EXECUTIVE ALLIANCE

A CATALYST FOR WOMEN LEADERS IN MARYLAND



# MEET THE MOMENT

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# EXECUTIVE ALLIANCE MEETS THE MOMENT

Women's leadership grows stronger through connection. Since 1993, Executive Alliance has brought that belief to life by connecting accomplished women across Maryland with the relationships, visibility, and support to expand their influence and help others rise.

Through advocacy, education, and mentoring, Executive Alliance champions women's leadership in business, government, and nonprofit organizations. From candid conversations with peers to mentoring partnerships and preparation for corporate board service, Executive Alliance creates opportunities to learn, share experience, and take the next step with confidence. At its heart is a simple conviction: every woman has something to contribute and something to learn.

Women of Excellence celebrates that spirit. As we gather to recognize achievement and exchange ideas, this Women's Resource Guide extends the connections beyond tonight's conversations. Whether you are an established leader or imagining what comes next, you belong to a community strengthened by shared wisdom, generous support, and the belief that when women advance, our communities thrive. Learn more about us and our dynamic members—trailblazers who lead with vision and purpose – **at executivealliance.org**.

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

Dr. Pamela Love, Chair

Rebecca Snyder, Executive Director

**Dr. Pamela Love**
**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**

### Executive Alliance Podcast

This weekly podcast highlights the leadership journeys of Maryland's executive women and other topics of interest to professional women across the region.
*Learn more at* **executivealliance.org/executive-alliance-podcast**

### 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.

### 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.

### 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**

### Effective Impact Mentoring

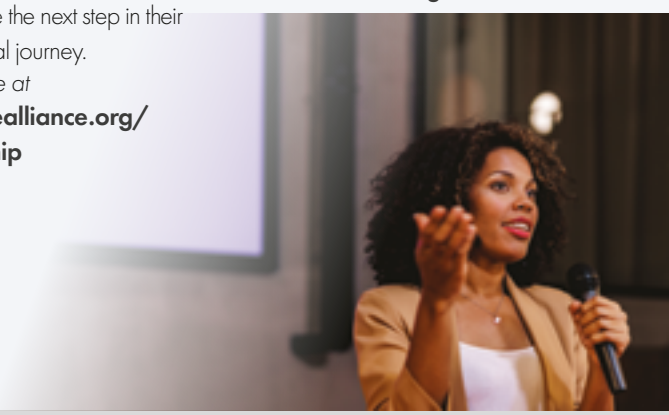
Our year-long mentoring experience pairs mid-career women with senior leaders to accelerate growth, leadership, and confidence. With one-on-one guidance and powerful peer connections, participants learn to navigate the next step in their professional journey.

*Learn more at*
**executivealliance.org/mentorship**

### 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.

## ACCOUNTING AND FINANCIAL WOMEN'S ALLIANCE BALTIMORE

### Greater Baltimore Network

Connects women in accounting and finance through professional education, networking, and leadership opportunities, helping members strengthen career skills and build relationships within a national professional community.

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

## ALLEGANY COUNTY COMMISSION FOR WOMEN

### Local commission

Promotes equity through advocacy, education, networking, and referrals, connecting women with local resources and opportunities to contribute to civic leadership and address community needs.

Kimberly P. Foley, Chair |
kimberlyfoley2013@gmail.com
www.alleganygov.org/393/Commission-for-Women

## ALLIANCE OF BLACK WOMEN ATTORNEYS OF MARYLAND

### Professional membership organization

Supports Black women lawyers and law students through professional connections, events, and service, addressing career challenges while strengthening visibility and engagement within Maryland's legal community.

Association leadership |
abwamaryland@gmail.com
abwamaryland.org

## ANNE ARUNDEL COUNTY COMMISSION FOR WOMEN

### Local commission

Advises county government and advocates for women and families through public education, resource development, community partnerships, and initiatives addressing human trafficking and local needs.

Carolyn Keaton Culp, Chair |
aaccwomen@aacounty.org
www.aacounty.org/commission-for-women




## ANNE ARUNDEL WOMEN GIVING TOGETHER

### Collective philanthropy

Pools members' contributions to support nonprofits serving local women and families, combining collective grantmaking, community education, committee leadership, and opportunities to build philanthropic relationships.

Membership team |
giving@givingtogether.org
givingtogether.org

## ASSOCIATION FOR WOMEN IN SCIENCE GREATER BALTIMORE CHAPTER

### Professional membership organization

Supports women in STEM through career development, networking, leadership opportunities, and community outreach, connecting professionals across career stages and promoting equitable participation in scientific fields.

Vice President of Membership |
membership@awisbaltimore.org
www.awisbaltimore.org/about-us

## ATHENA POWERLINK BALTIMORE

### Business advisory program

Connects women business owners with experienced advisers who help identify opportunities, address challenges, and strengthen companies, while offering established professionals opportunities to mentor entrepreneurs.

Program team | Contact through website
athenapowerlinkbaltimore.org

## BAKER DONELSON

### Women's Initiative

Advances women attorneys through mentoring, professional development, business development, and workplace initiatives, strengthening connections among colleagues, clients, and the broader legal community across offices.

Jennifer L. Curry | jcurry@bakerdonelson.com
www.bakerdonelson.com/womens-initiative

## BALTIMORE COUNTY COMMISSION FOR WOMEN

### Local commission

Advises county government on women's needs and sex discrimination, recommending measures that advance equal opportunity and inviting professional women to contribute expertise and public service.

Carmen Christiana, Staff Contact |
cchristiana@baltimorecountymd.gov
www.baltimorecountymd.gov/departments/women

## BALTIMORE GAS AND ELECTRIC

### Network of Exelon Women

Connects women employees with colleagues and leadership development opportunities, supporting professional advancement and participation in workplace initiatives within the utility's broader employee resource group community.

Madison Kafer | madison.kafer@bge.com
careers.bge.com/why-exelon

## BALTIMORE METROPOLITAN WOMEN'S BUSINESS CENTER AT MORGAN STATE UNIVERSITY

### University and entrepreneurship

Provides business advice, training, technical assistance, and mentorship for entrepreneurs in Baltimore City and six surrounding counties, helping new and established businesses pursue sustainable growth.

Business advisory team |
baltmetrowbc@morgan.edu;
443-885-2244
baltmetrowbc.org

## BALTIMORE WOMEN'S GIVING CIRCLE

### Nonprofit and giving circle

Brings women together through collective grantmaking to support local women and families, offering community education, committee service, and opportunities to develop philanthropic leadership and relationships.

Circle leadership | bwgcchair@thebwgc.org; 410-332-4172
thebwgc.org

## BUSINESS WOMEN'S NETWORK OF HOWARD COUNTY

### Membership organization

Connects women across industries through networking, education, expertise sharing, and business referrals, while supporting local women's education and career goals through scholarships and community involvement.

Membership team | info@mybwn.org
mybwn.org

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# INTRODUCING THE IMPACT HONORS AWARDS

Leadership creates a lasting legacy when it opens doors for others. At Women of Excellence, Executive Alliance's new Impact Honors Awards celebrates three women whose contributions have helped other women move forward, find their voices, and lead.

The awards reflect the three pillars at the heart of Executive Alliance's mission: advocacy, education, and mentoring. Each honoree represents a powerful way to advance women's leadership and extend its impact across our communities.

**Advocacy: Removing Barriers and Expanding Opportunities** recognizes a woman who has challenged obstacles and helped create greater access to leadership for other women.

**Education: Sharing Knowledge and Preparing Women to Lead** honors a woman who has equipped others with the insight, skills, and confidence to take their next steps.

**Mentoring: Guiding Growth and Opening Doors for Others** celebrates a woman whose guidance, encouragement, and connections have helped others realize their potential.

Together, these honors recognize the many ways women make progress possible for one another. They also bring Executive Alliance's purpose into focus: connecting women, strengthening their influence, and advancing their leadership in business, government, and nonprofit organizations.

As we celebrate our inaugural honorees, we celebrate a shared conviction: the impact of leadership reaches far beyond individual achievement.




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IMPACT HONORS: ADVOCACY

## PATRICIA MCHUGH LAMBERT: TURNING ADVOCACY INTO OPPORTUNITY



Advancing women's leadership requires people willing to challenge barriers, build relationships, and bring women's perspectives into the places where decisions are made. Patricia McHugh Lambert's record of professional and public service exemplifies advocacy for women.

Within Executive Alliance, Lambert's legacy includes helping strengthen relationships with Maryland's Governor's Appointments Office to diversify appointments and increase women's representation on state boards and commissions. This work connected the mission of advancing women with opportunities to serve and influence public decisions.

The significance extends beyond individual appointments. Maryland's boards and commissions regulate industries, oversee public institutions, administer state funds, and help shape policy. The Appointments Office assists the Governor in selecting people to serve on more than 600 such bodies. Helping more women access these roles brings their experience and expertise into decisions affecting communities throughout the state.

Lambert served as Executive Alliance's president in 2018–2019 supporting the Gender Diversity in the Boardroom legislation sponsored by then-Delegate Shelly Hettleman. Signed into law in May 2019, it established reporting requirements concerning women's representation on corporate and large institutional nonprofit boards—turning concern about slow progress into public policy action.

Her commitment extended into years of service on the Maryland Commission for Women. Appointed in May 2019, she subsequently held leadership positions, becoming First Vice Chair in 2024. The Commission studies women's status, recommends ways to overcome discrimination, and advises state leaders on issues affecting women.

An attorney with Pessin Katz Law, Lambert has paired her legal career with community leadership, including service as chair of United Way of Central Maryland's Women's Leadership Council and on its board and executive committee. Her contributions reflect a sustained investment in institutions that support women and families.

Together, these efforts embody Executive Alliance's mission of expanding women's influence in business, government, and the community. Lambert's advocacy connects capable women with opportunities while encouraging

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## THE CENTER CLUB

### Viewpoints and Women in Business

Connects members through programming focused on leadership, professional interests, and women's business experiences, offering opportunities for discussion and relationship building within Baltimore's broader business community.

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

www.centerclub.org

## CHARLES COUNTY COMMISSION FOR WOMEN

### Local commission

Connects women and families with services while advocating for programs, education, and legislation, offering public meetings and opportunities to contribute professional expertise to community needs.

Kenberly Stephens, Staff Contact | CCCW@CharlesCountyMD.gov; 301-645-0550

www.charlescountymd.gov/government/boards-commissions/commission-for-women

## CITRINE ANGELS

### Women Investing in Women

Connects accredited women investors with early-stage opportunities in women-founded businesses, combining investor education with a structured investment process and access to capital for female entrepreneurs.

Lisa Friedlander | l.friedlander@verizon.net

citrineangels.com

## CREWBALTIMORE

### Professional membership organization

Connects women across commercial real estate disciplines through business networking, leadership development, career outreach, mentoring, and industry research, strengthening professional relationships and opportunities for advancement.

Chapter office | crewbaltimore@crewnetwork.org; 888-866-2739

baltimore.crewnetwork.org/about

## DRESS FOR SUCCESS GREATER BALTIMORE

### Nonprofit and career support

Supports women's economic independence through professional attire and employment-related assistance, partnering with referral agencies and engaging professionals through volunteering, donations, clothing drives, and community partnerships.

Program office | greaterbaltimore@dressforsuccess.org; 410-528-1799

greaterbaltimore.dressforsuccess.org/contact

## EMERGE MARYLAND

### Candidate training

Recruits and trains Democratic women for public office, building campaign skills and professional networks that help participants translate community experience and policy interests into political leadership.

Diana Emerson | contact@emergemaryland.org; 443-801-5107

md.emergeamerica.org

## EXECUTIVE ALLIANCE

### Board Matching Service

Connects nonprofit and corporate boards with accomplished women whose expertise matches governance needs, expanding candidate access and opportunities for members to contribute leadership and judgment.

Rebecca Snyder | info@executivealliance.org


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www.executivealliance.org/find-board-talent

## EXECUTIVE ALLIANCE

### Effective Impact Mentoring

Pairs mid-career women with senior leaders for yearlong mentoring, practical leadership development, and confidential peer support, helping participants clarify goals, strengthen networks, and navigate career challenges.

Rebecca Snyder | info@executivealliance.org
www.executivealliance.org/mentorship

## EXECUTIVE ALLIANCE

### Speakers Network

Connects event organizers with women experts for keynotes, panels, and workshops, showcasing professional knowledge while expanding speakers' visibility and opportunities to share their leadership experience.

Rebecca Snyder | info@executivealliance.org
www.executivealliance.org/speaker-network

## FREDERICK COUNTY CHAMBER OF COMMERCE

### SHE Week

Celebrates women's leadership through programming, shared experiences, and community connections, helping participants learn from peers, build professional relationships, and explore opportunities for personal and business growth.

Jennifer Gerlock | Jgerlock@frederickchamber.org; 301-662-4164
sheweek.org

## FREDERICK COUNTY COMMISSION FOR WOMEN

### Local commission

Advises county government on women's and families' needs, addressing barriers through nonpartisan community engagement and offering opportunities for commission service, volunteering, internships, and civic leadership.

Commission office | CFW@FrederickCountyMD.gov; 301-600-1021
frederickcountymd.gov/1520/Commission-For-Women

## GIRL SCOUTS OF CENTRAL MARYLAND

### Leadership development for girls

Develops girls' confidence, skills, and leadership through programs and service, while connecting professional women with opportunities to volunteer, mentor, partner, and inspire the next generation.

Council team | sgrant@gscmd.org; 410-358-9711
www.gscm.org

## GORDON FEINBLATT LLC

### Women's Alliance

Supports women attorneys through mentoring, professional development, and community engagement, connecting colleagues across the firm and strengthening relationships with clients, civic groups, and business organizations.

Women's Alliance team | 410-576-4065
www.gfrlaw.com/womens-alliance-and-initiatives

## HARFORD COUNTY COMMISSION FOR WOMEN

### Commission for Women

Promotes women's economic, social, and political equality through county advising, local program support, and partnerships, offering opportunities for advocacy, public service, and professional community engagement.

Department of Community Services | 410-638-4739
www.harfordcountymd.gov/404/Commission-for-Women

## HOWARD COUNTY COMMISSION FOR WOMEN

### Local commission

Promotes women's economic, social, and political equality through research, advocacy, public education, and recognition, creating opportunities to address barriers and contribute expertise to county initiatives.

Diana Awed, Chair | 410-313-6400; Email Us link on website
www.howardcountymd.gov/boards-commissions/commission-women

## JOHNS HOPKINS CAREY BUSINESS SCHOOL

### Academy for Women and Leadership

Develops leadership through applied learning in communication, negotiation, executive presence, inclusive leadership, branding, and sponsorship, connecting managers, entrepreneurs, and professionals committed to advancing women at work.

Executive Education team | carey.execed@jhu.edu
carey.jhu.edu/programs/executive-education/academies/women-and-leadership

## JUNIOR ACHIEVEMENT OF CENTRAL MARYLAND

### Women's Alliance and JA Leading Ladies

Connects businesswomen with girls and young women through career education and mentoring, helping students explore opportunities, develop talents, and learn from experienced professional role models.

Dawn Edwards | dedwardsr@jamaryland.org
centralmaryland.ja.org

## JUNIOR LEAGUE OF ANNAPOLIS

### Volunteer leadership development

Develops women's leadership through volunteer action and community service, offering opportunities to plan projects, serve on committees, build relationships, and gain practical experience addressing local needs.

Membership team | member@jlannapolis.org
www.jlannapolis.org

## JUNIOR LEAGUE OF BALTIMORE

### Volunteer leadership development

Builds women's leadership through volunteer service, community projects, and organizational involvement, helping members develop practical skills, expand relationships, and contribute professional expertise to local initiatives.

League president | president@jlbalt.org
www.jlbalt.org

## JUNIOR LEAGUE OF PRINCE GEORGE'S COUNTY

### Women's leadership development

Develops women leaders through training, collaboration, and community service, offering opportunities to build practical skills, strengthen relationships, and support initiatives benefiting local women and families.

League president | president@jlpgc.org
princegeorgescounty.jl.org

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## KENNEDY KRIEGER INSTITUTE

### Women's Leadership Initiative

Brings faculty, staff, and trainees together for women's professional development through networking, speakers, panels, and discussion, strengthening connections and opportunities to learn from experienced leaders.

Maureen van Stone | Contact through website
www.kennedykrieger.org

## MARIAN HOUSE

### Housing and supportive services

Provides housing and comprehensive support for women and children pursuing stable, independent lives, with opportunities for professionals to contribute through volunteering, partnerships, and philanthropy locally.

Joscelyn Truitt, President and Chief Executive Officer | Contact through website
www.marianhouse.org

## MARYLAND BUSINESS EXPRESS

### Small minority and women owned businesses

Connects entrepreneurs with state resources for starting and growing businesses, including information about certification, contracting, funding, and assistance for small, minority-owned, and women-owned companies statewide.

Business assistance team | Contact through website
businessexpress.maryland.gov/grow/minority-and-women-owned

## MARYLAND CAPITAL ENTERPRISES WOMEN'S BUSINESS CENTER

### Nonprofit and entrepreneurship

Supports women entrepreneurs through individual consulting, business education, and financial resource connections, offering training in planning, marketing, financial management, and growth across its service area.

Lisa Twilley, Director | ltwilley@marylandcapital.org; 410-546-1900

womensbusinesscenteratmarylandcapitalenterprises.org

## MARYLAND COMMISSION FOR WOMEN

### Statewide advocacy and recognition

Expands women's opportunities through research, policy advice, public education, and recognition, addressing discrimination and celebrating achievements through statewide initiatives, leadership awards, and women's history programs.

Ariana Kelly | C4.Women@maryland.gov; 301-610-4523
dhs.maryland.gov/maryland-commission-women

## MARYLAND WOMEN'S BUSINESS CENTER

### Business counseling and training

Supports women entrepreneurs in Maryland's Capital Region through counseling, training, workshops, and practical resources that strengthen business plans, operations, professional networks, and sustainable growth strategies.

Business center team | 301-315-8091; contact form on website

marylandwbc.org

## MILES & STOCKBRIDGE

### Women's Network

Connects women attorneys through a firm-supported affinity group, combining professional relationships, shared experience, and community involvement to support equal opportunity, career advancement, and workplace engagement.

Holly Drumheller Butler and Tyler Duckett-Oliver, Network Leaders | Firm contact links on website
www.mslaw.com/diversity

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DOES YOUR ORGANIZATION STAND WITH WOMEN?

Celebrate your success with Executive Alliance's Honor Roll Award

March 3, 2027

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.

EXECUTIVE ALLIANCE
A CATALYST FOR WOMEN LEADERS IN MARYLAND

Honor Roll AWARD FOR WOMEN'S REPRESENTATION

Applications open through January 10 at ExecutiveAlliance.org

# TAMLA OLIVIER TAKES HER PLACE AND MAKES ROOM FOR OTHERS



Tamla Olivier remembers watching a familiar pattern unfold in a conference room. Men, including junior colleagues, took seats at the table. Some women and people of color sat along the wall, even when chairs remained open.

When one particularly talented woman chose the sidelines, Olivier texted her to move to the table. Afterward, they talked about why she had hesitated. The woman had thought she needed an invitation. Olivier wanted her to recognize that she belonged.

Today, Olivier leads Baltimore Gas and Electric as president and CEO, a role she assumed in May 2025, becoming the first woman to lead the company. Maryland's largest electric and natural gas utility serves more than 1.3 million electric and 700,000 gas customers. Her responsibilities encompass safety, reliability, customer service and financial performance. Yet her reflections on leadership often return to individual people: who feels confident enough to speak, whose abilities are recognized and who gets overlooked.

Her own career began with a different ambition. She planned to become an attorney, but internships at a law firm and in human resources at American Express helped her discover what interested her most. HR offered opportunities to help shape strategy, develop leaders and understand how people contribute to a business.

She likens the work to a puzzle: each person brings different experiences and strengths, and each requires something different to contribute at the highest level.

A Cornell University School of Industrial and Labor Relations graduate, Olivier held HR and organizational development leadership roles at T. Rowe Price, United Defense and Wells Fargo before joining Constellation in 2010. She went on to lead BGE Home, serving as BGE's chief customer officer and overseeing operations at Pepco.

That progression required her to reconsider some deeply ingrained advice.

At T. Rowe Price, she believed her performance and relationships had positioned her for a larger HR leadership role. When the opening came, she waited to be approached. A peer received the first offer. "It was like a punch to the gut," she recalled in an Executive Alliance Podcast interview.

The colleague ultimately declined, and Olivier got the opportunity. But the experience exposed a gap in her preparation: she had not told decision-makers what she wanted.

"You have got to advocate for yourself," she said.

Her approach to advocacy combines evidence with curiosity. She encourages explaining the experience and results that demonstrate readiness, then asking what gaps remain and how to address them. Excellent performance matters. So does making ambition visible.

> **"My responsibility is to make sure everybody has a voice"**

Olivier also learned to seek feedback that went beyond reassurance. In one leadership role, she pressed a colleague for specifics and learned that her facial expressions could discourage others from contributing. She asked a peer to signal when it happened in meetings, helping her pause, ask questions and listen more carefully.

She distinguishes that useful guidance from the double standards she has also encountered: men described as passionate while her own intensity was treated as emotional. As a Black woman, she spoke candidly about the continuing pressure to demonstrate that she had earned her position.

"I have to prove that I deserve to be in the seat every single day," she said.

Her candor makes room for an honest understanding of achievement. Reaching senior leadership has not erased those pressures. It has given her opportunities to intervene for others.

Olivier describes inviting quieter colleagues into discussions and stopping the room from passing over their ideas. She recalled one woman telling her that, after 17 years in an organization, Olivier was the first person to validate a contribution she had made in a meeting.

"My responsibility is to make sure everybody has a voice," Olivier said.

That responsibility gives her story particular meaning for women building their own careers. She offers practical encouragement grounded in disappointment, reflection and experience: communicate aspirations, ask for candid feedback and recognize the value of a different perspective—including one's own.

Her advice to her younger self carries that same directness: "Ask for what you want to get what you need sooner than later."

For Olivier, taking a seat also means noticing who is still waiting for permission. Her leadership offers an invitation to claim that place—and a responsibility to help others recognize theirs.

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institutions to broaden their understanding of who can lead.

The inaugural Advocacy honor recognizes that lasting contribution: relationships developed with purpose, barriers challenged through collective action, and doors opened so more women can bring their voices to the table.

IMPACT HONORS: EDUCATION

## DR. VALERIE SHEARES ASHBY: PREPARING WOMEN TO LEAD



For Dr. Valerie Sheares Ashby, education's greatest promise is its power to change what people believe is possible for themselves. As president of the University of Maryland, Baltimore County, she brings that promise to a leadership approach grounded in service, inclusion, and helping others recognize their potential.

"I believe that education can change individual lives and families for generations to come," she says. That conviction makes her a compelling choice for Executive Alliance's inaugural Impact Honors Award in Education, recognizing the work of sharing knowledge and preparing women to lead.

Sheares Ashby became UMBC's sixth president in August 2022 and the first woman to hold the position. A chemist, educator, and academic leader, she previously served as dean of Duke University's Trinity College of Arts and Sciences and chaired the chemistry department at the University of North Carolina at Chapel Hill. Her career demonstrates the breadth of influence women can bring to science and institutional leadership.

Her commitment to women's advancement also includes direct work supporting their development. At Iowa State University, she mentored participants in the Program for Women in Science & Engineering. At UNC, she directed the National Science Foundation Alliance for Graduate Education and the Professoriate and helped launch the Chancellor's Science Scholars Program, extending pathways into scientific study and careers.

She also speaks candidly about the internal obstacles that can accompany achievement. In a 2022 profile, she discussed leading workshops on imposter syndrome and acknowledged, "I had it until I was 40." Her vulnerability underscores how accomplished leaders can open themselves to uncertainty and help others move through it. That openness resonates for women imagining themselves in roles where they remain underrepresented.

"Leadership is a privilege. Leadership is in service to others," she told 195 BUSINESS. In the same interview, she described mentors' responsibility to recognize possibilities students cannot yet see in themselves and support them until those possibilities become attainable.

For Executive Alliance, that philosophy connects education with lasting

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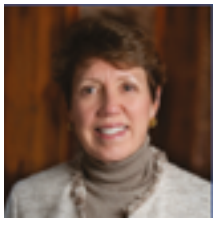
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impact. Sheares Ashby's example reflects Executive Alliance's belief that women advance through knowledge, relationships, visibility, and support. Her distinction as an educator lies in helping others see a future for themselves—and preparing them to step into it.

IMPACT HONORS: MENTORING

## LYNNE DURBIN: BUILDING RELATIONSHIPS THAT ADVANCE WOMEN'S LEADERSHIP



For Lynne Durbin, President of Inline LLC, mentoring is a sustained commitment to helping women recognize opportunities, navigate decisions, and build relationships that support their careers. As one of Executive Alliance's inaugural Impact Honorees, recognized for Mentoring, she has helped shape both the organization's program and the experiences of its participants.

Throughout her career, Lynne was often one of few women in senior positions and frequently the only woman in the room in her corporate legal work. Without a mentor to offer guidance, she learned through experience and observation. Mentoring became a way to share that hard-earned knowledge.

Lynne was drawn to Executive Alliance because of its work to increase women's representation on corporate boards. Later, with others, she helped revamp the mentoring program, establishing the Effective Impact model which combines individual mentoring relationships with structured professional development.

The focus on women in middle management was intentional. These women had demonstrated competence but often faced barriers to greater responsibility. Connecting them with experienced senior women offered support for advancement into executive leadership and, ultimately, board service.

Lynne's approach to mentoring begins with listening. Effective mentoring, she explained, means working to "encourage your mentee to think about what they really want." She checks in on progress, revisits goals, and helps mentees consider next steps while respecting their responsibility to choose their direction.

An external mentor also offers space for candid conversations about workplace dynamics, advancement, and career changes. Lynne values the learning that flows both ways, as mentees introduce her to different industries and perspectives.

Relationships among mentees are equally important. Feedback from the first Effective Impact cohort helped strengthen the program's emphasis on building those connections early. Lynne continues bringing former mentees together across cohorts and programs to exchange advice, celebrate achievements, and support one another.

Their presence reflects the lasting impact of her contribution and Executive Alliance's mission: women sharing knowledge, opening doors, and strengthening one another's leadership. Through her continued investment in these relationships, Lynne demonstrates how mentoring can support women well beyond a single program year.


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A CATALYST FOR WOMEN LEADERS IN MARYLAND

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Thank you to our Women's Village Exhibitors"

EFFECTIVE IMPACT MENTORING PROGRAM a program of Executive Alliance
THE LEAGUE FOR PEOPLE WITH DISABILITIES, Inc.

*Continued from 8*

### MONTGOMERY COUNTY COMMISSION FOR WOMEN

**Local commission**

Advises government and residents on women's issues through education, referrals, policy advocacy, and legislative programming, creating opportunities for community engagement and informed participation in public policy.

Jodi Finkelstein, Executive Director | Jodi.Finkelstein@montgomerycountymd.gov; 240-777-8300

www.montgomerycountymd.gov/cfw

### MONTGOMERY WOMEN

**Women's leadership network**

Connects women across professional and civic fields to strengthen leadership and influence, offering programs, recognition, and relationships that support advancement and community decision-making in Montgomery County.

Organization office | montgomerywomen@gmail.com

www.montgomerywomen.org

### MORGAN STATE UNIVERSITY COLLEGE OF INTERDISCIPLINARY AND CONTINUING STUDIES

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Laquetta Bryant | mcy@morgan.edu

www.morgan.edu/cics

### NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION BALTIMORE CHAPTER 135

**Professional membership organization**

Supports women across construction, design, engineering, and related fields through education, networking, service, and professional development, helping members build relationships and strengthen their industry leadership skills.

Membership Chair | Contact Membership Chairperson link on membership page

nawicbaltimore.org/membership

### NOTRE DAME OF MARYLAND UNIVERSITY Women's Leadership Institute of Baltimore

Advances women through leadership workshops, dialogue, and community programs that celebrate achievements, address gender equity, strengthen professional connections, and encourage leadership and social entrepreneurship locally.

Institute team | womenlead@ndm.edu ndm.edu/community/institutes/womens-leadership-institute-baltimore

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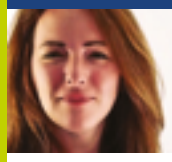
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Retired, United Way of Central Maryland

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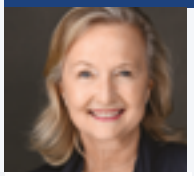
Kimberly Prescott
Prescott HR

**Marketing**

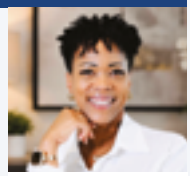


Christine Walsh
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Dr. Krista J. Crawford, LLC.



Kim Davis
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**Women on Boards**



Joyce Kuhns
Offit Kurman, P.A.



Jill Reamer
Peak Partners

**Membership**



Tracy Imm
T. Rowe Price

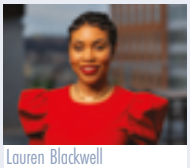


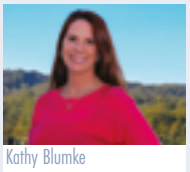
Karen Bond
The Judge Alexander Williams Policy Center

## 2026-27 MENTEE COMPANIES/ORGANIZATIONS

- Associated Black Charities
- Atlas Restaurant Group
- Black Diamond Financial
- Bolton
- Ellin and Tucker
- Graymake LLC
- Joseph Greenwald & Laake, PA
- Kirkland & Ellis, LLP
- The League for People with Disabilities
- Maryland State Department of Education
- Maryland State Department of Transportation – MAA
- Merrill Lynch Wealth Management
- NCIA
- Penn-Mar Human Services
- Planned Parenthood of Maryland
- PNC Bank

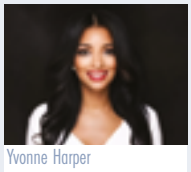
# 2026-27 MENTEE CLASS

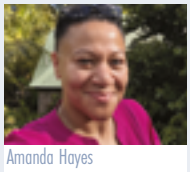

Lauren Blackwell


Kathy Blumke


Courtney Crespo


Claniesha Fauntleroy


Yvonne Harper

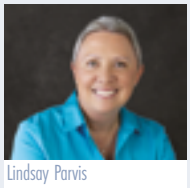

Amanda Hayes


Anne Hilb


Laura Iasiello


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*Continued from 12*

## PRINCE GEORGE'S COUNTY COMMISSION FOR WOMEN

### Local commission

Champions programs and legislation benefiting women and girls, combining government advising, research, referrals, and public meetings with opportunities for civic engagement and community leadership locally.

Lyrica A. Welch, Commission Liaison | lawelch@co.pg.md.us; 301-778-4381
www.princegeorgescountymd.gov/departments-offices/boards-commissions/commission-women

## SOCIETY OF WOMEN ENGINEERS BALTIMORE WASHINGTON SECTION

### Professional membership organization

Supports women in engineering and technology through professional development, networking, leadership opportunities, and STEM volunteering, connecting members with peers and encouraging future generations of technical professionals.

Section leadership | FAQ and Contact Form on website

baltwash.swe.org

## TEDCO

### Women Entrepreneur Leadership Programs

Supports women building technology and innovation businesses through leadership resources, professional connections, and business assistance aligned with entrepreneurs' venture stages, growth priorities, and current needs.

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

## TOWSON UNIVERSITY

### Professional Leadership Program for Women & Allies

Builds communication, negotiation, management, networking, and personal branding skills through a cohort experience connecting professionals across sectors and strengthening career growth, relationships, and organizational influence.

Program team | grasmickleadership@towson.edu; 410-704-4577

www.towson.edu/grasmickleadership/individuals/programs/leadership-women

## UNITED WAY OF CENTRAL MARYLAND

### Women United

Connects women through philanthropy, advocacy, and volunteering, offering relationships with local leaders and opportunities to contribute expertise, develop leadership, and address community needs across Greater Baltimore.

Women United team | Contact through website
uwcm.org/get-involved/membership-networks/women-united

## URBAN LAND INSTITUTE BALTIMORE

### Women's Leadership Initiative

Advances women in real estate and land use through professional connections, leadership opportunities, and local involvement, linking participants with a network spanning disciplines across the industry.

Lisa Norris | Contact through website

baltimore.uli.org/get-involved/womens-leadership-initiative

## WOMAN TO WOMAN MENTORING

### Nonprofit and mentoring

Connects women with mentors and peer support to pursue education, career, and personal goals, building confidence, relationships, and community connections through mentoring programs and group experiences.

Program team | 240-608-2856; Contact Us link on website
www.womantowomanmentoring.org

## WOMEN IN DEFENSE CHESAPEAKE BAY CHAPTER

Professional membership organization
Supports women's professional growth






in Southern Maryland's defense community through networking, education, and leadership connections, linking industry, government, and academia while encouraging future STEM careers.

Shannon Katulich, Chapter Contact | katulich_shannon@bah.com

widchesapeakebay.org

## WOMEN'S BAR ASSOCIATION OF MARYLAND

### Professional membership organization

Advances women in the legal profession through professional development, mentoring, networking, advocacy, and service, connecting lawyers, judges, public officials, and students across statewide and local networks.

Association office | Contact form on website; 301-905-0730
wbamd.org/contact-us

## WOMEN'S BUSINESS NETWORK OF FREDERICK

### Membership organization

Supports women growing businesses through knowledge sharing, relationship building, and encouragement, offering individual and corporate memberships within a community focused on business development and mutual support.

Michelle Rankin, President | info@WBNFrederick.org
wbnfrederick.org

## WOMEN'S GIVING CIRCLE OF HARFORD COUNTY

### Nonprofit and giving circle

Engages women across generations in collective philanthropy, combining resources, community education, and grantmaking while building relationships and civic leadership supporting local women and families in Harford County.

Circle leadership | wgchco@gmail.com
www.harfordwomengiving.org/Contact

## WOMEN'S GIVING CIRCLE OF HOWARD COUNTY

### Nonprofit and giving circle

Builds a community of philanthropists supporting women and girls through pooled giving, grants, and engagement, connecting donors with local needs and nonprofit programs throughout Howard County.

Candace Dodson Reed, Chair | 410-730-7840; contact link on website
www.womensgivingcircle.org

## WOMEN'S LAW CENTER OF MARYLAND

### Legal advocacy and services

Advocates for women's safety, economic security, and autonomy through legal services, education, and policy advocacy, with opportunities for professional involvement through volunteering, partnerships, and support statewide.

Administrative team | Admin@wlcmd.org; 410-321-8761

www.wlcmd.org

## WORLD TRADE CENTER INSTITUTE

### Women Spanning the Globe

Connects women leaders around global business and professional growth through experienced speakers, shared learning, and networking, helping Maryland professionals broaden perspectives and strengthen relationships across industries.

Maggie Pringle | Maggie@wtci.org
https://wtci.org/events/women-spanning-the-globe/




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