

ELEVATING WOMEN OF EXCELLENCE

At the Table:

Women's Resource Guide



EXECUTIVE ALLIANCE: ELEVATING WOMEN OF EXCELLENCE

Since 1993, Executive Alliance has been the driving force for women leaders across Greater Baltimore. We empower women to engage, inspire, and transform one another through education, mentorship, and advocacy.

Our members work collectively to expand women’s power at the highest levels of business, government, and civic leadership. We reach across to strengthen peer relationships, reach back to mentor the next generation through our Effective Impact Mentoring Program, and reach up to the boardroom—opening doors for women through programs like **QuickStart Board Readiness**, a new initiative preparing women for their first corporate board seat. Participants gain personalized coaching and mentorship from our inaugural class of **Honorary Trustees**, all seasoned board directors.

Executive Alliance amplifies the voices of women leaders through platforms like our **Speakers Network** and drives policy change to advance professional women across Maryland.

This **Resource Guide** showcases the programs and companies supporting women’s professional development across the state. Meet our dynamic, trailblazing members and learn more about our programs at executivealliance.org.

Together, we are redefining leadership in Maryland—and ensuring women are fully represented at every level of power.

Sarah Mogol, Chair

Rebecca Snyder, Executive Director

Sarah Mogol
Chair



Rebecca Snyder
Executive Director



Accelerate Women

Scan the QR to sign up for our free monthly “Accelerate Women” newsletter with thought-provoking insights and women-focused events in the area.



QuickStart Board Readiness

A high-impact, six-month accelerator for women ready to claim their first corporate board seat. Through expert coaching, insider guidance, and mentorship from seasoned board directors, QuickStart gives women the strategy and confidence to break into the boardroom.

Learn more at executivealliance.org/quickstart-board-readiness-program



Speaker Network

Find your next keynote, moderator, or workshop facilitator among Executive Alliance’s dynamic members. The Speaker Network showcases Maryland’s top women experts—ready to inspire audiences and share insights that move organizations forward.

Learn more at executivealliance.org/speaker-network



Honor Roll Nominations

Celebrate organizations leading the way for women in leadership. The Executive Alliance Honor Roll recognizes Maryland companies that are advancing equity in the boardroom and beyond. Nominate your organization today and help us honor those setting the standard.

Applications open through January 10 at executivealliance.org/honor-roll-1

Consider Membership

Membership is open to senior-level executives from all sectors (all are welcome) who support the goals and initiatives of Executive Alliance.

Not yet at the senior level?

Consider our Effective Impact Mentoring Program.



Board Matching Program

Executive Alliance connects organizations with an elite pool of women professionals ready to serve on corporate and nonprofit boards. From start-ups to publicly traded companies, we help leaders find the right match to diversify and strengthen their boards.

Learn more at

**[executivealliance.org/
find-board-talent](https://executivealliance.org/find-board-talent)**



Women of Excellence

Our signature celebration of leadership and achievement, attended by more than 600 business and community leaders across Maryland. Women of Excellence is where inspiration meets impact—a showcase of women shaping our state's future and lifting one another higher.



Effective Impact Mentoring

Our year-long mentoring experience pairs mid-career women with senior leaders to accelerate growth, leadership, and confidence. With one-on-one guidance and powerful peer connections, participants learn to navigate the next step in their professional journey.

Learn more at

**[executivealliance.org/
mentorship](https://executivealliance.org/mentorship)**



In the Room Mentoring

In the Room Mentoring connects ambitious women across all career stages with influential female leaders. The event features a breakfast reception, panel discussion, and three rounds of small-group mentoring. Attendees gain inspiration, guidance, and meaningful connections to accelerate personal and professional growth.

Learn more at

executivealliance.org/in-the-room-mentoring

PARTNERSHIP OPPORTUNITIES

Partner with Executive Alliance.

Join a powerful network that drives change for women in leadership. Partnering with Executive Alliance creates meaningful connections, visible community leadership, and opportunities for women at every level of your organization.

Explore partnership levels and benefits at executivealliance.org/partners

Keynote, Business, Motivational Speakers - all from Executive Alliance

Our members are sought after speakers, both in person and online, and now you can leverage their expertise through the Executive Alliance Speaker Network. Find your next keynote, panelist, moderator or workshop facilitator through the Network, and browse speakers for pricing, availability and details. Learn more at executivealliance.org/speaker-network.

WOMEN'S RESOURCE GUIDE

ACCOUNTING & FINANCIAL WOMEN'S ALLIANCE

Accounting & Financial Women's Alliance

Cari White
afwa.org/baltimore
443-738-9385

AMERIS BANK

Women in Banking
amerisbank.com/About/What-Guides-Us/Diversity-Inclusion/Employee-Resource-Groups

ANNE ARUNDEL WOMEN GIVING TOGETHER

Giving Together
givingtogether.org
giving@givingtogether.org

ATHENA POWERLINK BALTIMORE

PowerLink
athenapowerlinkbaltimore.org

BAKER, DONELSON, BEARMAN, CALDWELL & BERKOWITZ, PC

Women's Initiative

Jennifer L. Curry
bakerdonelson.com
jcurry@bakerdonelson.com

BALTIMORE GAS & ELECTRIC

"NEW" Network of Exelon Women

Madison Kafer
madison.kafer@bge.com

BANK OF AMERICA

LEAD for Women

Elizabeth Phelan, Julia Woodson
about.bankofamerica.com/en/making-an-impact/reaffirming-our-investment-in-women
elizabeth.phelan@bofa.com
Julia.e.gideon@bofa.com

BFG FINANCIAL WELLNESS

Corporate Financial Wellness

Amanda Pancake
getfinancialwellness.com
apancake@bfgfa.com

BROWN ADVISORY

A Woman's View (external);

Making HerStory (internal)

Dana Cooksey
brownadvisory.com/us/diversity-inclusion
dcooksey@brownadvisory.com
410-537-5476

CITRINE ANGELS

Women Investing in Women Angel Group

Lisa Friedlander
citrineangels.com
l.friedlander@verizon.net

THE CREATIVE IMPACT GROUP

Professional Development,
Training & Coaching

Dana Carr
thecreativeimpactgroup.com
dana.carr@thecreativeimpactgroup.com

EMERGE MARYLAND

Emerge Maryland Candidate Training

Diana Emerson
md.emergeamerica.org
contact@emergemaryland.org
443-801-5107

EXECUTIVE ALLIANCE EFFECTIVE IMPACT MENTORING PROGRAM

Effective Impact Mentoring Program
Rebecca Snyder
executivealliance.org/mentorship
info@executivealliance.org



Accelerate Women is a critical monthly e-newsletter that pulls together need to know news and events for professional women in Maryland. Sign up for this free newsletter!



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Rebecca Snyder
executivealliance.org/find-board-talent
info@executivealliance.org

EXECUTIVE ALLIANCE SPEAKERS NETWORK

Keynote, Business, and Motivational Speakers

Rebecca Snyder
executivealliance.org/speaker-network

EXECUTIVE PRESENCE ACCELERATOR

Jen Coken
<https://www.jencoken.com/the-executive-presence-accelerator>
jen@jencoken.com

FIRST ENERGY

Women in Leadership Helping Women Grow Family Network

firstenergycorp.com/careers/diversity_inclusion/ebrg.html

FREDERICK COUNTY CHAMBER OF COMMERCE

S.H.E. Week

Jennifer Gerlock
sheweek.org
jgerlock@frederickchamber.org
 301-662-4164

GIRL SCOUTS OF CENTRAL MARYLAND

Leadership Development

for Girls
gscm.org
sgrant@gscmd.org
 410-358-9711

GORDON FEINBLATT LLC

Women's Alliance
gflaw.com/womens-alliance-and-initiatives
 410-576-4065

HARFORD COUNTY COMMISSION FOR WOMEN DEPARTMENT OF COMMUNITY SERVICES

Harford County Commission for Women
harfordcountymd.gov/404/Commission-for-Women
 410-638-4739

JOHNS HOPKINS CAREY BUSINESS SCHOOL

The Academy for Women and Leadership
 410-234-9363

JOHNS HOPKINS MEDICAL

A global program presented by Johns Hopkins physicians to improve health and wellness through health education and focused on women.

hopkinsmedicine.org/awomansjourney

JUNIOR ACHIEVEMENT OF CENTRAL MD

Junior Achievement Women's Alliance

Dawn Edwards
juniorachievement.org/web/ja-centralmaryland/womens-alliance
dedwardsr@jamauryland.org

JUNIOR LEAGUE OF ANNAPOLIS

jlanapolis.org
newmember@jlanapolis.org

JUNIOR LEAGUE OF BALTIMORE

Oana A. Brooks, Esq., President
jlbt.org
president@jlbt.org

JUNIOR LEAGUE OF PRINCE GEORGE'S COUNTY

Women's Leadership Development

Nykisha Cleveland
princegeorgescounty.jl.org
president@jlpgec.org

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WOMEN'S RESOURCE GUIDE

Continued from 5

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Biana H. Rey
kp.org
bianca.h.rey@kp.org

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Women's Leadership Initiative

Maureen van Stone, Esq., MS
kennedykrieger.org

M&T BANK

Women's Interest Network (WIN)

mtb.com/careers/diversity-inclusion/
employee-resource-groups

MARIAN HOUSE

Gina Hall
marianhouse.org
gha@marianhouse.org

MARYLAND COMMISSION FOR WOMEN

Commission programs include Maryland Women's Hall of Fame and the Maryland Young Women Leaders Award.

Executive Director, Ariana Kelly

dhs.maryland.gov/maryland-
commission-women

MD BUSINESS EXPRESS - SMALL, MINORITY AND WOMEN OWNED BUSINESSES

Programs and Funding

businessexpress.maryland.gov/grow/
minority-and-women-owned

MD WOMEN'S BUSINESS CENTER

Women's Business Leadership Program

marylandwbc.org

MERRILL LYNCH

The Women's Exchange

Ellen Shiery
ml.com/women-investors.html
ellen_shiery@ml.com

MILES & STOCKBRIDGE P.C.

Women's Network

Michele Cohen

milesstockbridge.com
mcohen@milesstockbridge.com

MONTGOMERY WOMEN

Launching (and uplifting) women leaders in Montgomery County MD & beyond

Sylvia Henderson

MontgomeryWomen.org
sylvia@sylviahenderson.com

MORGAN STATE UNIVERSITY

Morgan Completes You

Nicole Westrick
https://www.morgan.edu/cics
nicole.westrick@morgan.edu

NOTRE DAME OF MD UNIVERSITY

Women's Leadership Institute of Baltimore
ndm.edu/about-us/institutes/women
410-532-5177

PNC BANK

Women Connect, Greater Maryland

Tracy DeCock

pnc.com

QUINN STRATEGY GROUP, INC.

Ann Quinn
QuinnStrategyGroup.com
ann@quinnstrategygroup.com

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SALISBURY UNIVERSITY

Women's Professional Development
salisbury.edu/administration/president/
cell/professional-development.aspx
410-543-6089

SHORE UNITED BANK

Advisory Board

Andrea Colender
shoreunitedbank.com
andrea.colender@shoreunitedbank.com

SODEXO USA

SoTogether: The Advisory Board for

Gender Equality

us.sodexo.com/corporate-
responsibility/diversity-equity-and-
inclusion/employee-communities.html

STANLEY BLACK & DECKER

Women's Network

Audrey Van de Castle
stanleyblackanddecker.com/careers/
our-inclusive-workforce
443-220-1172

SUCCESSFULLY SPEAKING

Speak, Sound, and Look Like a Leader

Lynda Katz Wilner
Successfully-Speaking.com
lkwilner@successfully-speaking.com

TEDCO

Women Entrepreneur Leadership

Programs

Tammi Thomas
tedcomd.com/women-programs
tthomas@tedco.md

THE CENTER CLUB

Viewpoints; Women in Business

Michelle Dase
centerclub.org
mdase@centerclub.org
410-926-0188

TOTAL RENAISSANCE WELLNESS, LLC

Thrive360: Total Wellness Reimagined

Lindiwe F Greenwood
www.inspirehealthwellness.com
inspirewellness04@gmail.com

TOWSON UNIVERSITY

Professional Leadership Program for Women

towson.edu
womensleadership@towson.edu
410-704-4577

TYDINGS

Women in Business

Diane D'Aiutolo
tydingslaw.com
ddaiutolo@tydingslaw.com

UHY LLP

Women Invested in Success and Excellence

Nancy Johnson
uh-y-us.com/about-us/Women-
Invested-in-Success-and-Excellence
410-423-4800

UNITED WAY OF CENTRAL MARYLAND

Women United

uwcm.org

UNDER ARMOUR

Women Inspiring, Leading & Living
(WILL) Employee Resource Group
about.underarmour.com

VENABLE LLP

WAVE, Women Attorneys at Venable

Stacie E. Tobin
venable.com/about/diversity/wave
410-244-7400

WALKER & DUNLOP

Women of Walker & Dunlop

walkerdunlop.com
Info@walkerdunlop.com

WLI BALTIMORE

WLI-Women's Leadership Initiative

Lisa Norris
baltimore.wli.org/get-involved/
womens-leadership-initiative

WOMEN'S LAW CENTER OF MARYLAND

Advocating for physical safety,
economic security and autonomy of
women throughout the state.

wlcmd.org/
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410-321-8761

W.R. GRACE & CO.

Grace Women's Network

grace.com

WORLD TRADE CENTER INSTITUTE

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sponsoring, and celebrating excellence.

MARYLAND

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TheDailyRecord.com/events/

CHARTING NEW SKIES: SHANNETTA GRIFFIN LEADS MARYLAND AVIATION INTO A BOLD FUTURE



When Shannetta R. Griffin walks through Baltimore/Washington International Thurgood Marshall Airport, she sees more than planes and passengers—she sees possibility. Appointed in April 2025 as Executive Director and CEO of the Maryland Aviation Administration (MAA), Griffin now oversees BWI Marshall, Martin State Airport, and Maryland’s regional aviation program. With more than four decades of engineering and leadership experience, she brings both technical mastery and heartfelt purpose to the role.

A seasoned civil engineer and visionary leader, Griffin’s journey began with an unexpected turn. Originally planning to become a nurse,

she changed course in high school after attending a career day presentation by an architect. The systems, design, and human element of engineering captivated her. ‘I decided to become a civil engineer because it’s all around people,’ she recalled. ‘I wanted to build something that would make a difference.’

That people-centered drive has guided her ever since. Griffin became the first African American woman to graduate from the University of Toledo’s civil engineering program and went on to hold senior roles at airports in Indianapolis and Columbus before joining the Federal Aviation Administration (FAA). At the FAA, she led more than 700 em-

READY TO BREAK INTO THE BOARDROOM?

Executive Alliance’s QuickStart Board Readiness Program is a six-month, high-impact experience for Executive Alliance members ready to campaign for their first corporate board seat.

Led by board expert Suzanne Miglucci and guided by accomplished women who’ve served in the boardroom, QuickStart combines expert instruction, personal mentoring, and powerful connections to help you launch your board journey with confidence.

Take the first step—see if you’re board-ready at executivealliance.org/quickstart

QUICKSTART BOARD READINESS COHORT

Donyel Bacon

Shephanie Bagley

Shelly Elliott

Aileen Eskilden

Kris Hoellen

Cynthia Leppert

Ann Quinn

Judy Smith

employees nationwide as Associate Administrator of Airports, shaping national standards and supporting more than 3,300 public-use airports.

Her appointment to lead MAA is the culmination of a distinguished career spent navigating—and reshaping—the male-dominated world of aviation. As a woman of color at the helm of one of the nation’s busiest airports, Griffin understands the power of representation. She didn’t realize she was a ‘first’ until others pointed it out, but she’s determined not to be the last. Her mission, she says, is to ensure that young girls of every background can see themselves reflected in the industry’s highest ranks.

Now in Maryland, Griffin is focused on connecting aviation’s legacy to its future. She’s proud to lead an agency that bears the name of Thurgood Marshall and is celebrating 75 years of service. She envisions BWI and Martin State Airport not only as transportation hubs but as ‘gateways to community’—economic engines that reflect the spirit of

Continued on 10



Credit Eric Stocklin Photography, LLC

The Power of Advocacy, Education, and Mentoring: Shannetta Griffin’s Take on Leadership

For Shannetta Griffin, leadership is inseparable from service—and service, she believes, takes three forms: advocacy, education, and mentoring. These principles, which also ground Executive Alliance’s mission, have shaped her four-decade career in aviation.

“As leaders, we have to be advocates for the people around us and for the work that we do,” Griffin said. She believes advocacy means using her platform to elevate others—particularly women and people of color in fields where representation is still rare. Her voice carries weight in rooms where decisions are made about infrastructure, safety, and opportunity, and she ensures those conversations include diverse perspectives.

Education, in Griffin’s view, is about expanding awareness of what’s possible. Too often, young people imagine aviation careers as limited to pilots or mechanics. She’s quick to remind them that the industry needs experts in everything from IT and finance to marketing and law. ‘Every discipline you study in school has a place in aviation,’ she said. Through programs that introduce students to real-world opportunities, she’s helping build the workforce of the future.

Mentoring, however, is where Griffin’s passion shines brightest. She distinguishes between mentors—those who inspire and guide—and sponsors, who create access. “A mentor motivates you and helps you prepare,” she explained. “But a sponsor is the one who gives you opportunity. A sponsor is the person who speaks your name when you’re not in the room.” That difference, she says, is critical to helping women rise in leadership.

For Griffin, advocacy, education, and mentoring are more than professional principles—they’re the blueprint for a more inclusive and dynamic future in aviation.

“A sponsor is the one who speaks your name when you’re not in the room.”

Maryland. Under her leadership, the MAA supports more than 107,000 jobs statewide, from aviation professionals to hospitality and logistics workers.

Her philosophy of leadership centers on three core ideas: people, purpose, and progress. 'It's really about the people,' she said. 'You spend more time with your team than you do with your family sometimes. What drives me every day is knowing I can make a difference for them and for the passengers we serve.'

That people-first approach extends to workforce development. Griffin has introduced initiatives like youth aviation programs, internships, and the annual 'Synergy' networking event—designed to connect community members, students, and businesses with aviation career opportunities. She's also an advocate for advanced air mobility technologies, exploring how drones and next-generation aircraft can reshape the region's economy. For Griffin, innovation and inclusion go hand in hand.

Beyond operations and strategy, she sees airports as microcosms of civic life—'small cities' with every service a traveler might need. Her vision embraces the interconnectedness of Maryland's transportation system, from ports to railways to roads. 'When you go to successful places, it's all interconnected,' she explained. 'We need to think regionally—how

“It's really about the people... What drives me every day is knowing I can make a difference.”

transportation drives the economy and connects people.'

Her leadership style combines deep technical expertise with humility and heart. Colleagues describe her as tireless, collaborative, and grounded in her purpose. She admits the pace can be demanding—long days, countless meetings, constant problem-solving—but the work energizes her. "Every day in aviation is something new. You're always learning, always engaging. I do enjoy the adrenaline of it," she said with a laugh.

At the end of the day, Shannetta Griffin measures success not in flights logged or dollars earned, but in people empowered. She views her career as part of a greater purpose—to open doors, build community, and inspire others to soar.



THANK YOU

Executive Alliance appreciates its support from the business community. This support demonstrates a commitment to our mission of promoting the placement of women in leadership roles and the advancement of women in professional and executive positions.

SUSTAINING



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MISSION



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EXECUTIVEALLIANCE.ORG/PROGRAM/LOOKING-FOR-BOARD-MEMBERS



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Mentoring  Krista Crawford Dr. Krista J. Crawford, LLC.	 Julie East Julie East Coaching & Consulting	Marketing  Christine Walsh Alpha Graphics Inc	<div><h2>THANK YOU TO OUR 2025-26 HONORARY TRUSTEES</h2><p>An Honorary Trustee is a woman of distinction—an accomplished leader who has made significant contributions to her field and community and currently serves or has served on compensated corporate boards or startup advisory boards. These dedicated women play a vital role in shaping the future of women in board leadership by serving as a trusted advisor to participants in our QuickStart program.</p></div>			

 Carol Coughlin	 Cynthia Flanders	 Gail Letts	 Jennifer Lowry	 Lisa Manzone	 Alicia Wilson
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2025-26 MENTEE COMPANIES/ORGANIZATIONS

- HealthCare Access Maryland
- Maryland Municipal League
- MITRE
- Montgomery County Housing Opportunities Commission
- Mother Mary Lange Catholic School
- NCIA
- Offit Kurman
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- Rossi Group
- SECU
- United Way of Central Maryland
- Whiting Turner
- Y in Central Maryland

2025-26 MENTEE CLASS



Tyler Alexis Brice
EA Mentor:
Natasha Dartigue



Audrey Chesser
EA Mentor:
Brandy Stephens



Kaitlyn T. Clarkson, Esq.
EA Mentor:
Suzanne Huettner



Lynnea Cornish
EA Mentor:
Maria Darby



Sharonda Huffman
EA Mentor:
Sarah Mogol



Betsy Jones
EA Mentor:
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Tiffani Jones
EA Mentor:
Dimita McDonald



Monica Lawrence
EA Mentor:
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EA Mentor:
Jill Reamer



Indira Obichere
EA Mentor:
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Christie Ryan
EA Mentor:
Candace Osunsade



Julianna Sigler
EA Mentor:
Greta Kessler



Monica White-Mark
EA Mentor:
Lynne Durbin



Rose Whitney
EA Mentor:
Lynn Sanders

MEET OUR MEMBERS



Executive Alliance's members are top leaders across Maryland's industries who are interested in connecting with other executive women and giving back to the next generation of women leaders.

Click the QR code to engage with Executive Alliance's Women of Excellence



DOES YOUR ORGANIZATION STAND WITH WOMEN?

Celebrate your success with Executive Alliance's Honor Roll Award
March 18, 2026

Executive Alliance's Honor Roll Award for Women's Representation is designed to recognize and celebrate companies that are creative and supportive in recruitment, development, support and advancement of women in the workplace and corporate boards. Each Honor Roll award organization has a unique opportunity to receive public recognition for workplace programs that promote equity, diversity and inclusion for women.



Applications open through **January 10** at ExecutiveAlliance.org

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EXECUTIVE ALLIANCE IMPACT BY THE NUMBERS



Community Participation

We sponsored and participated in The Daily Record leadership summit, BBJ Mentoring Monday, with members speaking on their area of expertise. Reaching over 500 women.

500



Public Education Sessions

We're especially proud to act as a convener, bringing together over 900 women through publicly available programs and events.

900



Mentoring Program

11 graduates of the Effective Impact Mentoring program joined the 154 women who have completed this transformational program.

165



Annual Publication Reach

Between our Women's Resource Guide, Census Report, Accelerate Women e-newsletter and our social media channels, Executive Alliance reaches over 15,000 top leaders.

15,000

FROM HERE TO THERE: REAL STORIES OF GROWTH AND LEADERSHIP

Join us for a candid conversation with Candace Osunsade and Lynnea Cornish as they share how they identified growth opportunities, built visibility, and made strategic moves toward senior leadership roles. Whether you're navigating your next career step or supporting others on their path, this panel offers real-world insight, practical strategies, and inspiration from women who've done the work — and are still climbing.

Open to the public. All are welcome.



Candace Osunsade

Learn more at QR Code



Lynnea Cornish

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