

# WELCONNECTED

WOMEN EXECUTIVE LEADERSHIP | QUARTERLY NEWSLETTER

1st QUARTER 2025

*"Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement."*

-Golda Meir

*Our Calling:*  
EMPOWERING WOMEN FOR  
EXECUTIVE AND BOARD LEADERSHIP

## FROM OUR PRESIDENT

Cindy Kushner | *WEL Founder & President*



We kicked off the new year with the fabulous Laurie Jennings setting the stage offering professional tips for unlocking our best self to achieve our 2025 goals. Our board and committees have also been unlocking the best WEL can be in enhancing and reimagining our value proposition for our members and sponsors.

I am so proud of the 2025 plan that our board put together and grateful for the countless hours volunteered, outpouring of passion, leadership, and teamwork in advocating, educating, and connecting our members. Although we probably took on more than we thought was possible, as a team we accomplished many of our goals including execution of our partnership with Athena Alliance, bolstering our membership with Leaderboard, a significant website refresh, onboarding of our new WEL Administrator, Chandra Tracy, and adding Nancy Callahan to our board.

Our partnership with [Athena Alliance](#) provides our Florida Diamond Members with mentoring, coaching, a board track, a leadership track, industry and functional peer exchanges, weekly live learning salons, board and executive opportunities, access to Athena Academy with board certification, career portfolio coaching, and much more. Each Diamond member is assigned a Member Engagement Advisor who seek to understand your career and board desires, matches their service offerings, and meets with you throughout your membership. Be on the lookout for a new virtual event to discover the power of the Florida Diamond membership.

Our membership with Leaderboard provides our members who are interested in serving on boards with outstanding virtual programs dedicated to supporting boardroom and corporate excellence, board search opportunities, and thought leadership.

[Chris Arnholt](#), Marketing Chair, has been working feverishly with our website company, Achieve Causes, to enhance your website experience. We just launched our new website this month -- it is more dynamic, user friendly, and it is easier to find information and register for events. Stay tuned for more announcements!

We are thrilled with the addition of [Chandra Tracy](#), our WEL Administrator who has extensive experience working with boards and organizations like WEL. Love her energy, expertise, experience, ideas on the member and sponsor experience, and board effectiveness.

Last but not least, we are delighted [Nancy Callahan](#) joined our board. Nancy is a public-company and private-company Board Director, and a global strategy and technology executive with 25+ years' experience driving profitable growth, innovation, operational excellence, and digital transformation in enterprise technology, financial services and insurance, for start-ups to industry leaders. Nancy is the Lead Independent Director for the Canal Insurance Board of Directors, Chair of the Nominating and Governance Committee and a member of the compensation committee . Board Director for Midwest Holding (NASDAQ: MDWT) from 2021 to 2023. Until April 2024, she was Global Vice President for SAP in Customer Success and earlier in Digital Business Services. Prior to SAP, she held executive positions at Concur, AIG and Reuters.

Here is to a successful 2025!

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## STATUS ON GENDER DIVERSITY IN THE C-SUITE

### KEY FINDINGS

THE GOOD: WHILE [WOMEN HELD 30.2% OF BOARD SEATS](#) AT RUSSELL 3000 COMPANIES (AS OF SEPTEMBER 30, 2024)...

THE NOT SO GOOD: ...[ONLY 26.3%](#) OF BOARD APPOINTMENTS WERE WOMEN; COMPARED TO 32.1% FOR ALL OF 2024.

*Source: 50/50 WOB*

Read WEL's Take on Gender Diversity in the C-Suite and the Boardroom is [Here](#).



**DESERVED  
APPLAUSE!**



**WELcome, NANCY  
CALLAHAN, TO THE WEL  
BOARD OF DIRECTORS!**

**Nancy is a Florida Diamond Member and  
a Corporate Board Member.**

**We look forward to her thought  
leadership and contributions to the  
Women Executive Leadership team!**

**PLEASE JOIN US IN  
WELcoming THE FOLLOWING MEMBERS TO  
THE WEL COMMUNITY!**

**NEWEST SAPPHIRE MEMBERS** *(fka CHARTER):*

**Jennifer Blades** | *Vice President Human Resources*

**Sandra Braham** | *CEO, Gulf Coast JFCS*

**Tonyeca Green** | *Human Resources Leader*

**Sylvia Hernandez** | *Principal Consultant, Mercer*

**Valencia McDuffy** | *Senior Director, Human Resources, DHL*

**Naseema Outram** | *Financial Acumen Inc.*

**Caroline Turlan** | *Global Director Employee Relations, Amazon*

**NEWEST FLORIDA DIAMOND MEMBERS:**

**Danette Alonso** | *Deputy General Counsel, Lennar Corporation*

**Jayne Brooks** | *Executive Vice President & CFO, Limbach Company*

**Yadzia Lamas** | *Director, T Labs*

**Amber Okoye** | *Rubicon International*

**Elena Palacios** | *President & CEO LRDC, Lexmark*

**EVENT SPOTLIGHT**

**RAVE REVIEWS!**

South Florida January 30th Event:  
PRESENT YOUR BEST SELF TO ACHIEVE YOUR 2025 GOALS  
with Laurie Jennings

Check out our "hot-off-the-press" event video!



CLICK HERE TO SEE PHOTOS FROM THE JANUARY 2025  
EVENT!

*"As a new member, I am impressed with the diversity of women who are part of the WEL organization. It is encouraging to be around other women with similar aspirations and willingness to share. Networking is great, I have met new people each time I participate in an event. As I plot my course, I look forward to taking advantage of all the great resources WEL has to offer."* -  
Sylvia Henderson, Principal Consultant, Mercer

## POWERFUL UPCOMING EVENTS AND PROGRAMS



Florida Diamond  
Members Only: Virtual  
Kickoff | Expanding  
Your Executive



Spring Networking  
Breakfast: Breakfast,  
Networking & Great  
Conversation



Florida Diamond  
Members Only:  
Join Us for an

Network &

Opportunities

April 1, 2025

4:00 p.m.

April 9, 2025

8:00 a.m.

Exclusive Networking

Event!

April 30, 2025

6:00 p.m.

CLICK HERE  
FOR MORE  
INFORMATION

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INFORMATION

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INFORMATION

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*Our Programs & Events Committee is hard at work finalizing the 2025 calendar including our Signature Event. Stay tuned for event announcements!*

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## WEL FLORIDA DIAMOND MEMBERSHIP

WELcome to Florida Diamond:

Elevating Executive Women in Florida

Florida Diamond is an exclusive membership program co-created by Athena Alliance and Women Executive Leadership (WEL) to provide unparalleled access to coaching, learning, networking, and executive opportunities for women leaders across Florida. By joining Florida Diamond, you gain the best of both organizations—Athena’s globally recognized leadership platform and WEL’s deeply rooted Florida network—empowering you to achieve your professional ambitions at the highest levels.

Click [HERE](#) for more information about Florida Diamond.

For a full list of benefits visit [www.welflorida.org/membership](http://www.welflorida.org/membership)

Thinking about joining?

WEL Florida Diamond Membership is \$3,000. Don’t miss out!

Have questions? Contact WEL Membership Chair at:

[Membership@WELFlorida.org](mailto:Membership@WELFlorida.org)

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## PARTNER SPOTLIGHT

Amelia Waters | *Partnership  
Chair*

At WEL, we are committed to accelerating the powerful and proven role that women play in leadership. Our members are individuals, but our largest supporters are corporations. We're so grateful to all our corporate partners over the years, and we're actively expanding our partnership benefits to create even more opportunities for your employees.

*A very special "thank you" to our amazing longstanding partners, Crowe, UKG, and Universal Properties for their ongoing support!*

Here's what our *current* and *new* corporate partners can look forward to this year:

**Discounted Florida Diamond Memberships.** Provide your executives with access to the nation-wide networking, community, and training resources available through the Athena Alliance. Our platinum partners also have the option of receiving a complimentary Florida Diamond membership in lieu of their complimentary Sapphire memberships

**Newsletter Features:** Raise your company's profile. We want to hear about your company and how you've succeeded in making it a place where women thrive professionally.

**Presenter and Panel Opportunities:** Your employees are thought leaders and experts in their field. They have a wealth of professional and personal experiences and insights to share. When we organize events, we'll be actively creating presenter and panel opportunities for our partners to step into the spotlight.

If your organization would like to support WEL as a corporate partner, please reach out to our committee chair, Amelia Waters ([amelia@edso-edge.com](mailto:amelia@edso-edge.com)). We would be delighted to talk through our partnership options with you.

If your organization is currently a corporate partner, thank you, and stay tuned! We'll be reaching out to you to help you and your team get the most out of your WEL partnership.

*A very special "thank you" to our amazing longstanding partners, Crowe and UKG,*

for their ongoing support!

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**Platinum Partner**



**Gold Partner**



**Silver Partner**



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*Changed email address or having problems logging in?  
Email our amazing Administrator: [Admin@WELFlorida.org](mailto:Admin@WELFlorida.org).*

*Update Your Membership Profile at [WELFlorida.org](http://WELFlorida.org).*

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EMPOWERING WOMEN FOR EXECUTIVE & BOARD LEADERSHIP

ADVOCATE | EDUCATE | CONNECT

ADVOCATE | EDUCATE | CONNECT



Women Executive Leadership | 985 Marina Drive | Weston, FL 33327 US

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