

# Latino Leadership at the Heights

*Connecting communities, culture, and civic change*



## The National Latino Leadership Symposium



Lideramos has been formed to expand, connect, and enhance the quality and impact of Latino Leadership programs across our country.

Building a Nation of Latino Leaders.

Denver, Colorado October 3-6, 2018  
Hilton Garden Inn

## *Latino Leadership at the Heights!*

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***Bienvenido** to folks from four communities who are starting Latino leadership programs. Look for the award badges. Welcome and encourage them. Thank them for their vision, initiative, and *si se puede* spirit!*

*Felicidades to Kalamazoo, Michigan • Pueblo, Colorado • Toledo, Ohio and • Quad Cities (four-city area covering Illinois, Iowa, and Indiana).*



**The National Latino Leadership Alliance**

EMAIL: [Info@Lideramos.org](mailto:Info@Lideramos.org)  
 WEB: <http://www.lideramos.org>  
 PHONE: 303-548-0680

## GRACIAS TO THE DENVER HOST COMMITTEE

*Please say HOLA to:*

### **Maria Arias**

Former first VP of Diversity & Inclusion, Comcast Diversity

### **Alejandro Chavez**

Student, Pioneer Leadership Program at Denver University

### **Marlene Dela Rosa**

Denver Public Library's Cesar Chavez Lifetime Award Recipient

### **Francesca Galarraga**

President, BRAVE Strategies, Leadership Consultant, and Executive Coach

### **Dr. Ana Leon**

Organizational Leadership Specialist and Researcher, Denver Public Schools

### **Carlos Martinez**

Executive Director, Colorado Latino Community Foundation

### **Rachel Newnam**

Corporate Partnership Manager, Project Angel Heart

### **Mark Leyba**

Organizational Readiness Manager and Leadership Academy Director, Jefferson County CO

### **Dr. Linda Olson**

Mayor of Englewood and director of the Pioneer Leadership Program at Denver University

### **Paulette Tate**

President, Cantilever and Hispanic Chamber of Commerce Board Member

### **Jennifer Villalobos**

First generation college graduate with an MA in Health from University of Minnesota

### **Maria Vizcaya**

Event Treasurer, worked in the brokerage industry and has an MBA in International Business

# WELCOME

*¡Bienvenidos!*

Welcome to the Mile High City and to Colorado where early Spanish settlers found a land resplendent with mountains, colorful red rocks, rich resources, and a thriving indigenous population. Colorado was part of Mexico until 1848 and retains that heritage in its people, the names of cities like La Junta, Salida, Pueblo, and Alamosa, and in our rich cultural traditions.

Our theme *Leadership at the Heights* centers on the Rocky Mountains that beckon us to be powerful, to reach higher, to dream bigger, to actualize our potential. But *Heights* also represents community, culture, collaboration, and perseverance made renowned by Lin Manuel-Miranda's award-winning play about the Latino neighborhood: *In The Heights*.

We come together as leaders committed to uplifting our community, to celebrating our culture, and to growing our capacity to promote civic activism and social change. The Symposium will provide strategies to improve your leadership program and organization, learn skills to enhance your effectiveness, and tools to take back to your community. You will meet and network with Latino thought leaders and learn from one of the nation's top leadership experts – Dr. Barry Posner.

These are challenging times for Latinos: the barrage on our immigrants and their children; the negative stereotypes being perpetuated; the limbo of DACA students; the on-going discrepancies in education, employment, housing and health care. And these are perilous times for our nation.

This underscores the crucial need to increase the number of Latinos prepared for leadership and to groom our young people for strategic civic participation. We hope you leave renewed, inspired, and with a network of leaders to lean on and to learn from. We are building a learning community. A Community for Inclusion, Equality, and Justice. A familia dedicated to building a better future. We are creating a nation of Latino Leaders!

Adelante – Arriba – Pa'delante y AHORA!

*Juana Bordas*  
President, Lideramos

*Gracias to our Premiere Sponsors!*





## The National Latino Leadership Alliance

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### ¿Que es Lideramos?

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**LIDERAMOS - the National Latino Leadership Alliance was formed as the leadership engine of the Latino community.** Our mission is to connect and enhance the Latino leadership programs that exist and to initiate these where there are none. Our first initiative – *The National Latino Leadership Directory* indicated that there are fewer than 90 programs across the nation and only 4,000 Latinos participating (less than .05%). The good news is that there are excellent programs with a plethora of knowledge, proven models, and experience. There are programs that focus on such areas as nonprofits, women, Black-Brown partnerships, and economic development. There are local, state, and national models.

***Leadership at the Heights***, Lideramos' first national networking and educational symposium is connecting Latino leadership programs to learn from each another, share best practices, and form a learning community. Four communities are sending teams and plan to start programs in 2019. **Our goal is to triple the number of Latinos participating in leadership programs in the next ten years and greatly improve the quality and impact of programs that currently exist.**

This symposium offers tools, techniques and the latest information in the field of leadership while highlighting unique aspects of Latino leadership. The symposium is cultivating a community of leadership practitioners, activists, and scholars.

#### ***Accomplishments and Future Work***

LIDERAMOS was launched three years ago by eight of the most effective Latino programs. Since then, we established a National Fellowship with the prestigious Center for Creative Leadership, a leadership webinar series, launched our website, completed the Directory, and are implementing this symposium.

Our long-term vision is a virtual institute where leaders and communities can access information, models, training modules and resources. Visit our website: <http://www.lideramos.org/>

### ***Vision: Building a Nation of Latino Leaders***

### ¿Porque Lideramos?

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*Latinos were only classified as a group in the 1980 census. As minorities they have struggled with inequality and exclusion. Despite these obstacles we are advancing and making great contributions. This has only been possible because of the vision, contribution and activism of Latino leaders.*

*Today Latinos number more than 57 million people. The critical question is: how can Latinos prepare themselves to advance their growing numbers and reach their potential? It generally acknowledged both in the Latino and mainstream community that people's engagement and effectiveness is strengthened by leadership training.*

***A proliferation of leadership programs, therefore, is key for Latinos to advance and to address the critical issues in their communities.***



## The National Latino Leadership Alliance

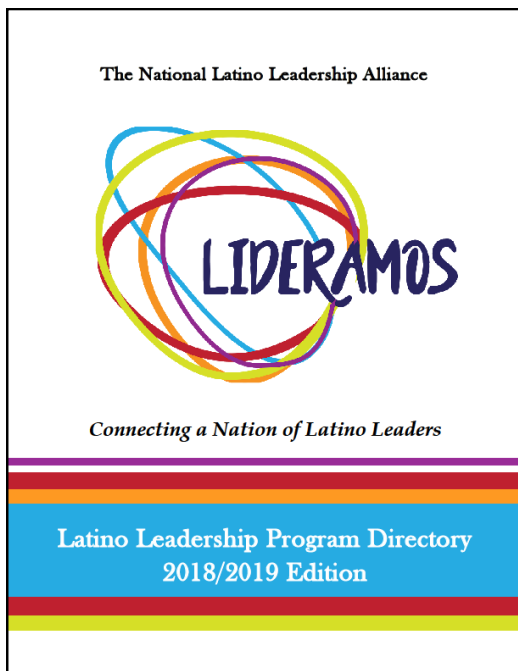
### OUR MISSION

**Lideramos — The National Latino Leadership Alliance** will enhance and develop Latino leadership programs to strengthen a nation of diverse leaders who are culturally aware, civically engaged and community-serving, providing effective leadership for a multicultural society.

### Lideramos Leadership Model

The Lideramos' Leadership Model has five building blocks:

- Self Development
- Mainstream Leadership
- Latino Culture and Leadership Practices
- Civic Engagement and Social Change
- Networking, Team Building and Influence Strategies



Download your Lideramos Leadership Directory at <http://www.lideramos.org/>.  
Additions and corrections welcomed.

### BOARD OF DIRECTORS AND LEADERSHIP COUNCIL

**President: Juana Bordas**

President and CEO  
Mestiza Leadership  
International - Denver  
[juanabordas@gmail.com](mailto:juanabordas@gmail.com)

**Vice President: Sylvia Puente**

Executive Director  
Latino Policy Forum - Chicago  
[spuente1@hotmail.com](mailto:spuente1@hotmail.com)

**Treasurer: Carol Rodriguez**

Director, Training/Leadership  
Development  
National Association for Latino  
Community- San Antonio  
[crodriguez@nalcab.org](mailto:crodriguez@nalcab.org)

**Secretary: Angela Florez**

COO, Valle del Sol  
Hispanic Leadership Institute  
Phoenix  
[angelaF@valledelsol.com](mailto:angelaF@valledelsol.com)

**Phyllis Barajas**

CEO, Conexion - Advancing  
Latino Leadership - Boston  
[pbarjas.conexion@gmail.com](mailto:pbarjas.conexion@gmail.com)

**Erika Carlsen**

Program Director  
Coro Fellows Program  
Northern California  
[eocarlsen@gmail.com](mailto:eocarlsen@gmail.com)

**Dr. Lisette Garcia**

Senior VP and CEO  
Hispanic Association for  
Corporate Responsibility  
Washington DC  
[lgarcia@hacr.org](mailto:lgarcia@hacr.org)

**Neusa Gaytan**

Leadership Program Director  
Mujeres en Accion - Chicago  
[neusa@mujereslat.org](mailto:neusa@mujereslat.org)

**Amy Hinojosa**

President - HerMANA  
A National Latina Organization  
Washington D.C.  
[ahinojosa@hermana.org](mailto:ahinojosa@hermana.org)

**Richard Martinez**

RJ and Associates - San Antonio  
[rjmartinegroup@yahoo.com](mailto:rjmartinegroup@yahoo.com)

### Leadership Council

**Hon. Anna Escobedo Cabral**

Former US Treasurer  
Inter-American  
Development Bank Advisor  
Washington D.C.  
[annaecabral@gmail.com](mailto:annaecabral@gmail.com)

**Carlos Martinez**

Executive Director, Latino  
Community Foundation of  
Colorado - Denver  
[cmartinez@rcfdenver.org](mailto:cmartinez@rcfdenver.org)

**Carlos Orta**

VP, Corporate Affairs  
Carnival Corporation - Miami  
[corta@carnival.com](mailto:corta@carnival.com)

# OVERALL AGENDA

## WEDNESDAY, OCTOBER 3, 2018



- 4:00-6:00 PM **Tejando Lazos: Weaving Connections**
- 6:00-6:30 PM Happy Half an Hour - **Power Networking**  
*Music by Miguel Espinoza, an acclaimed Flamenco guitarist*
- 6:30-7:15 PM **Celebration Dinner**
- 7:15-8:15 PM **Opening Plenary**  
**It's Latino Time! Launching a Leadership Movement** w/ Juana Bordas
- 8:15-9:00 PM **Music and Mingle with your New Amigos**

## THURSDAY, OCTOBER 4, 2018

- 7:30-7:55 AM **Mindful Meditation** w/Criss Cuervo
- 8:00-8:10 AM **Welcome**
- 8:10-9:30 AM **Plenary**  
**Los Voces del El Futuro: Young Leaders Speak Out!**  
w/ Moderator Solicia Lopez, Cristina Aguilar, Andres Esparza, Sonia Gutierrez
- 9:40-11:40 AM **Concurrent Sessions**
- **Latino Destino: History, Culture, Leadership** w/ Juana Bordas
  - **I've Got a Good Feeling: Your Emotional I.Q.** w/ Dr. Jorge Cherbosque
- 11:45 AM Lunch Buffet
- 12:15-2:00 PM **Lunch Plenary**
- **Money Talks: Growing Latino Wealth from Inside Out** w/ Anna Marie Argilagos
  - **REAL TIME ... Funding Approaches That Work!** w/ Mitchell Gonzales, Rachel Newnam, Erica Reyes
- 2:15-3:45 PM **Concurrent Sessions**
- **Stellar Curriculum & Getting Results You'll Love!** w/ Sylvia Puente, Angela Florez, Cindy Rodriguez
  - **The Art of Getting What You Want...Negotiate Like a Pro** w/ Elizabeth Suarez
- 4:00-5:30 PM **Concurrent Sessions**
- **Mojo Magic: The Best Practices Team** w/ Francesca Galaraga, Dr. Ana Leon, Richard Martinez
  - **Put Your Organization on the Fast Track...Direction • Commitment • Alignment** w/ Dr. Emma Flack
- Best Practices Marketplace: Gallery of Latino Programs Best Practices**
- 5:30-6:00 PM Happy Half an Hour Reception - **Mix it Up: The Power of Sharing and Collaboration**
- 6:00-8:00 PM **Affinity Group Dinners** Check your packet for affinity group dinners or organize one on your own.
- 8:00-10:30 PM **Get Your Latino Groove ON! Party at Cuba Cuba Café**



# OVERALL AGENDA

## FRIDAY, OCTOBER 5, 2018



7:30-7:55 AM **Mindful Meditation** w/Criss Cuervo

8:30-8:40 AM Morning Meetup and Mixer - **Leadership Connect**

8:40-10:00 AM **Plenary**

**Put the Petal to the Metal: National Leaders Share Their Strategies for Building Successful and Sustainable Organizations**

w/ Moderator: Margarita Deleon, Maria Arias, Carlos Orta, Mary Ann Gomez-Orta

10:15-11:30 AM **Concurrent Sessions**

- **Put Your Organization on the Fast Track...Direction • Commitment • Alignment** w/Dr. Emma Flack
- **The Art of Getting What You Want...Negotiate Like a Pro** w/ Elizabeth Suarez

11:30 AM Lunch Buffet

12:00-1:00 PM **Lunch Plenary**

- **Being Auténtico: Definitive Guide to Latino Success** w/ Dr. Robert Rodriguez

1:15-2:45 PM **Concurrent Sessions**

- **Knowing When You are at Your Best...The Leadership Practices Inventory** w/ Dr. Barry Posner
- **Strategies to Get You to the TOP of Your Career Game** w/ Dr. Robert Rodriguez

3:00 PM **Leave for the Denver Museum of Nature and Science**

4:00-5:30 PM **LIDERAMOS LEGACY LECTURE**

- ♦ **An Evening with Dr. Barry Posner**
- ♦ **Leading with Salsa - A Latino Perspective** w/ Juana Bordas

5:30-6:30 PM **Community Reception & Book Signing**

w/ Dr. Barry Posner, Juana Bordas, Dr. Robert Rodriguez, Elizabeth Suarez

7:00-9:00 PM **Leadership at the Heights Celebration!**

## SATURDAY, OCTOBER 6, 2018

8:30-9:00 AM **REV IT UP...Putting Leadership in ACCION** w/ Juana Bordas

9:00-10:30 AM **Plenary**

**On the Front Lines...Leadership for Equity, Social Justice, Inclusion and Partnerships**

w/ Moderator Juana Bordas, Brenda Gonzalez Ricards, Sylvia Puente, Helen Torres

10:45-11:15 AM **Taking Leadership Home** w/ Juana Bordas



## Wednesday Opening

4:00-6:00 PM

Foyer and Patio

### Tejando Lazos: Weaving Connections

Leadership is a people-centered and community-building process. Leadership programs strengthen connections and build a shared identity. Through interaction and celebration, we will ignite the Latino Leadership Movement by creating community, a shared vision and a greater capacity to work together.

**JUANA BORDAS**

*is President, Lideramos and is Chair of the Leadership at the Heights symposium.*

6:00-6:30 PM

Foyer and Patio

### Happy Half an Hour - Power Networking

Forty percent of what leaders accomplish is due to their network. Lideramos is forming a powerful Latino Leadership Network to support your work and advance our community. Networking events are your chance to meet and learn from dynamic, and talented Latinos from across the nation.

**MIGUEL ESPINOZA**

*is an internationally acclaimed classical and Flamenco guitarist and will bring a musical flair to the opening.*

6:30-7:15 PM

Los Lideres

### Celebration Dinner

A Latino leadership principle is: *Gozar La Vida* - Latinos work hard and play hard. Leadership, learning, and community organizing have to be fun, energizing, and with a little *SALSA!*

7:15-8:15 PM

Avanzando

### Plenary

#### It's Latino Time! Launching a Leadership Movement

Latino leadership centers on culture and community. It is a change-oriented process that is intergenerational, has an immigrant spirit and is international in scope. How does this impact how Latinos lead? How can Lideramos become the engine to prepare Latinos to lead the 21<sup>st</sup> Century?

**JUANA BORDAS**

*is author of The Power of Latino Leadership and Salsa, Soul, and Spirit: Leadership for a Multicultural Age. She was the first President/CEO of The National Hispana Leadership Institute and the first Latina faculty at the Center for Creative Leadership. Juana served as a trustee for the Greenleaf Center for Servant Leadership, and the International Leadership Association. She was an advisor to The Kellogg Foundation and Harvard's Latino Policy Journal.*



8:15-9:00 PM

Foyer and Patio

### Music and Mingle with your New Amigos

#### SPECIALIZED SESSIONS FOR LEADERSHIP PROGRAM DIRECTORS & STAFF

Latino Leadership at the Heights is the first national gathering of Latino leadership programs. These sessions are designed to strengthen program services and foster sustainability.

- ◆ **Stellar Curriculum & Getting Results You'll Love!** *Sylvia Puente, Angela Florez, Carol Rodriguez*
- ◆ **Mojo Magic: The Best Practices Team** *Francesca Galaraga, Dr. Ana Leon, Richard Martinez*
- ◆ **Put Your Organization on the Fast Track...Direction • Commitment • Alignment** *Dr. Emma Flack*
- ◆ **Knowing When You are at Your Best...The Leadership Practices Inventory** *Dr. Barry Posner*



## Thursday Sessions

7:30-7:55 AM

### Mindful Meditation

Los Lideres

Learn mindfulness practices that allow us to find ease, balance, and reconnect us to our spirit, mind, and body. This connection can lead to inner balance and more peace allowing us to influence and inspire others.

### CRISS CUERVO

has a Master of Arts in Mindfulness from Lesley University and worked in US Hispanic Media and TV for 13 years. Feeling that professional success did not always lead to a balanced and fulfilled life, she founded *AlmayEspiritu.com* to promote mindfulness practices and meditation. She joins us from Spain.



8:00-8:10 AM

### Welcome

8:00-9:30 AM

### Plenary

#### Los Voces del El Futuro: Young Leaders Speak Out

Avanzando

Millennials are the largest generation in history and 20% are Latino. They embrace diversity, political engagement, and global connections. Millennials are inheriting a multitude of challenges. When they assume power 1 out of 3 US citizens will be Latino. We must start today to listen, understand and build partnerships with young leaders that assist them to be effective leaders of the 21<sup>st</sup> Century.



### CRISTINA AGUILAR

is a queer Latinx activist, writer, and strategic consultant. She was the executive director of the Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR), where she led efforts to empower the Colorado Latinx community. She co-founded the People of Color Caucus for One Colorado, an LGBTQ advocacy organization. She is a 2018 Political Rising Star by *Denverite Magazine* and is a U.S. Marshal Memorial Fellow.

### MODERATOR: SOLICIA LOPEZ

is Director of Student Voice & Leadership for Denver Public Schools, encouraging students of color to participate in social justice, education reform, and civic action. Previously she was assistant director of diversity and inclusion for University of Colorado Anschutz campus.



### ANDRES ESPARZA

is the grassroots engagement director for the Conservation Lands Foundation. He mobilizes grassroots networks to advance and defend National Conservation lands. Previously, he was Field Education Faculty for Teton Science School in WY. At Western State Colorado University, he facilitated Earth Day celebrations and mentored youth on environmental concerns.

### SONIA GUTIERREZ

grew up in Denver and joined 9NEWS in 2017. Previously she worked in the deep south covering multiple hurricanes, the Charleston church shooting and the 1,000 year flood, earning an Emmy nomination. Sonia worked on driver's licenses for undocumented immigrants. An immigrant, she is a voice for the undocumented and DACA students who struggle to achieve their dreams.



## Concurrent Sessions

9:40-11:40 AM

### I've Got a Good Feeling: Your Emotional I.Q.

Avanzando

Emotional Intelligence is the ability to use our emotions and cognitions as a source of energy so we can communicate, manage change, inspire, persuade, and resolve conflicts in an effective and respectful way. Learn about your Emotional I.Q. style and how to use this to be a more caring and competent leader.

### DR. JORGE CHERBOSQUE

directs the UCLA Staff and Faculty Consultation and Counseling Center. He is coauthor of Emotional Intelligence for Managing Results in a Diverse World: The Hard Truth about Soft Skills in the Workplace" and a workbook series on emotional intelligence and diversity. His philosophy is helping individuals and organizations move from "TGIF" (Thank God It's Friday) to "TGIH" (Thank God I'm Here).



9:40-11:40 AM

### Latino Destino: History, Culture, Leadership

Los Lideres

The history of our culture is the foundation for the ways Latinos lead. Through a historical timeline we will overview significant milestones and share how these impacted our lives and our community. We will share values that support us in leading from a culturally-centered perspective.

### JUANA BORDAS

## Thursday Sessions

11:45 AM Lunch Buffet - Bring your lunch to Los Lideres.

12:15-2:15 PM **LUNCH PLENARY**

Los Lideres

### Money Talks:

#### Growing Latino Wealth from the Inside Out

Getting the financial resources to do our work is an on-going process. Yet money allows us to provide needed services and to promote equity, economic opportunity, and sustainability. Ana Marie will share a wealth of knowledge and experience from her work in the philanthropic, public, and nonprofit sectors. Successful fundraising is based on having a clear purpose and plan.

#### REAL TIME...Funding Approaches That Work

Mitchell, Rachel and Erica are "money-makers." They exemplify the talent, commitment, and creativity that young leaders have in supporting and sustaining the services needed in our communities.

### ANA MARIE ARGILAGOS

*Is president of Hispanics in Philanthropy. Previously she was senior advisor at the Ford Foundation expanding economic Opportunity across the world. She served as a senior program officer at the Annie E. Casey Foundation, as deputy chief of staff at the US Dept. of Housing and Urban Development. She was an adjunct professor of international urban planning at New York University's Wagner School of Public Service.*



### MITCHELL GONZALES

*is shepherding Young Hispanic Philanthropists at the Latino Community Foundation.*

### RACHEL NEWNAM

*created a fundraising event that now raises 1 million for and currently creates corporate partnerships for Project Angel Heart.*

### ERICA REYES

*participated in and led The Circle of Latina Leadership - where every class generated \$10,000 for the program.*

## Concurrent Sessions

2:15-3:45 PM **Stellar Curriculum & Getting Results You'll Love!**

Avanzando

These curriculum gurus direct leadership programs that are "Los Mejores"! A key reason is star-power curriculums that grow leaders and produce results. Learn the Lideramos model's five building blocks: Self Development; Mainstream Leadership; Latino Culture and Leadership Practices; Civic Engagement and Social Change; and Networking, Team Building and Influence Strategies. By sharing curriculums and learning together, we can enhance our programs and organizations.

### SYLVIA PUENTE

*is executive director of The Latino Policy Forum in Chicago and initiated The Latino Nonprofit Leadership Academy of Illinois six years ago. She has grown the Forum to be one of the most effective policy organization in the state.*

### ANGELA FLOREZ

*is Chief Development Officer for Valle del Sol which has operated The Hispanic Leadership Institute and initiated eight programs across Arizona. She designed the leadership curriculum and continues to shepherd the programs.*

### CAROL RODRIGUEZ

*leverages leadership training to advance Latino communities economically and to build responsible, market-based, culturally relevant business models. She believes that leadership training prepares directors/staff to be more effective at advancing their communities economically.*

2:15-3:45 PM **The Art of Getting What You Want...Negotiate Like a Pro**

Los Lideres

Latinos tend to appreciate harmonious relationships which is a good leadership trait, but may not lead to being assertive or getting a fair share. When seeking a job, meeting with a funder/client, or negotiating a contract or salary, different skills are needed. Learn to advocate for yourself and successfully negotiate what you want for your organization and in your personal and professional life. Negotiation is a skill every leader needs.

### ELIZABETH SUAREZ

*helps transform people into skilled negotiators and decision makers. She authored The Art of Getting Everything and launched Negotiation Unleashed for coaching and training professionals. Elizabeth has an MBA from the Wharton School of Business and graduated from The National Hispana Leadership Institute.*



## Thursday Sessions

### Concurrent Sessions

4:00-5:30 PM

Los Lideres

#### Mojo Magic: The Best Practices Team

Like a Mojo (magic charm or talisman), best practices can transform your program by increasing creativity, productivity, and accountability. Come ready to share one best practice – take away a harvest of great ideas and practices.

#### FRANCESCA GALARAGA

is President of BRAVE Strategies, Leadership Consultant and Executive Coach. She was formerly with Disney Parks and the director of Diversity at University of the Rockies, and Virginia Polytech Institute and University.

#### DR. ANA LEON

conducts research for Denver Public Schools and has worked in fundraising, program and organizational development. She is a graduate of the Circle of Latino Leadership.

#### RICHARD MARTINEZ

has years of experience in community and program development. He has launched Latino Leadership across the country. He is a founding board member of Lideramos.

4:00-5:30 PM

Avanzando

#### Put Your Organization on the Fast Track... Direction • Commitment • Alignment

Align your leadership and organizational planning by thinking, acting and influencing strategically. Understand how your organizational culture impacts strategic leadership and action planning.

#### DR. EMMA FLACK

is senior faculty at The Center for Creative Leadership delivering custom leadership programs. She has led change leadership, organizational effectiveness, and strategic communications for several Fortune 500 Companies including Halliburton, Hewlett Packard, and Towers Watson.



### Best Practices Marketplace - Check out the Gallery of Latino Programs Best Practices

5:30-6:00 PM

Foyer and Patio

#### Happy Half an Hour Reception - Mix it Up: The Power of Sharing and Collaboration

6:00-8:00 PM

#### Dinner with Affinity Groups or with New Amigos

Affinity groups dinners have been organized for the following: New Programs Start-ups • Los Hombres Unidos y Los Lideramos Fellows • Women's Advancement. Others can organize small groups to share a meal. Everyone covers their own meal.

8:00-10:30 PM

#### Party at the Cuba Cuba Café!

Cuba Cuba Sanwichería is inviting you to have a tropical experience AND GET YOUR LATINO GROOVE ON! See the flyer for details.



## Friday Sessions

7:30-7:55 AM **Mindful Meditation**

Los Lideres

**CRISS CUERVO**

8:30-8:40 AM **Morning Meetup and Mixer- Leadership Connect**

Avanzando

8:40-10:00 AM **Plenary**

Avanzando

### **Put the Petal to the Metal: National Leaders Share Their Strategies for Building Successful and Sustainable Organizations**

Learn from the experiences and wisdom of three Latino thought leaders who took their organizations to new levels through planning, partnerships, strategic visioning, and a results orientation. Growing and sustaining your organization is a primary leadership task. This session will utilize *The Five Most Important Questions* by leadership guru Peter Drucker: what is our mission; who is our customer; what does our customer value; what are our results, and what is our plan?



#### **MARIA ARIAS**

is the former Vice President of Diversity and Inclusion for Comcast Corporation where she developed their diversity and inclusion strategy. She worked in legal and government affairs for the AT&T Corporation, AT&T Broadband, and Adelphia Communications. Maria was named among CableFax Magazine's Most Influential Minorities in Cable. She has served on the Board of Solera National Bank and the Denver Hispanic Chamber of Commerce.

#### **MARY ANN ORTA GOMEZ**

is President/CEO of The Congressional Hispanic Leadership Institute. She was the executive director of the National Assoc. of Hispanic Publications. Mary Ann was a corporate marketing manager with Coors Brewing Company and McDonald's. She serves as Vice Chair of the Hispanic Association on Corporate Responsibility and as Co-Chair of the New America Alliance Latina Caucus, Washington, D.C. Chapter.



#### **MODERATOR: MARGARITA DELEON**

Is Vice President of The Kaleidoscope Group, a diversity and inclusion consulting firm. The former publisher of BRAVO Magazine, Ohio's Hispanic magazine, she received the Ana Maria Arias Memorial Business Award from the US Hispanic Chamber of Commerce. A graduate of The National Hispana Leadership Institute and Leadership America, Margarita is in the Ohio Women's Hall of Fame.



#### **CARLOS ORTA**

is Vice President of Corporate Affairs at Carnival Corporation overseeing state, local and international affairs and leading Diversity and Inclusion. Carlos served as President/CEO of the Hispanic Association on Corporate Responsibility, where he nearly doubled revenue and corporate memberships, initiated new programs, revitalized the Research Institute, and produced an award-winning documentary: *Insider Game*. Previously, he worked at Anheuser-Busch and Ford Motor Company. In 2018, he became 11<sup>th</sup> Chairman of the Greater Miami Chamber of Commerce and is past chairman of Leadership Miami.



### **Concurrent Sessions**

10:15-11:30 AM **Put Your Organization on the Fast Track... Direction • Commitment • Alignment**

Los Lideres

**DR. EMMA FLACK**

10:15-11:30 AM **The Art of Getting What You Want...Negotiate Like a Pro**

Avanzando

**ELIZABETH SUAREZ**



## Friday Sessions

11:45 AM **Lunch Buffet** - Bring lunch to Los Lideres.

12:00-1:00 PM **Lunch Plenary**  
**Being Auténtico: The Definitive Guide to Latino Success**  
 Los Lideres

Robert will highlight Latino identity, leadership traits and competencies, strategic risk taking and culture assets. He will share the journeys of successful Latinos. His new book *Auténtico*, co-written with Andrés Tapia, is hailed as a Latino Executive Manifesto.

**DR. ROBERT RODRIGUEZ**  
*is president of DRR Advisors, a management and diversity consulting firm specializing in strategic planning, diversity And Latino talent initiatives. Previously, Robert held nonprofit, academic and corporate leadership roles including senior vice president at ALPFA, the nation's leading Latino professional nonprofit business association. Robert is a columnist for Diversity Executive Magazine.*



### Concurrent Sessions

1:15-2:45 PM **Knowing When You Are at Your Best...The Leadership Practices Inventory**  
 Avanzando

Leaders have to know themselves, their styles, and Preferences so they can play to their strengths and manage their challenges and learning opportunities. Leaders build teams that complement their style. Assessment instruments are a time-tested and research-based method to assist leaders in gaining self-knowledge. Dr. Posner created the Leadership Style inventory to do just that – it is one of the most validated and utilized assessments in the world.

**DR. BARRY POSNER**  
*Is co-author of the award-winning book, The Leadership Challenge. With over 2.5 million copies sold and translated into 22 foreign languages, the book is listed among the Top 100 Business Books of All Time. Barry is Professor of Leadership at Santa Clara University. He received the Association for Talent Development's highest award for Distinguished Contribution to the Workplace.*



1:15-2:30 PM **Strategies to Get You to the TOP of Your Career Game**  
 Los Lideres

Learn how Latinos are transforming US society by their impeccable work ethic, collaborative style, and desire to make a contribution. Robert is one of the nations top expert on Latino professional development. His pioneer work on Latino career success strategies will assist you navigate your career more successfully. Just as important Latino need to know how to maneuver the barriers, biases, and stereotypes that still exist.

**DR. ROBERT RODRIGUEZ**

3:00 PM **Leave for the Denver Museum of Nature & Science: Tour Exhibits**

See logistics and agenda information.



*Overlooking City Park and the Majestic Front Range*

## Friday Sessions

### 4:00-5:30 PM **LIDERAMOS LEGACY LECTURE**

- ◆ An Evening with Dr. Barry Posner
- ◆ Leading with Salsa... A Latino Perspective

#### **DR. BARRY POSNER**

*is recognized as one of the Top 50 leadership coaches in America, and listed among the Top 75 Leadership and Management Experts in the world.*

#### **JUANA BORDAS**

*is president of Lideramos, an author and a Latina activist.*



*Dr. Barry Posner addressing a Ted-X audience on leadership.*

### 5:30-6:30 PM **Community Reception & Book Signings**

Book signings by **DR. BARRY POSNER**  
and Latino Leadership authors:

- **JUANA BORDAS**
- **ELIZABETH SUAREZ**
- **DR. ROBERT RODRIGUEZ**

### 7:00-9:00 PM **Leadership at the Heights Celebration**

Enjoy mingling, dancing, and music by the fabulous **Freddy Rodriguez Quartet** - a Denver music ICON, and a spectacular view of Denver City Park and the majestic Rocky Mountains.



## Saturday Sessions

8:30-9:00 AM

### REV IT UP...Putting Leadership into ACCION!

Now is the time to energize and move forward with intention.

Avanzando

JUANA BORDAS

9:00-10:30 AM

### Plenary

#### On the Front Lines...Leadership for Equity, Social Justice, Inclusion and Partnerships

In the leadership field, the question is often asked, "Leadership for What?" In other words what is the purpose of leadership? For Latinos who represent marginalized people the purpose of leadership is to create equal opportunity as well as to build the inclusive society where all have equal opportunity. Leadership organizations are strategically poised to prepare, deploy, and support a critical mass of leaders focused on service, advocacy, and building community capacity. Three dynamic leadership and advocacy organizations will share how this can be done.

Avanzando

MODERATOR: JUANA BORDAS

#### BRENDA GONZALEZ RICARDS

is the Regional Director of UnidosUS in California and Texas. UnidosUS is the largest Hispanic advocacy and civil rights organization in the country. She was VP of Wells Fargo supporting affordable housing, small business development, and community revitalization. As an undocumented student, she knows the importance of political action. She is co-creator of Tamarindo Podcasts - Latinx voices at the intersection of politics & pop culture.



#### SYLVIA PUENTE

is executive director of the Latino Policy Forum and convener of the Illinois Latino Agenda. Through the Forum, she works with more than 100 organizational leaders in the Chicago region. Sylvia founded the Latino Leadership Council of the Chicago Foundation for Women, which has raised thousands to support services for women and girls. She served as director of the Center for Metropolitan Chicago Initiatives for Notre Dame's Institute for Latino Studies. She was recognized as one of the "100 Most Influential Hispanics in the U.S." by Hispanic Business magazine.



#### HELEN TORRES

is executive director of Hispanas Organized for Political Equality (HOPE). Under her lead, HOPE has grown into a premiere women's advocacy/leadership organization in California and the US. She developed the HOPE Leadership Institute (HLI) to prepare Latinas for civic participation. HLI has over 521 graduates: 180 Latinas appointed to California commissions, 80 ran for elected office and over 200 serve on boards. Helen launched a binational program for Latinas in the US and Mexico to be prepared to lead.



10:45-11:15 AM

### Taking Leadership Home:

*"You can check out but you can never leave."\**

Learning requires reflection, integration, and action planning. This is an important session will "close the deal." What did we learn that we can take back to our communities and organizations? How have we personally benefited? How can we leverage the connections we made? What will we do to stay inspired, motivated and impactful?

Avanzando

JUANA BORDAS

*\*lyrics from Hotel California by The Eagles*

11:15-12:00 PM

### Closing Ceremony

#### Fly like an Eagle: Stay Strong and Connected

We will celebrate our new leadership *familia*, share our commitment to building an equitable and just society and to actualizing Latino leadership potential. This will be a cultural celebration. Together we are "Building a Nation of Latino Leaders!"

Los Lideres

JUANA BORDAS



*Gracias to our  
Latino Leadership at the Heights  
Supporters and Sponsors*



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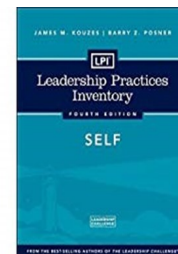
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**Lideramos - The National Latino Leadership Alliance**

EMAIL: [Info@Lideramos.org](mailto:Info@Lideramos.org) WEB: <http://www.lideramos.org> PHONE: 303-548-0680