



Business School  
CENTER FOR WOMEN IN BUSINESS

*Through education, opportunity, and thought leadership,  
we are removing barriers, building communities, and empowering women.*

Happy New Year! I hope you had time to rest, recharge and reconnect with your loved ones, and most importantly, yourself. I like to use this time as a way to reflect, celebrate and think about what comes next.

2022 was a year of impact on women, and for women's impact on a changing world. The year emphasized the intersection of gender, identity, and language that dominate cultural conversation. Dictionary.com coined "Woman" the 2022 word of the year. However, the dictionary is not the only word on what defines a woman. The word belongs to each and every woman—however they define themselves. Let's make 2023 the actual year of "woman"—by restoring our rights, paying us equally, and removing systematic barriers that hold her back.

Check out our newsletter to see how you can advance women in business by investing in yourself and others through our programming and research offerings.

– Lisa Kaplowitz, Executive Director of CWIB

## Latest Programs and Offerings

### **G.R.O.W. (Gaining and Retaining Outstanding Women)**

Apply now for our Spring 2023  
G.R.O.W. (Gaining and Retaining  
Outstanding Women) Group  
Mentoring Program!

G.R.O.W. is a virtual group mentoring experience focused on supporting mid-career women as they advance throughout their careers. Each mentoring group will be facilitated by two senior executives and/or coaches and utilizes peer mentoring cohorts to facilitate gender-based leadership discussions to hold members

accountable for personal goal-setting. We are now accepting applications for mentors and mentees. Due to high demand, we encourage you to submit your application as soon as possible.

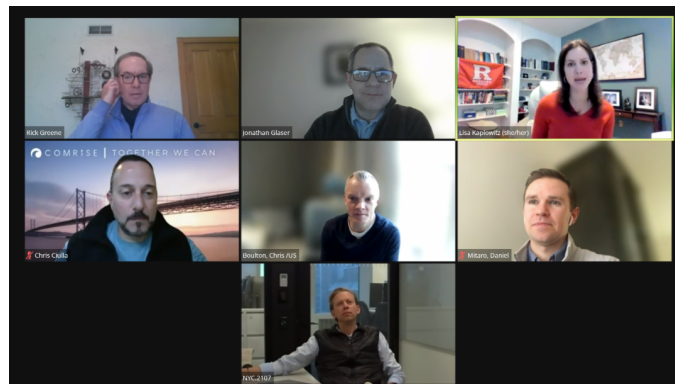
The deadline to apply is Wednesday, January 11th, 2023.



[Mentee Application](#)

[Mentor Application](#)

### **G.A.M.E. (Generating Allyship in Male Executives)**



Are you G.A.M.E.? We just wrapped up the pilot for our group mentoring program for male executives (G.A.M.E.) – Generating Allyship in Male Executives. Over the last 4 months, these executives dug deep. From educating themselves on how they can become more intentional allies to generating dialogue amongst themselves and their woman colleagues (and partners at home), these executives have further committed to better support and advance women in the workplace. By tackling topics head-on on how to build inclusive teams, giving feedback to women, advocating for change and allyship outside the office, our discussions have created a space where these men were comfortable being open and were not afraid to talk about the challenges they have and how, collectively, we can make change. We have had many “aha” moments and are thrilled to learn how the takeaways from this program will be implemented at our participants' companies.

We will be expanding the program in January so please reach out to learn more about how you can participate in G.A.M.E.

[Contact Us](#)

## Mini-Certificate Program: Diversity, Equity, and Inclusion in the Workplace



### MINI-CERTIFICATE PROGRAM: DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

Presented by the Rutgers Center for Women and Work, in  
partnership with the Rutgers Center for women in Business



Bring our mini-certificate program: DEI in the Workplace course to your company. The Rutgers Center for Women in Business has partnered with the Rutgers Center for Women & Work to create an interactive 4 course program. These sessions will integrate DEI in your company by increasing awareness of institutional disparities, implementing strategies at the individual and organizational levels, and cultivating leadership for institutional change.

[Contact Us](#)

## Upcoming Events and Webinar

### How to Thrive During a Career Transition

Are you changing jobs? Were you recently laid off? Are you thinking of leaving your company? If so, this webinar is for you!

Join us for an online, interactive session with Robin Merle, CFRE, award-winning author with 35+ years of experience as she presents How to Thrive During a Career Transition (Planned or Unplanned) on Tuesday, January 10th from 12pm – 1pm ET.

The session will help you mentally prepare to move on and provide guidance for remaining resilient in the face of career challenges and uncertainty.

A red graphic for a webinar. At the top left is the Rutgers Business School logo. In the center, it says "PRESENTS" followed by "HOW TO THRIVE DURING A CAREER TRANSITION (PLANNED OR UNPLANNED)". Below that, it says "TUESDAY, JANUARY 10th, 12 - 1 PM ET". There is a photo of Robin Merle, CFRE, and text identifying her as the "Founder of Robin Merle Associates, LLC". At the bottom, there is a "REGISTER HERE:" label with an arrow pointing to a QR code.

[Register Here](#)

### CWIB Book Club



Does your New Year's Resolution include reading more? We are excited to launch our CWIB Book Club series across the country this winter.

More information will be provided soon. Stay tuned!

## Community Engagement

### Headshots and Happy Hour



What could be better than getting a new headshot at happy hour?" Thank you to our Associate Board members for planning this event and Nora Shearer, CWIB Advisory Board member, and Shearman & Sterling LLP, for hosting us.

### G.R.O.W. Dinner Series

We hosted our first G.R.O.W. Dinner Series session! Our first session was led by **Paula Adler**, Founder/Life & Leadership/Executive Coach of Paula Adler Coaching & Consulting, who connected with mentees from our G.R.O.W. mentoring program. In this session, these women connected to discuss what it takes to take their careers to the next level!



### Holiday Get-Together



It goes without saying how thankful the CWIB team is for having such engaged board members. During the holiday season, we were able to connect in-person to celebrate all that we have accomplished in 2022!

## On-Demand Webinars



## How Inflation Affects Me and My Financial Future



You've likely heard a lot about inflation on the news and noticed the rising prices of food, gas and services. Watch this webinar to hear from a J.P. Morgan expert about what exactly inflation is, how it might affect you, and how you can utilize this knowledge to prepare for your financial future.

Speaker: Stephanie Roth – Senior Markets Economist at J.P. Morgan Chase

## Build Your Brand: The Power of a Strong Online Presence



How often do you Google yourself?

Watch our webinar on how taking control of your online presence can help you achieve your next professional goal – that promotion, job, new client, investor or board seat. Anouk Pappers, Brand Anthropologist, discusses why your online presence plays a significant role in how you're viewed by the rest of the world and offers tactics on how to make your online presence as strong as it can be. In addition, Anouk discusses critical mistakes that even senior executives make, and how to avoid them. You will come away from this recap knowing how to make your online presence help you achieve your next professional goal!

## Coaching Corner



### **Kelli Wingo**

**Founder/Chief Vision & Strategy  
Officer, KMW Catalyst  
NJ/NYC Metro Area  
hello@kmwcatalyst.com**

[Learn More](#)

**Coaching Expertise:** Leadership Development, 1:1 Consultative Coaching, Team/Group Consultative Coaching, New Manager Bootcamps, Workshops, Training & Facilitation, Hiring Strategies, Executive Roundtables & Masterminds, Keynotes/Speaking Engagements, Consultative Coaching Retainers, People Assessments, The Catalyst Collectives for BIPOC, Women & Employee Resource Groups

**Consulting Expertise:** Entrepreneurial Culture Blueprinting, Business Development Needs Discovery, Visioning Strategy Sessions & Innovation Labs, Talent Optimization Strategies, Project Plan Development, Skills-Based/Non-Degree Employee Coaching

**Coaching Availability:** Accepting new clients

**Coaching Method:** Virtual & In-person

**Coaching Language:** English

## Make an Impact

Your contribution will support scholarships for students, programming for students, alumni, and the Rutgers community, and gender-based research benefitting all as we work to resolve challenges for women in business. Thank you!

[Support Our Center!](#)



Check out our social media channels here!

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