

bizwomen

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# MENTORING MONDAY

Monday, February 25, 2019

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powered by bizwomen.

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# Mentors



**1. MOLLY ANDERSON** | Executive director , University at Buffalo Center for Leadership and Organizational Effectiveness (CLOE)

**Expertise:** Leadership, nonprofits, networking, global experiences

**Office pet peeve:** Wasted talent. People who do not realize or are not developing their maximum leadership potential.

**On helping women:** I believe we are all here to help each other. **Advice:** Seek opportunities to try new things and expand your horizon. Growth comes from trial and error.



**2. DOTTIE AUSTIN** | Owner/partner, Career Partners International Buffalo Niagara

**Expertise:** Career development, career transition, retirement transition, mentoring, leadership coaching

**Office pet peeve:** Companies say they want change but they don't understand what that means nor do they embrace the hard part of making it happen. **On helping women:** There isn't necessarily a right and wrong way. The way is your way and that's where you'll find success. **Advice:** Stop doing things that make you weak. That's a waste of your time. Do the things you love and those at which you excel.



**3. JILL BOND** | Senior vice president, chief ethics and compliance officer, Rich Products Corp.

**Expertise:** Legal, human resources, ethics **On helping women:** It's the right thing to do not only

for the women in the organization but for the business. **Advice:** Work hard, be kind, be authentic and keep your promises



**4. DANIELLE BURNGASSER** | Vice president of hospice clinical operations, Niagara Hospice

**Expertise:** Health care, nonprofits **Office pet peeve:** Lack of commitment with

employees. **On helping women:** I started as an RN and have worked my way up and would love to share my story with others to inspire them to do the same. **Advice:** Learn to develop a strong ethic and to enjoy the work that you do. In the end it is all about our happiness. Being committed to your job and going the distance will pay off in the end.



**5. TRINA BURRUSS** | Regional vice president & community relationship officer, Northwest Bank

**Expertise:** Relationship building, connector **Office pet**

**pet peeve:** Too many emails and inefficient meetings **On helping women:** An understanding of what it's like to want to move up. I have had some very powerful women in my life who have invested in me, so I need to pay it forward. **Advice:** Always work for the job you want, not the job you have.



**6. ELIZABETH CAREY** | Director of public relations & corporate communications, AAA Western & Central New York

**Expertise:** Public relations, social media, communications,

journalism, broadcasting **Office pet peeve:** Poor communication skills such as no email signature line, not leaving a detailed message, people who don't fully read emails, grammar and spelling errors. A little attention to detail can go a long way. **On helping women:** I realize the value of a strong business connection. One big break can make your career. **Advice:** Don't give up, stay up-to-date on your field or business line, take advantage of any opportunities to improve your skills, network and never burn bridges.



**7. CHRISTINE CARR** | Executive director, CEO, Mission Ignite powered by Computers For Children

**Expertise:** Nonprofit management, marketing, communications

**Office pet peeve:** Meetings without agendas/action items. Lack of basic software skills, lack of urgency and/or enthusiasm. **On helping women:** When I see a spark of buried talent in women, I push them to grow outside of their comfort zone. **Advice:** Especially young adults – be willing to be pushed/stretched to grow. Be patient, learn all you can. If you don't have basic software skills, get them.



**8. ALEXA CHRISTOPHER** | Vice president, brand strategy & new business, The Martin Group

**Expertise:** Brand strategy and business development **Office pet peeve:**

When technology becomes an obstacle rather than a tool. **On helping women:** We all stand on someone else's shoulders at some point and we need to be the "spotter" when given the opportunity. **Advice:** Work hard, always. Harness the power to create rather than the power to resist.



**9. MARY ANN COULSON** | Senior vice president, branch manager, Morgan Stanley

**Expertise:** Finance, management, networking, nonprofit board development and community

involvement **On helping women:** As mentors, we can share our experiences and help guide our mentees. Oprah Winfrey said, "A mentor is someone who allows you to see the hope inside yourself." We all welcome the opportunity to provide that hope and inspiration to our upcoming leaders. **Advice:** Choose a career that you are passionate about and will enjoy doing each and every day.

# Mentors



**10. SHERRY DELLEBOVI** | CPA, partner, Lumsden McCormick CPAs LLP

**Expertise:** Accounting, finance, management **Job:** Leading a team in delivering accounting, tax and consulting

services to clients. **Office pet peeve:** Texting and checking social media during meetings and not focusing on the matter at hand. **On helping women:** It is very rewarding to help other women attain their goals and watch them develop and succeed. **Advice:** Develop specialized expertise, set attainable goals for yourself and track your own progress.



**11. NANCY DEMPSEY** | Manager, North America customer service, Unifrax I LLC

**Expertise:** International logistics, trade compliance, leadership, change management and organizational

behavior **Office pet peeve:** Someone saying, "It is not my job." and "We have always done it that way." Also, printing! **On helping women:** An expression by them of their desire to grow and develop holistically. **Advice:** Learn good spelling, grammar and professional writing skills. Poor performance in this area distracts from your technical prowess and message.



**12. JUDY FELDMAN** | Chief information officer, Value Centric; president, BIA Consulting Services

**Expertise:** Women-owned businesses, business startups, strategic planning

**Office pet peeve:** Lack of diversity. We all speak of innovation but do not change how we enable new ideas to generate. **On helping women:** I am compelled to sponsor women, not just mentor. I've seen the success. **Advice:** You offer something special to the company. Please take your opportunity to provide a voice in our future.



**13. GRETCHEN FIERLE** | Retired health care marketing and communications executive, leadership author, founder of 28hoursforme.com., NorthLink LLC (dba gretchenfierle.com)

**Expertise:**

Communications, marketing, leadership development **Office pet peeve:** Lack of advocating for others' success, growth and advancement. **On helping women:** If one believes in giving back, it's a simple question to answer. **Advice:** Spend time knowing yourself and your talents. Then find a place to apply them in an environment that will allow you to flourish.



**14. SUZANNE FURLANI** | Chief operations officer, DataSure24 LLC

**Expertise:** HR, entrepreneurship, small-business ownership and operations, nonprofit board involvement

**Office pet peeve:** Entitlement – expect to work and learn constantly to achieve success. Excessive cell phone usage in meetings. **On helping women:** Everyone needs mentors and a network of individuals to turn to for advice or expertise in other fields. I have been fortunate to have had supportive mentors and a strong network of associates and I try to be there for others just starting out. **Advice:** Find your passion and success will follow. Work smart, treat people well and be willing to take a risk. Maintain balance in your life.



**15. KERRI GARRISON** | Vice president, planning & delivery, BlueCross BlueShield of Western New York

**Expertise:** Strategy, customer experience, project management, health insurance

**Office pet peeve:** People focused on individual achievement more than team and company success. **On helping women:** I've had a lot of great people, both women and men, help and mentor me during my career. I want to help others, even in a small way, to realize their goals and dreams. **Advice:** Always be true to who you are.



**16. CATHY GATEWOOD** | Deputy director of advancement, Albright-Knox Art Gallery

**Expertise:** Cultivation and stewardship, creation and management of

strategic pipelines; solicit for, organize and execute fundraising events. **Office pet peeve:** Implementing ever-changing technology. **On helping women:** As a member of the baby-boomer generation, I was on the cusp of women moving into the workplace seeking equal status. I understand the fundamental challenges women face. Though we've come far, I'm hoping to inspire others to go further. **Advice:** Treat each and every encounter as an opportunity to learn and grow. Value everyone you meet. Be curious and persistent but respectful and mindful.



**17. DENISE GUELI** | Team leader, Audit and Small Business Advisory Teams, Bonadio & Co LLP

**Expertise:** Accounting, networking, succeeding in a male-dominated

environment **Office pet peeve:** People who think only of themselves and not the team. **On helping women:** I feel I did it the hard way and want to make the path easier for others **Advice:** Take note of what you like and don't like about the people you've worked with, then go for it with your own style.



**18. TARA HANDFORTH** | Regional vice president, Wells Fargo

**Expertise:** Banking **Job:** Market leader for commercial banking in Western New York.

**Office pet peeve:** Office gossip. **On helping women:** Others helped me along the way and I welcome a chance to pay it forward. **Advice:** Hard work, a can-do attitude and flexibility are key in today's workplace.

# Mentors



**19. CHRISTINE HOWARD** | President, Buffalo/Niagara NAWBO; president, E.B. Howard Consulting

**Expertise:** Grant funding and program evaluation **Office pet peeve:** Lack

of willingness to adapt to new or more efficient methodologies for the sake of how-it-has-been-done mindset. **On helping women:** I was lucky to have some great mentors early in my career. That helped me shape what I was doing and get my foot in the door. I want to pay that forward and help others. We all have to look out for each other. **Advice:** Be mindful of how you are presented on all social media platforms. You never know which future client or employer is watching.



**20. HOLLY HUBERT** | Founder and CEO, GlobalSecurityIQ LLC; former FBI Assistant Special Agent in Charge

**Expertise:** Cybersecurity, leadership,

entrepreneurship, law enforcement **Office pet peeve:** Shortage of true leaders to mentor and develop others. **On helping women:** It is a blessing and honor to help develop others and see them grow. **Advice:** You can really surge your own growth through daily self-reflection. Be very honest with yourself after projects, presentations, difficult situations, etc. Take the lessons and always strive to do better.



**21. JUDY JACK LEWIS** | Associate real estate broker, Hunt Real Estate ERA

**Expertise:** Sales, residential real estate, certified luxury home marketing specialist, relocation **Office pet peeve:** My career in

real estate allows me the freedom to not be tied to an office. **On helping women:** It's a privilege to help other women find confidence and success through their own achievements. **Advice:** Provide the highest level of value and service to every customer.



**22. BETSEY LOCKE** | Director, brand and advertising, M&T Bank

**Expertise:** Marketing, branding, advertising, sponsorships, market research **Office pet peeve:** People who

interrupt you when busy **On helping women:** I've had strong mentors who helped me. **Advice:** Strengthen your relationships and make them a priority.



**23. KATHERINE LUCAS** | Executive producer, Buffalo Video Productions

**Expertise:** Marketing, video production **On helping women:** It's a pleasure to work with a sorority of powerful, successful women.

**Advice:** Try everything.



**24. ALTHEA LUEHRSEN** | CEO, Leadership Buffalo Inc.

**Expertise:** Nonprofit leadership **Office pet peeve:** Times are changing and we must adjust to new trends. **On helping women:**

The more we help each other, the better off we'll all be. It's our responsibility as women leaders to mentor and sponsor others to reach the professional levels they aspire to. **Advice:** Don't be afraid to ask for what you want (promotion, raise, etc.). Stand up for yourself and be noticed.



**25. PATTI MANCABELLI** | Owner, Mancabelli Law PLLC

**Expertise:** Legal and connecting people **Job:** Practice law as a solo attorney focused on the needs of businesses. **Office**

**pet peeve:** Resistance to technology **On helping women:** The fact that one conversation could spark another woman's path to charting her own course. **Advice:** Don't wait for it. Make it happen.



**26. BRENDA MICHALOWSKI** | Business banking relationship manager, KeyBank

**Expertise:** Business lending, relationships (finance)

**Office pet peeve:** Lack of service and

professionalism **On helping women:** The success factor of being able to multitask and be the best you can be. **Advice:** Never give up, your life experience gives you great advantages. Always believe you can do it and you will.



**27. CINDY MILLER** | CEO, Cindy Miller Inc.

**Expertise:** Professional and personal development. As a teacher, coach and mentor, I teach you to unlock potential and improve performance.

**Office pet peeve:** Backstabbing **On helping women:** I am passionate about helping anyone who truly wants to improve. **Advice:** Learn to understand yourself and your fellow employees. If you do those two things, communication will improve.



**28. SHERI MOONEY** | President & CEO, Mind Squad

**Expertise:** Cybersecurity, human resources **Office pet peeve:** Lack of appreciation for IT security protocols,

cut-and-paste employee handbooks. **On helping women:** It's important to help other women and to honor all the hard work of the women from generations before us. **Advice:** Network. Network. Network.

# Mentors



**29. ERIN MOSS** | Owner/licensed mental health counselor, Erin M. Moss Mental Health Counseling Private Practice

**Expertise:** Mental health, community presentations, career

mentoring **Office pet peeve:** Lack of schedule flexibility. When employees have some control of their schedule, they can create a better work-life balance. This leads to less stress on the job and reduces staff turnover. **On helping women:** Other women helped me. Whenever I meet a woman striving to reach her career aspirations, I see a piece of myself. I'm grateful to be able to help women grow. **Advice:** Don't start a discussion with "This may sound silly." You are valuable and so are your ideas. Believe in yourself.



**30. JENNIFER PARKER** | Owner and CEO, Jackson Parker Communications LLC

**Expertise:** Public relations and integrated communication strategist **Job:** PR

and integrated marketing consultant and agency manager **On helping women:** I seek to provide access and assistance to information and opportunities that were not open to me when I began my career. **Advice:** Focus on excellence and providing value. Embrace continual learning and developing your natural talents to make an impact at work and in your community.



**31. MICHELLE PLESH** | HR director, Excelsior Orthopaedics

**Expertise:** Organizational design and learning, development **Office pet peeve:** When people don't ask

questions and accept status quo. **On helping women:** I am passionate about helping others by sharing information and my experiences, working together to reach goals and applying technology to enhance processes. **Advice:** Don't ever give up. If it were easy, anyone would do it.



**32. CATHERINE ROBERTS** | Senior vice president, Community Action Organization of Western New York Inc.

**Expertise:** Nonprofits, organizational leadership, program

administration, marketing/personal branding, community engagement **Office pet peeve:** Lack of mentoring opportunities for professionals early on in their career. Building a sustainable network of mentors to help develop talent and leadership is key to any organization's growth and success. **On helping women:** My drive is fueled by my desire to see more women at the table as key influencers, powerbrokers and decision makers in their respective fields. **Advice:** When you truly know your value, take ownership of it and align yourself with individuals who recognize and appreciate it, too.



**33. SHERI SCAVONE** | Executive director, WNY Women's Foundation

**Expertise:** Nonprofit governance, leadership, advocacy **Office pet peeve:** Cell phones **On**

**helping women:** When women succeed, we all prosper. Women are the architects of society. **Advice:** Be present. Care. Be flexible. Never stop learning. Embrace change.



**34. MAGGIE SHEA** | Managing partner, StaffBuffalo

**Expertise:** Staffing **Office pet peeve:** Do not waste people's time. Be on time, prepared, concise and direct. Do what you say you will do.

Ask questions, take notes and refer back. Negativity is a waste of time. Be a positive force. **On helping women:** Let's raise each other up and help Buffalo grow and prosper by helping other women achieve greatness. Share lessons with other women so that they don't have to expend as much time and energy on problems and avoid pitfalls. **Advice:** Take accountability and responsibility for your actions. You're going to screw up and that's OK. You will learn more from mistakes, so take every misstep as a learning opportunity.



**35. CARLA SUERO** | President/CEO, Heathwood Assisted Living

**Expertise:** Strategic planning, managing overall operations of our two assisted-living facilities. **Office pet peeve:** Do what

you say you are going to do. **On helping women:** We need more women running their own businesses **Advice:** Work hard. There are no shortcuts.



**36. MICHELLE SULLIVAN** | Director, Freed Maxick CPAs

**Expertise:** Lead firm's not-for-profit and employee benefit plan practices and steering committee for the firm's Employee

Advancement and Retention Network. **Job:** A director in the firm's Assurance and Advisory Practice. Also serve on the firm's Executive Leadership Committee. **Office pet peeve:** Communication styles **On helping women:** I've benefited from people investing in my career, who made a difference in my personal and professional life. It's important to me to return the favor and help other women recognize opportunities and achieve potential. **Advice:** Challenge yourself and look for opportunities. Don't be afraid of hard work; it will pay off in the long run.

# Mentors



**37. MARY SZABAT** | Vice president, senior wealth advisor, Tompkins Financial Advisors

**Expertise:** Financial planning, investments, trust and estate planning, succession

planning **Office pet peeve:** Cell phones during meetings **On helping women:** To see desire and passion in learning and growing. **Advice:** Be kind to others, work hard, believe you can do anything.



**38. DIANE TIVERON** | Managing partner, HoganWillig

**Expertise:** Business and commercial law **Office pet peeve:** Lack of drive to do the right thing **On helping women:**

The fact that I was helped along the way by many wonderful women. **Advice:** Try determining what the next step is, given your profession.



**39. JANINE TRAMONT** | Director of development, Child Advocacy Center, BestSelf Behavioral Health

**Expertise:** Capital fundraising, business development,

promotion, entrepreneurship **Office pet peeve:** Fear of failure. If you don't fail, you can miss out on important opportunities to be your best self. **On helping women:** I aspire to give back to the women coming up like the many Western New York women who helped me. **Advice:** Know your value. Don't shrink yourself to fit something you've outgrown. Surround yourself with smart, positive people.



**40. MICHELE TROLLI** | Executive vice president, chief technology and operations officer, M&T Bank

**Expertise:** Banking and technology, oversee the technology and

banking operations division of the bank **On helping women:** The memories of the kind, unselfish individuals who took the time to mentor me. **Office pet peeve:** So many exciting things going on and just not enough time to do them all. **Advice:** Find joy in what you do.



**41. CYNTHIA VANCE** | Partner, Jensen Marks Langer & Vance LLC

**Expertise:** Financial planning, investment management, nonprofit boards **Office pet peeve:** Negative attitude

and inability to get along with co-workers **On helping women:** Understanding the complexities of being a wife and mother, I try to be as supportive as possible to help other women succeed. **Advice:** Be consistent, be dependable and do what you say you will do – on time! If there is a problem, provide a solution. Be a productive team member and smile.



**42. COURTNEY WALSH** | Assistant dean, executive education, University at Buffalo School of Management

**Expertise:** Marketing, strategy, talent development **Office pet peeve:** Lack of

personal responsibility **On helping women:** I believe in paying it forward. **Advice:** Find a project your boss needs help with and volunteer. It will show people that you have grown.



**43. ALISON WILCOX** | CEO, Girl Scouts of Western New York

**Expertise:** Organizational leadership, nonprofit leadership, change management, strategic vision,

interviewing skills, career planning **Office pet peeve:** Office gossip. It's more powerful and effective to speak directly to people and ask for what you need. **On helping women:** I believe the world will be a better place with more women leaders. The support of my mentors inspires me to pay it forward and help girls and women to be their best. **Advice:** Raise your hand and share your voice because it matters. Always strive to be your best, remain positive and be flexible.



**44. SUJATA YALAMANCHILI** | Partner, Hodgson Russ LLP

**Expertise:** Real estate and finance law **Office pet peeve:** When there's not enough human contact **On helping women:**

Because of the recognition that different rules and standards still apply to women professionals. **Advice:** Find a balance between respect for the way things are and pushing for meaningful change.