

## CURRICULUM VITAE

### SHAWN D. ANDREWS, Ed.D., M.B.A.

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#### ORGANIZATIONAL LEADERSHIP | DIVERSITY & INCLUSION | TALENT MANAGEMENT

Dr. Shawn Andrews is an international keynote speaker, organizational consultant, and author of the best-selling book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide* (2018 Morgan James Publishing).

She's been a *Forbes* contributor, quoted in the *Chicago Tribune*, and interviewed on dozens of podcast and radio shows, including *NPR*.

Shawn has shared her ideas on the TEDx stage and has worked with over 100 organizations across multiple industries, including the United Nations, Johnson & Johnson, Hewlett-Packard, U.S. Forest Service, National Diversity Council, Association for Talent Development, and Society for Human Resource Management.

With over two decades of corporate experience in the biopharmaceutical industry, she has helped thousands of leaders improve and develop using presentations, workshops, coaching, and psychological instruments. She is a licensed practitioner for EQ-i 2.0 and EQ 360 models and Insights Discovery Colors.

She serves as a professor at the UC Irvine Paul Merage School of Business, teaching courses on Women & Leadership, Diversity & Inclusion at Work, and Organizational Behavior. Her specific areas of focus include Leadership and Gender, DEI, Bias, and Emotional Intelligence.

Shawn earned her Ed.D. degree in Organizational Leadership and an M.B.A. degree from Pepperdine University, and a B.A. degree in Psychology from the University of California, Irvine.

She serves as Board President, Healthcare Businesswomen's Association Orange County, and is founder and CEO of Andrews Research International.

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#### PROFESSIONAL EXPERIENCE

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##### UNIVERSITY OF CALIFORNIA, IRVINE PAUL MERAGE SCHOOL OF BUSINESS Adjunct Professor

Irvine, CA  
Jan 2019-Present

Professor of Organization and Management. Teach undergraduate and graduate courses on the topics of Women and Leadership and Organizational Behavior.

##### PEPPERDINE GRAZIADIO BUSINESS SCHOOL Adjunct Professor

Malibu, CA  
Jan 2016-Present

Professor of Applied Behavioral Science and Organization Theory and Management. Teach graduate courses on Organizational Behavior, Leadership and Ethics, Diversity in Organizations, and Women in Leadership. Develop and lead intensive weekend workshops focused on leadership, communication, team building, collaboration, disclosure, and feedback.

##### ANDREWS RESEARCH INTERNATIONAL Founder and CEO

Irvine, CA  
Nov 2014-Present

Speaker, Consultant, Coach, and Author

- Focused on improving Organizational Leadership, Talent Management, and Diversity & Inclusion for organizations and individuals.
- Research-based expert on Leadership, Emotional Intelligence, Gender, Bias, and DEI in the workplace.
- Author of best-selling book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide* (2018 Morgan James Publishing).

##### HEALTHCARE BUSINESSWOMEN'S ASSOCIATION Board President, Orange County Chapter

Irvine, CA  
Jan 2020-Present

Provide overall strategy and leadership for 30-person team, including Board Directors, Leadership Committees, and Advisory Board.

- Establishes key priorities and culture for the board
- Champions key chapter growth initiatives
- Responsible for annual chapter P&L
- Chairs executive board meetings and ensures efficient and effective chapter operations
- Track and monitor key chapter deliverables and progress towards goals
- Manage succession planning for Board Directors
- Ensure chapter is compliant with all HBA operating policies and bylaws
- Ensure chapter is compliant with financial guidelines and policies

**RENAISSANCE EXECUTIVE FORUMS**  
**Forum Leader for Women's Power Peer Groups**

**Costa Mesa, CA**  
**Jan 2019-Sept 2019**

Lead Women's Power Peer Groups focusing on CEO/Executive women, emerging leaders, and entrepreneurs. The objective of these peer groups is to help women grow their businesses and advance their careers through the power of peer learning. Host of Critical Mass for Business radio show focusing on "Women in Business".

**ALLERGAN**  
**Head of Global Compliance and Training, Research & Development**

**Irvine, CA**  
**June 2013-Nov 2014**

Design, develop and lead Global Development training initiatives supporting 1200 employees. Provide leadership, strategic direction, and governance to support R&D department. Ensure training meets regional and global regulatory and compliance requirements. Lead delivery of clinical and process training through classroom, webinar and online formats. Enable team members to strategize, set priorities, streamline processes, and build skills. Manage training budgets, vendor deliverables, and analyze metrics.

- Identify and analyze organization effectiveness opportunities and recommend initiatives that address organization-wide or regional opportunities based on business strategy and needs.
- Created new Training Skills Development Program to train over 80 physician employees, including Dermatologists, Ophthalmologists, Neurologists and Urologists to enhance knowledge and capability of key talent.
- Created Good Clinical Practices (GCP) courses as required training for all new and tenured employees in R&D.
- Consulted to therapeutic and study management teams to enhance physician investigator meetings.
- Consulted to clinical services teams to enhance adoption of company-wide IT systems.
- Created Allergan Training Forum for learning leaders across Allergan. Led strategy sessions, set priorities and gained consensus. Results included streamlined communications, less redundancies, knowledge and program sharing, new technology platforms, and vendor cost savings across divisions.
- Award of Excellence for significant contributions to Global Monitoring Operations, 2013.

**Head of Training & Development, Global Medical Affairs**

**March 2008-June 2013**

Provide overall training strategy for Global Medical Affairs supporting 300 employees. Lead and develop training team. Manage training curriculum to support all departments in Global Medical Affairs. Develop clinical training workshops at regional meetings focused on application of knowledge and skills. Develop and lead professional development courses for employees. Manage all strategic communications and training budget.

- Created comprehensive training curricula from scratch, including 15 new hire onboarding packages, 15 clinical curricula via LMS, 20 application-based workshops, 25 professional development courses, and ongoing testing and reinforcement.
- Implemented system for Medical Affairs team to support all Sales teams across 7 therapeutic areas: Neurosciences, Neurology, Urology, Dermatology, Facial Aesthetics, Obesity, and Ophthalmology.
- Revamped 2 clinical curricula in Ophthalmology and Urology working with SMEs and vendors, for over one year per project. Selected vendors, negotiated contracts, and led all aspects of revision projects.
- Vice President's Recognition Award for Excellence in Training, 2011.
- Award of Excellence for outstanding achievements in Global Medical Affairs Training, 2010.
- Award of Excellence for outstanding achievements in Global Medical Affairs Training, 2009.

**IDENIX PHARMACEUTICALS**  
**Senior Anti-Viral Specialist, Sales**

**Cambridge, MA**  
**July 2006-Sept 2007**

Sales representative in Northern California for startup biotechnology company aiming to launch and sell Tyzeka to physicians, pharmacists, and other customers in Hepatitis B market.

- Launched Tyzeka in October 2006.
- Selected as member of Marketing Advisory Team. Developed marketing messages and promotional materials to drive sales of Tyzeka.

**BRISTOL-MYERS SQUIBB**  
**Field Development Manager, Virology Sales Training**

**Plainsboro, NJ**  
**Oct 2004-July 2006**

Lead HIV sales training for 350 new hires, tenured representatives, and District Business Managers. Coach and evaluate representatives during field rides. Based in Plainsboro, NJ.

- Led Joint Venture between BMS and Gilead Sciences to develop programs to train 2 sales forces and launch Atripla.
- Revamped new hire onboarding process and training curriculum for District Business Managers and District Sales Trainers, including ongoing testing and training.
- Liaison to Reyataz Marketing Team 2005 and Sustiva Marketing Team 2006.

**Executive Territory Business Manager, Virology Sales**

**Oct 2001-Oct 2004**

Sales of Reyataz, Sustiva, Zerit, and Videx EC to physicians, pharmacists, and other customers in HIV market in Los Angeles, CA.

- Selected for 2 headquarter-based Marketing Preceptorships, 3-6 six months each, to launch new HIV and Hepatitis B drugs.
- Served as District Sales Trainer for 3 years for Los Angeles district.
- Led meetings, trained colleagues, and acted as interim District Business Manager as needed.
- Award of Excellence for highest Reyataz share (>35%) in nation, 2004.
- Award of Excellence for highest Sustiva percent dollar growth (>25%) in nation, 2001.

**DUPONT PHARMACEUTICALS**  
**Acquired by Bristol-Myers Squibb in 2001**  
**HIV Specialist, Sales**

**Wilmington, DE**  
**May 1999-Oct 2001**

Sales of Sustiva to physicians, pharmacists, hospitals, AIDS service organizations, and other customers in Los Angeles, CA.

- Selected for headquarter-based Marketing Preceptorship to develop projects for sales force.
- Leadership Council Award for outstanding Sustiva sales and leadership as top performer in nation, 2000.

**MERCK AND COMPANY, INC.**  
**HIV Specialist, Sales**

**West Point, PA**  
**Jan 1998-May 1999**

Sales of Crixivan to physicians, pharmacists, hospitals, AIDS service organizations, and other customers in Los Angeles, CA.

- Served as District Sales Trainer for 2 years and led all training initiatives and projects.
- Vice President's Club Award for outstanding Crixivan sales and leadership as top performer in nation, 1998.

**Cardiovascular Health Management Coordinator (Medical Science Liaison)**

**Nov 1996-Jan 1998**

Assist Cardiologists with patient, practice, and disease management in Los Angeles, CA. Improve cardiovascular patient outcomes and quality of care. Support cardiovascular sales force in driving sales.

- Helped expand cardiovascular market in Los Angeles, CA.
- Established Lipid and Congestive Heart Failure clinics in Cardiologist offices.
- Implemented Coronary Heart Disease discharge programs at 5 hospitals.

**Pharmaceutical Sales Representative**

**June 1992-Nov 1996**

Sales of 10 drugs across seven drug classes. Launched Zocor, Cozaar, Hyzaar, and Fosamax in Inland Empire, CA.

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## CLINICAL EXPERIENCE

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- UNIVERSITY OF CALIFORNIA, Irvine, CA** **1990-1992**  
**Hospital Unit Service Coordinator, Emergency Department**  
Coordinate all Emergency Department activities at UCI Medical Center, including traumas, physician orders, nursing, lab tests, department communications, and liaison for patient family members.
- DOCTORS OFFICE FOR WOMEN, Newport Beach, CA** **1989-1990**  
**Back Office Nurse**  
Assist gynecologists with patient exams, draw blood/venipuncture, administer procedures and tests on patients, and manage all patient communications.
- HOAG HOSPITAL, Newport Beach, CA** **1987-1989**  
**Emergency Medical Technician, Emergency Department**  
Assist Emergency Department physicians and nurses with patients, perform CPR and other procedures on trauma patients, draw blood/venipuncture, splint/cast fractures, remove sutures, and wound care for minor injuries.
- UNIVERSITY TRAINING CENTER, Irvine, CA** **1987-1989**  
**American Heart Association First Aid Instructor**  
Lead weekly 4-hour training classes on First Aid and Earthquake Safety for public. Manage all training communications and follow-up with attendees. Certified instructor through the American Heart Association.

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## EDUCATION

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- PEPPERDINE UNIVERSITY, Malibu, CA** **Oct 2013**  
**Doctor of Education, Organizational Leadership**  
*Dissertation: "Emotional Intelligence Implications on the Career Advancement of Women in a Fortune 500 Pharmaceutical Company"*
- PEPPERDINE UNIVERSITY, Malibu, CA** **Dec 1996**  
**Master of Business Administration**
- UNIVERSITY OF CALIFORNIA, Irvine, CA** **Sept 1991**  
**Bachelor of Arts in Psychology**

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## LICENSURE

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**Emergency Medical Technician, 1987, 1989**

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## CERTIFICATIONS

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- Licensed Practitioner, Insights Discovery Colors, Dec 2017**  
Insights, Dundee, Scotland
- Accredited Practitioner, Emotional Intelligence EQ-i 2.0 and EQ 360, May 2015**  
Multi-Health Systems, Toronto, Canada
- Accredited Practitioner, Situational Leadership II, Oct 2013**  
Ken Blanchard Companies, Escondido, CA

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## PROFESSIONAL ASSOCIATIONS

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**National Speakers Association (NSA)**  
**Healthcare Businesswomen's Association (HBA)**  
**Association for Talent Development (ATD)**  
**Society for Human Resource Management (SHRM)**

**PUBLICATIONS**

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<b>“What’s the Missing DEI Puzzle Piece? Men”</b> FOCUS on Training Magazine	June 2023
<b>“On the Market/Wisdom from an Instructor”</b> Orange Coast Magazine – Kickass Women issue	March 2022
<b>“Develop Your Career Superpowers: 10 Essential Qualities for Success”</b> Diversity Woman Magazine by Kimberly Olson (interviewed as gender expert)	Jan 2021
<b>“How to Create a Boomer-Millennial Dream Team”</b> FOCUS Magazine feature article	Oct 2020
<b>“How Culture Impacts Our Value of Women”</b> Forbes.com and ForbesWomen.com	Apr 2020
<b>“Why Women Don’t Always Support Other Women”</b> Forbes.com and ForbesWomen.com	Jan 2020
<b>“Leadership, Gender and the Power of In-Group Bias”</b> Forbes.com and ForbesWomen.com	Nov 2019
<b>“Are men and women equally emotionally intelligent?”</b> Forbes.com and ForbesWomen.com	Oct 2019
<b>“What do Cardi B and one Chicago aldermanic candidate have in common? A hip-hop controversy”</b> Chicago Tribune quoted as gender bias expert	May 2019
<b>“The Business Case for Emotional Intelligence”</b> Workforce.com op-ed	Sept 2018
<b>“The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide”</b> Book, Morgan James Publishing	Mar 2018
<b>“Inclusive Workplace Practices”</b> Training Industry Magazine Diversity & Inclusion Column	Sept 2017
<b>“Hungry for Hands-On Experience”</b> Training Industry Magazine Diversity & Inclusion Column	July 2017
<b>“The Leadership Gender Gap”</b> Training Industry Magazine Diversity & Inclusion Column	May 2017
<b>“The Business Case for D&amp;I”</b> Training Industry Magazine Diversity & Inclusion Column	Mar 2017
<b>“Leveling the Playing Field: What the talent development function can do to prepare, promote and develop women in leadership”</b> TD Magazine Cover Story	Mar 2017
<b>“Overcoming Hidden Biases that Hinder our Success”</b> Focus Magazine Feature Article	Dec 2016
<b>“Hidden Biases Hinder our Success”</b> Training Industry Magazine Diversity & Inclusion Column	Nov 2016

<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Association for Talent Development Blog	Aug 2016
<b>“Gender Barriers and Solutions to Leadership”</b> Training Industry Magazine Article	June 2016
<b>“What Global Talent Leaders Need to Know About Hidden Biases That Hinder Success”</b> Association for Talent Development Blog	May 2016
<b>“Trends Across the Spectrum”</b> Training Industry Magazine Article - Guest Editor	Jan 2015
<b>“Community of Practice in Action”</b> Focus Magazine Feature Article	June 2014
<b>“Mars and Venus in the Workplace”</b> American Society for Training and Development Blog	April 2014
<b>“The Gender Leadership Gap”</b> American Society for Training and Development Blog	April 2014
<b>“EQ and You: Building Leaders”</b> Focus Magazine Article	Mar 2014
<b>“Women, Leadership and Emotional Intelligence”</b> Training Industry Magazine - <i>Distinguished as “Top 10 Most Read Articles of 2014”</i>	Jan 2014
<b>“Emotional Intelligence Implications on the Career Advancement of Women in a Fortune 500 Pharmaceutical Company”</b> ProQuest Dissertation Database	Dec 2013
<b>“Gender Communications in the Workplace”</b> Training Industry Quarterly – <i>Distinguished as “Top 10 Most Read Articles of 2013”</i>	July 2013
<b>“Emotional Intelligence in the Workplace”</b> Focus Magazine Feature Article	April 2013
<b>“Expert Education: Training, Technology &amp; SMEs”</b> Training Industry Quarterly Article	Sept 2012

**PRESENTATIONS**  
**(denotes attendees >100)**

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<b>“7 Superpowers of Men and Women”</b> AbbVie Finance Team, San Juan Capistrano (150 attendees)	May 2024
<b>“7 Levels of Male Allyship”</b> Octane Women Leaders Forum, Irvine, CA (200 attendees)	May 2024
<b>“EQ and You: Building Success Through Emotional Intelligence”</b> Child Development Resources, Ventura, CA (100 attendees)	Apr 2024
<b>“TEDx: Debunking Bias: Perceptions of Male and Female Leaders”</b> Healthcare Businesswomen’s Association OC Chapter, Irvine, CA	Apr 2024
<b>“Insights Discovery Colors Communication Workshop”</b> Child Development Resources, Ventura, CA (120 attendees)	Mar 2024

<b>“EQ and You: Building Success Through Emotional Intelligence”</b> Arrow Child and Family Ministries, Virtual (350 attendees)	Mar 2024
<b>“The 7 Superpowers of Women”</b> Healthcare Businesswomen’s Association IWD Celebration, Virtual (450 attendees)	Mar 2024
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> New Jersey Judiciary, Virtual (1,000 judges)	Jan 2024
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Riverside University Health System, Lake Arrowhead, CA	Dec 2023
<b>“Insights Discovery Colors Communication Workshop”</b> RayzeBio, San Diego, CA	Dec 2023
<b>“Driving DEI: Inclusive Workplace Strategies”</b> J Turner Research, Scottsdale, AZ (200 attendees)	Dec 2023
<b>“Insights Discovery Colors Communication Workshop”</b> Child Development Resources, Ventura, CA	Oct 2023
<b>“7 Levels of Male Allyship”</b> Women in Electronics Webinar (130 attendees)	Oct 2023
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> LA Times DEIA Summit, Moderator, Beverly Hills, (150 attendees)	Oct 2023
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Highspot, Virtual	Oct 2023
<b>“7 Superpowers of Men and Women: How to Shift from Gender Bias to Gender Strengths”</b> Women in Electronics Annual Conference, San Diego, CA (250 attendees)	Sept 2023
<b>“How Organizations Can Support Sustainable Progress for Women in Business”</b> LA Times OC Inspirational Women Forum & Awards, Irvine, CA (250 attendees)	Aug 2023
<b>“Why Women Don’t Always Support Other Women”</b> NFL Players Association, Virtual	June 2023
<b>“Debunking Bias: Perceptions of Male and Female Leaders”</b> TEDxUCIrvine, Irvine, CA (300 attendees)	May 2023
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Pars Equality Center, Virtual	May 2023
<b>“Creating an Inclusive Workplace: Strategies for Diversity &amp; Hidden Bias”</b> Seattle Children’s Hospital, Virtual (250 attendees)	April 2023
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> PURE Insurance, Virtual (150 attendees)	April 2023
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> U.S. Forest Service, Virtual (150 attendees)	Mar 2023
<b>“Driving DEI: Inclusive Workplace Strategies”</b> Healthcare Businesswomen’s Association IWD Celebration, Virtual (150 attendees)	Mar 2023
<b>“7 Superpowers of Men”</b> Women in Electronics, Virtual (130 attendees)	Feb 2023

<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Glaukos Corporation, Dana Point, CA (100 attendees)	Feb 2023
<b>“7 Superpowers of Women”</b> Women in Electronics, Virtual (150 attendees)	Jan 2023
<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital and Sention Therapeutics, Las Vegas, NV	Dec 2022
<b>“Overcoming Bias and Ageism: Creating a Boomer-Millennial Dream Team”</b> Opportunity at Work Leadership Retreat, Virtual	Nov 2022
<b>“How and Why Women Hold Themselves Back”</b> Sunovion HBA Career Acceleration Master Class, Virtual	Nov 2022
<b>“EQ and You: Building Success Through Emotional Intelligence”</b> Neurelis, San Diego, CA (130 attendees)	Sept 2022
<b>“Creating an Inclusive Workplace: Strategies for Diversity and Hidden Bias”</b> Dragos North America Employees, Virtual (350 attendees)	Sept 2022
<b>“Creating an Inclusive Workplace: Strategies for Diversity and Hidden Bias”</b> Dragos EMEA/Australia/New Zealand Employees, Virtual	Sept 2022
<b>“Creating an Inclusive Workplace: Strategies for Diversity and Hidden Bias”</b> Sundt Senior Management Council, Phoenix, AZ	Aug 2022
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Avanir Pharmaceuticals, Aliso Viejo, CA	July 2022
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Prometheus Labs, San Diego, CA	July 2022
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> SCORE Annual Awards Ceremony, Santa Ana, CA	May 2022
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> North Orange County Chamber of Commerce, SHE Influences Conference, Buena Park, CA (300 attendees)	May 2022
<b>“How and Why Women Hold Themselves Back”</b> Junior League of Los Angeles, Virtual	Apr 2022
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> NRG Energy Women in Power event, Virtual (300 attendees)	Mar 2022
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Be The Match/National Marrow Donor Program, Virtual (400 attendees)	Mar 2022
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Healthcare Businesswomen’s Association, Virtual (100 attendees)	Mar 2022
<b>“How and Why Women Hold Themselves Back”</b> SCORE Women in Business, Virtual (150 attendees)	Dec 2021
<b>“How to Leverage Emotional Intelligence During Change”</b> AbbVie Women Leaders in Action, Virtual (250 attendees)	Nov 2021
<b>“How to Leverage Emotional Intelligence During Change”</b>	Oct 2021



Nuvison Credit Union, Virtual (500 attendees)	
<b>“How to Leverage Emotional Intelligence During Change”</b> Signet Jewelers, Virtual (1500 attendees)	Sept 2021
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> The Pacific Club, Newport Beach, CA	Sept 2021
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> SHRM Talent Conference, Las Vegas, NV (400 attendees)	Aug 2021
<b>“Insights Discovery Colors Communication Workshop”</b> La Jolla Pharmaceutical Company, Virtual	May 2021
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Rocky Mountain Relocation Council, Virtual	May 2021
<b>“Creating an Inclusive Workplace: Strategies for Diversity and Hidden Bias”</b> Nuvison Credit Union Leadership Team, Virtual (100 attendees)	May 2021
<b>“Insights Discovery Colors Communication Workshop”</b> Integrity Growth Partners, Virtual	May 2021
<b>“How and Why Women Hold Themselves Back”</b> Healthcare Businesswomen’s Association, Virtual	Mar 2021
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> Union County, Ohio, Dept of Job and Family Services, Virtual (300 attendees)	Mar 2021
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> WITI San Diego Chapter, Virtual	Mar 2021
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Women in Electronics, Virtual (200 attendees)	Mar 2021
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Rocky Mountain Relocation Council, Virtual	Feb 2021
<b>“How to Leverage Emotional Intelligence During Change”</b> Ipsen Biopharmaceuticals, Virtual (200 attendees)	Jan 2021
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> International Society of Electrical Engineers Annual Conference, Virtual	Dec 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Adaptive Biotechnologies (3 of 3), Virtual	Dec 2020
<b>“Insights Discovery Colors Communication Workshop”</b> Odonate Therapeutics, Virtual	Dec 2020
<b>“Insights Discovery Colors Communication Workshop”</b> La Jolla Pharmaceutical Company, Virtual	Dec 2020
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> Merz Leadership Team, Virtual	Nov 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Healthcare Businesswomen’s Association Annual Conference, Virtual (350 attendees)	Nov 2020

<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Women Lawyers Roundtable, Virtual	Nov 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Women in Electronics Annual Conference, Virtual (350 attendees)	Nov 2020
<b>“How to Create a Boomer-Millennial Dream Team”</b> Lifesciences Trainers and Educators Network, Virtual (100 attendees)	Nov 2020
<b>“How to Leverage Emotional Intelligence During Crisis”</b> United Nations, Food and Agricultural Organization, Virtual (500 attendees)	Nov 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Adaptive Biotechnologies (2 of 3), Virtual	Oct 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> GSK Women’s Leadership Initiative, Virtual (300 attendees)	Oct 2020
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> AbbVie West Region Leadership Team, Virtual	Oct 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Theravance Corporation, Virtual (400 attendees)	Oct 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Advancing Women’s Leadership Skills in Pharma and Healthcare, Virtual (100 attendees)	Sept 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> AbbVie West Region Leadership Team, Virtual	Sept 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> International Society of Electrical Engineers, Virtual	Aug 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Coloplast Corporation, Virtual (450 attendees)	Aug 2020
<b>“How to Leverage Emotional Intelligence to Boost Your Career”</b> Women in Electronics, Virtual (150 attendees)	Aug 2020
<b>“How to Leverage Emotional Intelligence During COVID”</b> AbbVie West Region, Virtual (300 attendees)	Aug 2020
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Adaptive Biotechnologies (1 of 3), Virtual	July 2020
<b>“How to Leverage Emotional Intelligence During COVID”</b> Lifesciences Trainers and Educators Network, Virtual	July 2020
<b>“Insights Discovery Colors Communication Workshop”</b> Integrity Growth Partners, Virtual	June 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> SCORE Inland Empire, Virtual	May 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Adaptive Biotechnologies, Virtual (150 attendees)	Apr 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Association for Talent Development, Los Angeles, CA, Virtual	Mar 2020

<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Advancing Women’s Leadership Skills in Pharma and Healthcare, Garden Grove, CA (150 attendees)	Mar 2020
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> SCORE Women’s Breakfast Keynote, Costa Mesa, CA (150 attendees)	Mar 2020
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> Lifesciences Trainers and Educators Network Webinar	Feb 2020
<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital Management, La Jolla, CA	Dec 2019
<b>“EQ and You: Building Success through Emotional Intelligence”</b> Oregon Parks and Recreation, Lebanon, OR (100 attendees)	Dec 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Southern California Relocation Council, Irvine, CA (100 attendees)	Nov 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> OC Specialty Lawyers Guild, Irvine, CA	Nov 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> AMS Sensors USA Inc, Plano, TX	Nov 2019
<b>“Insights Discovery Colors Communication Workshop”</b> The Chernin Group, Malibu, CA	Oct 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Healthcare Businesswomen’s Association, Los Angeles, CA	Oct 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Women in Electronics Annual Conference Keynote, San Diego, CA (100 attendees)	Sept 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Glidewell Guiding Leaders Program, Louisville, KY	Aug 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> UC San Diego Health Leadership Program, San Diego, CA	June 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> UC Irvine Women’s Leadership Certificate Program, Irvine, CA	June 2019
<b>“The Gender Tipping Point: Leadership, Emotional Intelligence and Women in the Workplace”</b> BrightTALK Webinar (480 attendees)	June 2019
<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital Management, La Jolla, CA	June 2019
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Vizio Workshop, Irvine, CA	June 2019
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> Training Industry Webinar	June 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Experian Women’s Leadership Initiative, Costa Mesa, CA (750 attendees)	June 2019
<b>“Overcoming Bias and Ageism: How to Create a Boomer-Millennial Dream Team”</b>	May 2019

CafeNet Orange County, Irvine, CA

<b>“Creating an Inclusive Workplace: Strategies for Diversity and Hidden Bias”</b> Professionals in Human Resources Association, Long Beach, CA	Mar 2019
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Executive Leadership Exchange, Newport Beach, CA	Mar 2019
<b>“Driving D&amp;I: Inclusive Workplace Strategies”</b> Huntington Hospital Maternal Child Health Department, Pasadena, CA	Feb 2019
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> United Therapeutics, North Carolina and Maryland sites (150 attendees)	Feb 2019
<b>“Insights Discovery Colors Communication Workshop”</b> Huntington Hospital Labor & Delivery Unit workshops, Pasadena, CA	Feb 2019
<b>“Insights Colors Leadership Effectiveness Workshop”</b> Huntington Hospital Maternal Child Health Department, Pasadena, CA	Jan 2019
<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital Management	Dec 2018
<b>“Insights Discovery Colors Communication Workshop”</b> Huntington Hospital leadership team	Dec 2018
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Huntington Hospital Labor & Delivery Unit workshops	Nov 2018
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Association for Talent Development, Orange County Chapter workshop	Nov 2018
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Rust-Oleum Global Human Resources team	Oct 2018
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> Millipore Sigma Women in Leadership Group (350 attendees)	Sept 2018
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> Brandman University Law Enforcement Agency Diversity Workshop	Sept 2018
<b>“How to Develop an Inclusive and Diverse Workplace”</b> Brandman University Extended Education Webinar	Sept 2018
<b>“Insights Discovery Colors Communication Workshop”</b> La Jolla Pharmaceutical Company (100 attendees)	Aug 2018
<b>“The #MeToo Movement and Diversity in the Workplace”</b> Orange County Diversity Employment Day Career Fair and Roundtable (500 attendees)	Aug 2018
<b>“The Power of Perception: Leadership, Emotional Intelligence and Gender”</b> California Resources Corporation Women’s Interest Network Keynote (250 attendees)	Aug 2018
<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital Management	July 2018
<b>“Overcoming Hidden Biases that Hinder Our Success”</b> University of California Irvine Executive MBA Programs Executive Speaker Series	July 2018

<b>"Hiring for EQ: How to Select and Train Employees with High Emotional Intelligence"</b> Association for Talent Development – Orange County	June 2018
<b>"The Power of Perception: Leadership, Emotional Intelligence and Gender"</b> Lifesciences Trainers and Educators Network Webinar (260 attendees)	June 2018
<b>"Overcoming Bias and Ageism: How to Create a Boomer-Millennial Dream Team"</b> CafeNet Orange County	May 2018
<b>"The Power of Perception: Leadership, Emotional Intelligence and Gender"</b> International Leadership Association Webinar (120 attendees)	Apr 2018
<b>"Insights Discovery Colors Communication Workshop"</b> Tang Capital Management	Mar 2018
<b>"The Power of Perception: What Women Need to Know About Leadership and Gender"</b> BrightTALK webinar (200 attendees)	Mar 2018
<b>"The Power of Perception: Leadership, Emotional Intelligence and Gender"</b> Glidewell Laboratories	Feb 2018
<b>"The Power of Perception: Leadership, Emotional Intelligence and Gender"</b> Multi-Health Systems & Human Capital Institute webinar (1300 attendees)	Nov 2017
<b>"The Leadership Gender Gap: Strategies for the Career Advancement of Women"</b> BrightTALK webinar (400 attendees)	Nov 2017
<b>"Leadership, Gender and the Brain"</b> Orange County Brain Club	Oct 2017
<b>"Insights Discovery Colors Communication Workshop"</b> Odonate Therapeutics	Oct 2017
<b>"Overcoming Hidden Biases that Hinder Our Success"</b> Orange County Diversity Council	Sept 2017
<b>"Insights Discovery Colors Communication Workshop"</b> Odonate Therapeutics	Aug 2017
<b>"Insights Discovery Colors Communication Workshop"</b> New York Cancer & Blood Specialists	Aug 2017
<b>"Moving Beyond Cultural Competence"</b> Orange County Diversity Council panelist	June 2017
<b>"The Power of Perception: Strategies for Career Advancement"</b> Lifesciences Trainers and Educators Network Conference	June 2017
<b>"The Power of Perception: Leadership, Emotional Intelligence and Gender"</b> Manatt, Phelps and Phillips Women's Summit (130 attendees)	May 2017
<b>"Overcoming Hidden Biases that Hinder our Success"</b> SHRM Talent Management Conference (100 attendees)	April 2017
<b>"Overcoming Bias and Ageism: How to Create a Boomer-Millennial Dream Team"</b> CafeNet Orange County and San Diego Chapters	April 2017
<b>"Leadership, Emotional Intelligence &amp; Gender: Global Strategies for Talent Development"</b> Association for Talent Development Webcast (280 attendees)	Mar 2017

<b>“Insights Discovery Colors Communication Workshop”</b> Tang Capital Management	Feb 2017
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Biogen Women’s Innovation Network (100 attendees)	Oct 2016
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Association for Talent Development Webcast (350 attendees)	Sept 2016
<b>“Insights Discovery Colors Communication Workshop”</b> La Jolla Pharmaceutical Company (120 attendees)	Aug 2016
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Lifesciences Trainers and Educators Network Webinar	July 2016
<b>“Overcoming Hidden Biases that Hinder our Success”</b> Lifesciences Trainers and Educators Network Conference	June 2016
<b>“Overcoming Hidden Biases that Hinder our Success”</b> Association of Talent Development Conference (100 attendees)	May 2016
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Biogen Women’s Innovation Network (140 attendees)	April 2016
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Biogen Women’s Innovation Network (125 attendees)	Nov 2015
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Biogen Women’s Innovation Network Webinar (100 attendees)	Aug 2015
<b>“The Power of Perception: Leadership, Emotional Intelligence &amp; Gender”</b> Janssen/Johnson & Johnson Women’s Leadership Initiative (120 attendees)	Aug 2015
<b>“Leadership, Gender &amp; Emotional Intelligence: Strategies for Career Advancement”</b> Lifesciences Trainers and Educators Network Webinar	July 2015
<b>“Leadership, Gender &amp; Emotional Intelligence: Strategies for Career Advancement”</b> Lifesciences Trainers and Educators Network Conference (130 attendees)	June 2015
<b>“Outsmarting our Brains: Overcoming Hidden Biases that Hinder our Success”</b> Hedges & Associates, Inc. Influential Women	April 2015
<b>“Blind spot: The Hidden Biases of Good People”</b> Edwards Lifesciences Senior Leadership Team Women’s Summit	Mar 2015
<b>“EQ, Gender and Leadership: Implications for Career Advancement of Women”</b> Listen & Learn Seminars, The Elephant in the Room	Mar 2015
<b>“EQ and Leadership: Implications for Career Advancement of Women in Healthcare”</b> Healthcare Businesswomen’s Association (100 attendees)	Feb 2015
<b>“SharePoint for Training and Compliance”</b> American Society for Training and Development Webinar (500 attendees)	Sept 2014
<b>“Emotional Intelligence, Gender and Leadership” Strategic Planning</b> SABMiller Brewing Company, Latin America	June 2014
<b>“EQ and You: Women and Leadership Success”</b>	June 2014

Society of Pharmaceutical and Biotech Trainers Conference (100 attendees)	
<b>“EQ and You: Building Success through Emotional Intelligence”</b> Allergan Training Workshops (150 attendees)	May 2014
<b>“EQ and Leadership: Implications for Career Advancement of Women”</b> American Society for Training and Development - Conference (200 attendees)	May 2014
<b>“EQ and Leadership: Implications for Career Advancement of Women”</b> American Society for Training and Development Webinar (180 attendees)	April 2014
<b>“EQ and Leadership: Implications for Career Advancement of Women”</b> Women in Leadership: Work-Life Balance Conference (100 attendees)	Mar 2014
<b>“EQ and Leadership: Implications for Career Advancement of Women in Healthcare”</b> Healthcare Businesswomen’s Association Keynote Speaker (120 attendees)	Feb 2014
<b>“EQ and You: Building Leaders”</b> Society of Pharmaceutical and Biotech Trainers Webinar (130 attendees)	Aug 2013
<b>“Turning SMEs into Best-in-Class Trainers”</b> <b>“Developing Engaging e-Learning using Articulate Software”</b> Society of Pharmaceutical and Biotech Trainers Conference	July 2013
<b>“Training Industry Overview”</b> University of Phoenix Guest Lecturer for Master’s program	Feb 2013
<b>“Training Industry Overview”</b> University of Phoenix Guest Lecturer for Master’s program	July 2012
<b>“Turning SMEs into Best-in-Class Trainers”</b> <b>“Applying the Science of Learning to Science-based Training”</b> <b>“Developing Engaging e-Learning using Articulate Software”</b> Society of Pharmaceutical and Biotech Trainers Conference	June 2012
<b>“Turning SMEs into Best-in-Class Trainers”</b> Society of Pharmaceutical and Biotech Trainers Webinar	Jan 2012
<b>“Turning SMEs into Best-in-Class Trainers”</b> Clinical Training Forum Conference	Oct 2011
<b>“Developing Engaging e-Learning using Articulate Software”</b> Society of Pharmaceutical and Biotech Trainers Conference	June 2011
<b>“Developing Content for Core Competency Training”</b> <b>“Developing Engaging e-Learning using Articulate Software”</b> Clinical Training Forum Conference, Conference Chairperson	Oct 2010
<b>“Developing Tests for Higher Order Thinking Skills”</b> <b>“Developing Engaging e-Learning using Articulate Software”</b> Society of Pharmaceutical and Biotech Trainers Conference	June 2010

**H O N O R S**

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<b>President of the Board 2020-2026</b> Healthcare Businesswomen’s Association, Orange County	2024
<b>Advisory Council Member</b> Harvard Business Review	2024

<b>Member of Forbes Coaches Council</b> Forbes Publishing	2019
<b>Academic Reviewer for Leadership &amp; Organization Development Journal</b> Emerald Publishing	2018
<b>Diversity &amp; Inclusion Columnist 2016-2017</b> Training Industry Magazine	2017
<b>Business Intelligence Board Member</b> Chief Learning Officer Magazine	2017
<b>Editorial Advisory Board Member</b> Training Industry Magazine	2017
<b>Advisory Council Member</b> Life Science Trainers and Educators Network	2017
<b>Guest Editor</b> Training Industry Magazine	2014
<b>“Women, Leadership and Emotional Intelligence”</b> Distinguished as “Top 10 Most Read Articles of 2014” by Training Industry Magazine	2014
<b>“Gender Communications in the Workplace”</b> Distinguished as “Top 10 Most Read Articles of 2013” by Training Industry Magazine	2013

**A W A R D S**

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<b>HEALTHCARE BUSINESSWOMEN’S ASSOCIATION</b> Legacy Award	2023
<b>HEALTHCARE BUSINESSWOMEN’S ASSOCIATION</b> Marie Curie Award	2020
<b>HEALTHCARE BUSINESSWOMEN’S ASSOCIATION</b> Legacy Award	2020
<b>TRAINING INDUSTRY MAGAZINE</b> Training Industry Editors’ and Readership Award	2015
<b>ALLERGAN</b> Award of Excellence for significant contributions to Global Monitoring Operations	2013
<b>ALLERGAN</b> Vice President’s Recognition Award for Excellence in Training	2011
<b>ALLERGAN</b> Award of Excellence for outstanding achievements in Global Medical Affairs Training	2010
<b>ALLERGAN</b> Award of Excellence for outstanding achievements in Global Medical Affairs Training	2009
<b>BRISTOL-MYERS SQUIBB</b> Award of Excellence for highest Reyataz share (>35%) in nation	2004
<b>BRISTOL-MYERS SQUIBB</b> Award of Excellence for highest Sustiva percent dollar growth (>25%) in nation	2001



**DUPONT PHARMACEUTICAL COMPANY**

2000

Leadership Council Award for outstanding Sustiva sales and leadership as top performer in nation

**MERCK & CO, INC.**

1998

Vice President's Club Award for outstanding Crixivan sales and leadership as top performer in nation

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