and Executive Committee member of the Knowledge Management Group of Philadelphia.

Dee Anne holds a Masters of Business Administration with a concentration on New Ventures and Entrepreneurship from Pennsylvania State University and a Bachelor of Science in Management from Rosemont College.

Dee Anne resides in Montgomery County, Pennsylvania.

Kathleen Terman

In her role as Director of Infrastructure Projects for Exelon Corporation, Kathy Terman leads an organization that manages the largest and most complex infrastructure projects for the company. These projects span the desktop, server environments, and the data and voice networks of Exelon and affect all of Exelon's business units.

Prior to starting the Infrastructure Projects group, Kathy managed large application and Enterprise projects. She was a key manager of ComEd's year 2000 initiative and led the PowerPath 2000 project, which implemented the second wave of deregulation in the electric utility industry in Illinois. Prior to joining ComEd, Kathy worked at Combined Insurance Company of America.

Ms. Terman holds an M.B.A. in Finance from the University of Chicago Graduate School of Business and a B.S. in Mathematics and Statistics, also from the University of Chicago, where she was a National Merit Scholar. She is a Past President of the University of Chicago Women's Business Group and a Past Director of the Today's Chicago Women Foundation. She currently serves on the Joffrey Circle Committee of the Joffrey Ballet of Chicago and is a member of the Society for Information Management.

Yvonne Cook

Yvonne M. Cook is an executive with an outstanding track record of supporting business growth by building appropriate technology platforms that increase efficiencies and reduce operating costs. Yvonne's career of over 25 years has spanned across both business and technology, she has worked in the US and internationally.

In her new role at Towers Perrin (Dec 2005), she is responsible for corporate applications needed to run the business. This key role is to partner with the internal clients to develop and implement the near term plan and long-term strategy. Prior to joining Towers Perrin, Ms. Cook held IT

senior management positions at American Business Financial Services (SVP & CIO), US Interactive (Practice Lead) and Cigna International (AVP)

Ms Cook is President for the Philadelphia Chapter of the Society of Information Management (SIM); on the Advisory board for the CIO Forum; on the board of Greater Philadelphia Cares and on the board of the Friends of the Free Library. She is also a Technology Advisory council member of the Free Library of Philadelphia and a member of NWCT.

Stu Noble

Stu Noble integrates 19 years of experience in Human Resources Management, Organizational Development, Process Improvement, Training, and Group Dynamics into his practice. His specialties include Active Learning (Simulation-based experiential designs), Leadership and Team Development, Strategic Visioning and Planning, Participative Work Redesign, and Cultural Assessments. Recently he has also focused in the area of Virtual Team Effectiveness.

Prior to forming 3D Learning and Noble & Associates Consulting, Stu was a Senior Consultant for five years with Block Petrella Weisbord Inc., pioneers in OD Consulting and Training. Before that, he was with Unisys Corporation for seven years in various Human Resources Management and Development, as well as Quality/Continuous Improvement positions.

Stu has a Bachelor's Degree in Education and a Master's in Group Dynamics and Organizational Behavior, both from Temple University. He is also an Adjunct Professor in the Graduate HRD Department at Villanova University and in the Graduate ODL Program in PCOM's Psychology Department. Stu lives just outside of Philadelphia, PA. He is married to Lee for 21 years and is the proud father of Dani (his very cool 15-year-old daughter), and companion to Gabbie, (his 8-year-old dog and friend).

Joel Adams

Joel Adams is the founder and President of Devon Consulting, a provider of IT contract professionals for over 24 years. For the last two years Mr. Adams has consulted to CIO's, CTO's and IT Departments on how to improve the productivity of development teams to build high quality, low maintenance software that accurately meets current business needs.

His is also founder and facilitator of the CTO Round Table, a group of 12 Chief Technology Officers of Software Product and Service Companies who get together quarterly to discuss industry trends and common issues. He is a co-founder of Assigned Counsel, a temporary attorney agency.

Tim Thomas

Timothy I. Thomas is President & CEO of Makarios Consulting, LLC, a management consulting and training firm based in Downingtown, Pennsylvania. He is a 1987 Magna Cum Laude graduate of the University of Akron, Akron Ohio, where he earned his Bachelor of Arts degree in Sociology, with a minor in Psychology. In addition, Mr. Thomas holds a Master of Divinity degree from Princeton Theological Seminary (1990) and a Master of Science degree in Training and Organization Development from Saint Joseph's University (2002).

Over the course of the last seven years, Mr. Thomas has served as an external organization development consultant, executive coach and trainer for companies in the manufacturing, engineering, financial services and banking industries. He provides a wide range of services to client companies including needs assessment, data collection, performance consulting, training design and delivery, process consultation, management coaching and training, and leadership development.

Vijay Khatnani

Vijay Khatnani, a Managing Partner of -ation, LLC, a consulting company providing Business Process Optimization services, has over 15 years of experience in assisting companies achieve operational efficiencies. During his career, he has provided his expertise to several organizations while leading projects in various disciplines.

Vijay has planned and led projects valued at up to \$5 million including budget development and monitoring. His expertise lies in the development of operational strategy and processes including the facilitation of strategy meetings. He is accomplished at organizing and leading project teams through conceptualization, design, development, and deployment of package systems and custom software and is recognized for meeting aggressive schedules. A skilled engagement manager and relationship builder, he is especially adept in client personnel training.

Cheryl Bittner

For the last nine years (prior to her recent retirement) Ms. Bittner was a Program Director at Computer Sciences Corporation's (CSC) Consulting Group where she specialized in the pharmaceutical industry and managed eight implementations of contract management and government pricing systems. She was also CSC's lead instructor for their project-estimating course.

Prior to joining CSC Ms. Bittner served as an executive director in IT at both AstraMerck Pharmaceuticals and Independence Blue Cross, and at GE Aerospace where she began her IT management career. Her IT management responsibilities have included systems development and project management methods, strategic planning, data

modeling, data base administration, data management, as well as hardware and software architecture definition, installation, and operations.

Ms. Bittner holds an MBA from the Wharton School at the University of Pennsylvania and a BA in economics from Penn State. She resides in western Philadelphia suburbs. She also serves on the Board of Directors of the Amnion Crisis Pregnancy Center in Bryn Mawr.

Andrea Sullivan

Andrea Sullivan is an accomplished speaker, trainer, manager, and coach with over 25 years experience in the design and facilitation of programs to produce personal and organizational growth. As a Principal of LeaderStrength Systems, Inc., she synthesizes leading-edge interdisciplinary

science with current best practices to create programs that teach brain-compatible principles and strategies for optimal human performance.

Andrea's management experience was gained through establishing and directing two regional branches of The Institute for Self-Actualization, a personal growth organization. She holds a Master's degree in Organizational Psychology with an emphasis on Training & Development and in-depth interdisciplinary research on human consciousness.

Andrea's extensive background in the personal growth arena, along with her ongoing research on human consciousness and functioning, leads to her ability to produce deep change in individuals while aligning individual performance with organizational goals.

How do I get to the Seminar?

The Exelon headquarters are located at 2301 Market Street in Philadelphia. **Free Parking** is available at the 23rd Street entrance to the PECO Executive Parking lot on a first-come, first-serve basis. Public parking lots are available on 23rd Street, north of Market as well as on the southeast corner of 23rd and Market Streets. Public transportation is within easy walking distance (just a block) from the 30th Street Train Station.

The NWCT would like to recognize the continued support of one of our corporate members, PECO, an Exelon Company, and express our gratitude for once again donating the excellent conference facilities for this seminar.

SEMINAR INFORMATION

Agenda

8:30 – 9:15	Registration & Continental Breakfast
9:15– 10:30	Welcome and Keynote address
10:45 – 11:45	Session 1
12:00 – 1:00	Lunch
1:15 – 2:15	Session 2
2:30 – 3:30	Session 3
3:45 – 4:45	Post Seminar Session

What is NWCT?

Our members are women and men in the Delaware Valley who represent every area of the IT profession, including design, development, support, management and marketing of computer systems, as well as technical recruiting and training. We come from a wide range of companies of all sizes, products, services, markets and information environments.



P.O. Box 2664

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NWCT provides its members with a forum for exchanging ideas and sharing information. At special events such as our annual seminar, at regular monthly meetings, and through our quarterly newsletter, members establish professional and social contacts. These activities provide opportunities to discuss topics of interest that promote professional development.

Registration and Fees

REGISTER ONLINE NOW!

Go to www.nwct-phila.org and look for the Annual Seminar information on the home page.

Or complete the registration form included in this brochure and return it by Tuesday, March 1, 2006 with a check made payable to NWCT.

Early Registration

Check must be received by March 1, 2006.

\$65 NWCT members
\$75 Non-members

Late registration or at the door

\$85 NWCT members
\$95 Non-members

Seminar Special for New Members: *Save \$30 when you join NWCT!*

Join NWCT between now and March 18 and you are eligible to attend the Seminar at the advance member rate of just \$65! That's a savings of \$30 dollars over the non-member onsite seminar rate of \$95.00!