

Leadership Premier ★ Leadership Essentials ★ Leadership U

CELEBRATING

Leadership Howard County

PARTICIPATE, CONNECT, SERVE AND SUPPORT

Anne Brinker

No one needs to be told that 2020 was a year of crisis. From the global community to the Howard County community, we have seen loved ones lost to the pandemic, lives lost to racism, businesses and jobs lost to the economic effects of both, and each of us could no doubt enumerate more, personal losses in this crisis year. Upon deeper reflection, we remember the word crisis originally meant a decisive moment that demanded a decision, a decision to make a change for better or worse. The crisis of 2020 has brought forth new heroes who have made the decision to develop new ways of working, new ways of thinking, and new ways of acting. As I look back over this year and the faces of the graduates of Leadership Howard County (LHC) on these pages, I see that they and we have made the decisions necessary to resolve this crisis so that we can all recover and thrive. There is no going back to the pre-crisis “normal” as we knew it. Rather, the decisions we are making will lead to a better normal for our global and our local community. At the heart of these decisions is one thing – leadership. Whether in global health advancements, organizational management during shutdowns, or the CEO of a household supporting remote learners, individual leadership skills and collaborative leadership are what move people to seize the opportunities that crisis provides to make the world, and Howard County, a better place for all.

Because of this, I cannot think of a more exciting time



Anne Brinker, chair of the Leadership Howard County board of directors.

to be associated with Leadership Howard County. LHC has kept people in the community connected through virtual programming and networking events, brought us innovative speakers who shared evolving leadership approaches so we can grow in this new environment, and created opportunities for members to connect directly with county leaders to influence change. LHC spent the year connecting, developing, and positioning leaders to serve in order to make Howard County the best place to live, work, and play.

I want to congratulate the 98 people who graduated from our programs in 2020! They welcomed a new hybrid-learning format, connected with leaders across our county, and are the latest commissioned leaders who are already serving their organizations and the greater community with the skills and insights of our programming. I also want to celebrate our Alumni members, and future members, who determined the type of speakers they wanted to hear from and then showed up in huge numbers to learn from local and national leaders (while in the comfort of their PJ's). Our members also attended

networking events, hosted virtual happy hours with their classmates and completed acts of service organized by LHC in order to support the community during a time of great need.

During a year of rapid change, I want to thank the board of directors and LHC staff for the tremendous strategic thought and agile tactical execution that resulted in such a successful year for LHC. You remained committed to developing leaders to connect and serve knowing that never before has Howard County needed leaders as we do now. Thank you to each board, committee, and staff member for leading us in bold and innovative news ways.

As a non-profit, every dollar counts. Never have we seen a year when this was more true. I thank every sponsor, every dues paying member, every donor, and every partner who invested in LHC to support leadership development and relationship building. Know that the graduating of 98 participants, the programming which informed critical conversation in our community and the networking which kept the community linked together in a challenging year, was all made possible in great part by you. Thank you for investing in leaders in the community. Whether teens in Leadership U or C-suite executives in Leadership Premier, our engaged leaders are reimagining how our businesses, non-profits, government, and collective community will flourish going forward. We will continue to benefit from the returns of trained leaders for years to come so, on behalf of our community, thank you.

If you have not yet experienced what Leadership Howard County can do for you, or what you can contribute to Leadership Howard County, I strongly encourage you to reach out to us. There is no better time to hone and apply your unique leadership skills. Your place of work and our greater community couldn't need your leadership more. Join us and be part of a critical community force that can help you develop, connect, and serve.

I know 2021 will continue to offer new ways to bring our community together, new advancements in social change, and new strategies for organizations to thrive so each member of our community can do the same. We are emerging from this crisis a better community thanks to our leaders. And so, to everyone who has been enriched by LHC, by participating, connecting, serving and supporting, it is an honor to learn from you, work with you, and transform our community with you.

Anne Brinker, Leadership Premier 2014, is chair of the Leadership Howard County board of directors.

How has Leadership Howard County (LHC) fulfilled its mission during a year of COVID?

To say, "It's been a year," is an understatement for all. COVID-19 has impacted not only Leadership Howard County, but the community on so many levels. As an organization that thrives on connecting and engaging through all our programs, LHC needed to adjust the way we met our program participants and members to ensure these elements were maintained. The switch to virtual programming occurred quickly with our Leadership Premier Program. LP's Class of 2020 became known as the "most-resilient class," with everyone experiencing significant adjustments to their routines – both professionally and personally, while moving from a learning environment in the community and classroom to a virtual space. This resiliency flowed over to our program volunteers and staff who all became educated, very quickly, to making the shift to a "new normal".

Our 2021 program kicked off in November as a virtual program and feedback was positive from the start. The planning committee has been diligent to create a thorough virtual program experience that includes session days, learning opportunities and community impact projects.

The Leadership U 2020 program's 50 high school juniors enjoyed an enriching hybrid program consisting of some in-person and virtual sessions which received favorable feedback from students and families.

LHC's goal to keep our membership connected, engaged and informed virtually has also been successful. We have hosted membership events with Pearson leadership to learn about lessons learned from being an original online education provider, along with being inspired by Erica Strauss-Chavarria about the creation of Columbia Community Cares, a grassroots organization that has been a leader in providing needed services to our community and started due to the COVID-19 crisis. We've also hosted a few fun social events over the last 12 months and, although virtual, both were an excellent change of pace; a "Starry Night of Art" provided attendees with an interesting tutorial about examining art and the competitive spirit came out during our Virtual Night of Trivia, which raised funds for Leadership U.

Has the composition of LHC classes notably changed?

This year, the program is comprised of 28 individuals from a wide array of backgrounds and industries. Due to COVID, the class size was intentionally kept smaller.

LHC purposely accepts into its programs a cross-section of the community: large and small business, government, education, healthcare and non-profits, including the arts human services and faith-based groups. Attracting a diverse and inclusive group of participants has always been a priority and allows participants to get a more enriching program experience.

What are some "best practices" you incorporated into LHC programming?

We've been thoughtful to consciously implement networking time and small break out conversations within all our programming. Even within a virtual space, the networking component is a desired member benefit. Our session days have been constructed to provide more small

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Q&A

Bringing people together for community building, service and leadership development is the work of Leadership Howard County. The COVID pandemic provided huge hurdles but didn't stop the organization in its mission. Stacie Hunt, president and CEO of Leadership Howard County for the last 19 years, reflects on this challenging year.



STACIE HUNT
President and CEO
of Leadership
Howard County

group activities to ensure those relationships are being developed, as well as instituting some needed break time during the day from being online.

It's also important to note that the lack of geographic barriers has allowed alumni that may no longer live in the area to participate in events and also to take advantage of programming offered by other regional and national community leadership programs. This included our September Big Event that featured Eric Liu, as well as our February Thought Leaders Program, featuring Chris Warner. Travel was not an option for either speaker; however, the virtual space enabled them to meet us where we were and have our attendees to enjoy a terrific program and network experience.

How do LHC alumni support the community?

Our alumni never cease to amaze me – they not only continue to support our organization, but so many organizations and efforts in the community.

Our alumni never cease to amaze me – they not only continue to support our organization, but so many organizations and efforts in the community. Among a few examples was our Leadership Premier Class of 2018 responding in a matter of hours to a request put out to by Howard County's Community Action Council to help some of their sponsored families that were in need during the holidays.

Our winter service project, "Bringing Cheer in the New Year," involved our membership (and friends of LHC) writing cards and notes to over 500 residents to brighten up the day of those living in assisted living and community settings, as well as patients of Howard County General Hospital and The Claudia Mayer | Tina Broccolino Cancer Resource Center.

Finally, kudos to members of our Leadership Premier 2020 Homewood School CIP Team who continue to work with their Beyond the 21 Advisory Board; they recently put out a call to action to their class to help support the school during May's Teacher Appreciation Week.

What is your vision for LHC in the next five years?

LHC's board approved an updated strategic plan and began working to address the identified priorities in 2020, just as the pandemic started and impacted our community, country and world. Three main goals that this process has centered around are:

Develop – develop and implement programs that facilitate leadership experiences and individual skill development resulting in experiences that promote active community engagement.

Connect – providing high quality programming, events, resources and partnerships that create powerful connections for leaders in the community.

Serve – provide opportunity for individuals and organizations to support local, regional and global entities that bring impactful change to communities

Over the next several months, we will continue to align these strategic goals to LHC staff and board efforts to provide a roadmap for LHC's future direction. As the organization begins to come out of the pandemic, we will focus on developing innovative programming; providing internal support to the organization; reviewing and investing in technology and having consistency in our messaging all with the overarching goal to keep Howard County a great place to live, work, and play.

Advancing Synergy congratulates Arti Patel Varanasi, PhD, MPH
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LEADERSHIP HOWARD COUNTY

New Thought Leadership Speaker Series

LEADERSHIP IN ACTION:

Where the Journey to Lead Differently Begins

TUESDAY, MAY 11, 2021
10:30 a.m.: Networking
11:00 a.m.: Program and Q&A/Discussion with Brian Walter, Market President, Chesapeake Region, M&T Bank
12:00 p.m.: Adjournment

MEMBERS: \$35
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Deepening the love for where we live and work

By Susan Kim
Staff Writer

Anika Baty-Mills knows what it's like to pivot a business during pandemic times: as the lockdowns wore on last year, Baty-Mills Publishing changed its platform, launching Columbia Inspired Magazine as a digital publication.

"We are so glad that we did!" said Baty-Mills, the company's owner and CEO. "Transitioning to an online platform has helped us reach more readers, while still supporting our local small businesses."

Baty-Mills Publishing helps clients share their stories while supporting them with social media coverage and event promotion.

"We consistently provide opportunities to create meaningful connections with our readers," said Baty-Mills. "Needless to say, things were definitely uncertain, Baty-Mills Publishing has landed on its feet with Columbia Inspired Magazine and we are excited about our future."

For Anika Baty-Mills, since her company was born out of love for Columbia, being part of Leadership Howard County (LHC) simply made sense.

"To have the opportunity to learn more about how our county works, and about its history, has helped deepen my love for where we live," she said. "I am happy that my husband and I have chosen to raise our family here."

LHC has not only inspired her to appreciate what she has but also inspired her to take on the challenges of making the community even better.

As class representative to the LHC board, Baty-Mills said she wants to acknowledge the people who are creating, organizing and hosting thought-provoking content.

"The LHC board is a group of dynamic individuals who understand what collaboration truly means," she said. "They also do not shy away from what could be considered controversial topics that create a much-needed dialogue."

As part of the first mostly virtual class LHC, Baty-Mills reflected that many people would have shied away from participating in this program, opting to wait for the in-person experience.

"And though we can't wait for the day to be able to truly be together as a whole, I believe that our class will be the 'closest' class ever because of our ability to connect online," she said.

Baty-Mills added that LHC is time well spent for many reasons.

"If you are here for the programming, networking, and professional and personal growth – all of those things are worth making time for," she said.



Building bridges between different communities

By Susan Kim
Staff Writer

Mike Mitchell, who has served as the CEO of the Foreign-Born Information and Referral Network (FIRN) for one year, is no stranger to leadership programs.

A graduate of Leadership Maryland and GBC Leadership (Baltimore City), he decided to apply to Leadership Howard County (LHC) soon after he began working for FIRN as a way of expanding his local circle.

"I work in a space where I am around people who do the same thing as me," he said. "I wanted to have the opportunity to get to know people in the community outside my nonprofit networks."

He's grateful for the sounding board that LHC has provided. "First, I met people who are going through some of the same things I was going through," he said, "but second, I met people who work in different contexts so that their thinking as peers contributed to my problem solving approach in every conversation we had."

FIRN is a nonprofit organization that welcomes new American neighbors, values their cultures, and understands and addresses their needs. FIRN provides social, legal, and interpreting and translation services to immigrants, refugees, asylees and asylum seekers through direct service and volunteering.

To Mitchell and his team, "The immigrant story is the American story. It is rooted in the idea that all new Americans bring richness and value to American life."

The effect of the pandemic has permeated the fabric of Howard County, as it has the rest of the world, said Mitchell, and the pandemic has tripled the challenges facing the people FIRN helps.

"We are trying to help people who have lost jobs, and people who have been at risk for losing their housing," he said. "I would also say that, in a world where there is more and more polarization – not just political but with people who tend to hang with others in the same profession or others with the same views – LHC is essential to make sure there are bridges across different communities."

And these bridges don't fold up and end as an LHC class graduates, added Mitchell.

"Those lasting bridges become important for problem solving in this community over the long haul," he said. "I would say that, considering your time is a limited resource, the time spent with LHC is returned to you in building relationships that improve both your mental health and your professional well-being, and returned to the community in the greater impact you can make."



Giving back: the circle continues

By Susan Kim
Staff Writer

Once Minah Woo became involved in Leadership Howard County's (LHC) circle of "giving back," she noticed that circle never stops working.

For Woo, Associate Vice President for Continuing Education & Workforce Development at Howard Community College (HCC), that mentality of giving back fits well with her interest in serving underserved or hard to reach populations.

"I really wanted to meet more people who had a similar passion," said Woo.

HCC has been a long-time supporter of LHC, sending at least one staff member to an LHC class every year.

As LHC pivoted to virtual learning during the COVID-19 pandemic, Woo found she could also lend a hand behind the scenes. "At HCC, we were doing online learning for a long time, so I had a strength in that I could share."

Now one of three Leadership Premier Steering Committee Chairs, Woo said she felt that LHC was able to carry on its mission even online and she encouraged others to enroll in LHC for the coming year.

"There is definitely a time investment but the staff makes it easy by doing all the legwork," she said. "They really do respect the strength and expertise that you bring. They take all the busy work off your plate."

Part of what she described as "a phenomenal class," Woo sees her classmates in virtual circles, and is grateful for the familiar faces.

"If someone has a question, a plea for help, or a call to action, everybody jumps in, even now, well after our class has graduated," she said. "We truly feel like we've created a network of friends who believe in serving the community."

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The LP Class of 2021

WHAT YOU NEED TO KNOW ABOUT LP

Leadership Premier. With more than 1,300 graduates, this program is designed for senior-level business, nonprofit and civic leaders who have a history of community involvement. Over 10 months, the Premier program provides participants with an overview of the community issues and how they are all intertwined. The program introduces participants to the key decision-makers and prepares them for successful leadership roles on nonprofit boards, councils and commissions.

Anika Baty-Mills
Owner/CEO
Baty Mills Publishing

Jodi Benning
Chief Internal Auditor
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Leadership Essentials for emerging leaders

By Lori Fuchs

The Leadership Essentials class of 2021 includes 26 emerging leaders from a variety of organizations.

This six-month leadership development program, instituted by Leadership Howard County in 2007, is now managed by Loyola University Maryland as part of Loyola's ASPIRE Center for Continuing Education. Leadership Essentials develops skills that allows our participants to stretch their leadership potential and contribute significantly to their organizations, their families and their community.

The program has three core components: Skill Building Workshops, a Coach Relationship and a Community Impact Project team experience.

The skill-building workshops, focused on specific leadership characteristics such as resiliency, communication, diversity-equity-inclusion and more – include exercises and reflection to facilitate the participants' ability to sharpen critical skills necessary for effective leadership.

Throughout the six months of the Leadership Essentials program, each participant works with their coach to help them unlock the answers within, enabling them to better make decisions and strengthen their relationships and leadership skills.

Participants also contribute as a member of a small team on a short-term Community Impact Project that challenges them to put their lessons learned and leadership skills in action.

This year's Community Impact Project Hosts are: Bright Minds Foundation, Joseph & Vera Douglas Family Foundation, FreeState Justice, Success in Style, and VolunTeens.

The LE 2021 CIP teams are working on a real project for these organizations, and the CIP component provides the participants with an opportunity to put their leadership strengths and skills into practical use to benefit the community.

"I will consider how to make sure I am being inclusive, so every team member feels heard, and that they are a contributing member of the team."

– Joy Garvin, Enterprise Community in reflection after LE 2021 Teams session

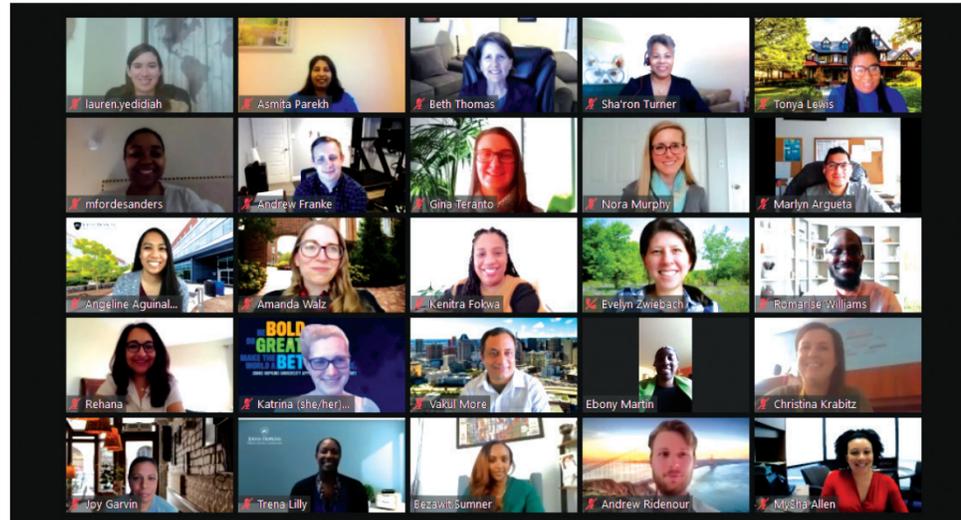
"I've had the pleasure of coaching with the Leadership Essentials program for over a decade. The program is outstanding and I love coaching with – and learning from – each participant as they deliberately and actively focus on growing as a leader!"

– Pam Lanman Guzzone, LE Coach

We value our strong community alliances, especially our collaboration with Leadership Howard County, and with the Leadership Essentials community of alumni, coaches, non-profit organization CIP hosts, community leaders and facilitators.

Looking ahead to the 2022 Leadership Essentials program, applications will be available in July and due in early October. Information sessions will be held in August and September.

Please visit our website for additional details. Email lfuchs@loyola.edu, Leadership Program Manager for more information about the program, to send a participant or volunteer!



Leadership Essentials class members hold a virtual meeting during their year of leadership training. Photo courtesy LHC

LE Class of 2021

Angeline Aguinaldo
JHU APL, Software Engineer

MySha Allen
Howard County General Hospital, Director, Case Management & Util Review

Marlyn Argueta
Center for Watershed Protection, Inc., Operations Manager

Nicole Butcher
Transforming Architecture, Architectural Designer

Michal Forde-Sanders
Senior Helpers, Director of Operations

Andrew Franke
CRISP, Director of IT Operations

Joy Garvin
Enterprise Community, Director of Lending Operations

Kenitra Fokwa Kengne
Horizon Foundation, Senior Program Officer

Christina Krabitz
Howard County Public School System, Principal, Homewood School

Tonya Lewis
Loyola University Maryland, Director of Graduate Programs

Trena Lilly
JHU APL, Principal Professional Staff

Katrina Magalotti
JHU APL, Software Engineer

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Vakul More
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Asmita Parekh
CareFirst BlueCross BlueShield, Lead Business Analyst

Andrew Ridenour
JHU APL, Systems Engineer

Bezawit Sumner
CRISP, Director of Security & Compliance

Gina Teranto
Humanim, Director of Psychiatric Rehab Services

Beth Thomas
Enterprise Community, Web Manager

Sharon Turner
Enterprise Community Asset Management, Inc., Development Equity Manager

Amanda Walz
Enterprise Community, Director of Development

Romaris Williams
BGE, Senior Supervisor, Customer Operation

Lauren Yedidiah
Accenture, Software Developer Specialist

Rehana Yusuf
Howard Community College, Associate Professor and Committee Leader

Evelyn Zwiebach
Enterprise Community, State & Local Policy Director

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LEADERSHIP U

Howard County high school students, who want to test their leadership capabilities outside the classroom, enroll in this four-month program and learn about the satisfaction that comes through community service.



This Team created a documentary to raise awareness and education of composting to reduce waste. They also teamed with Howard County's "Feed the Green Bin" food composting program for their project. Their production may be found at: <https://www.youtube.com/watch?v=Zn5E5w8tNjw>



This Team packaged 51 backpacks with toiletries and resources for folks transitioning out of the Howard County Detention Center. Contents included masks, socks, water bottle, hand sanitizer, notepad, pens, toiletries and a resource guide.



In addition to the class Team projects, class members also participated in a 3D HC day whereby students learn about the mission, history and programs of an organization and then participate in about a hour of service for that organization. This year, students dug deep and discovered more about Community Action Council's Community Garden, the Patapsco State Park, and the Community Ecology Institute.



This Team created a cookbook containing recipes from local community members and sold 100 copies, raising \$900 for Howard County General Hospital's Pediatric Department



LEAD 101

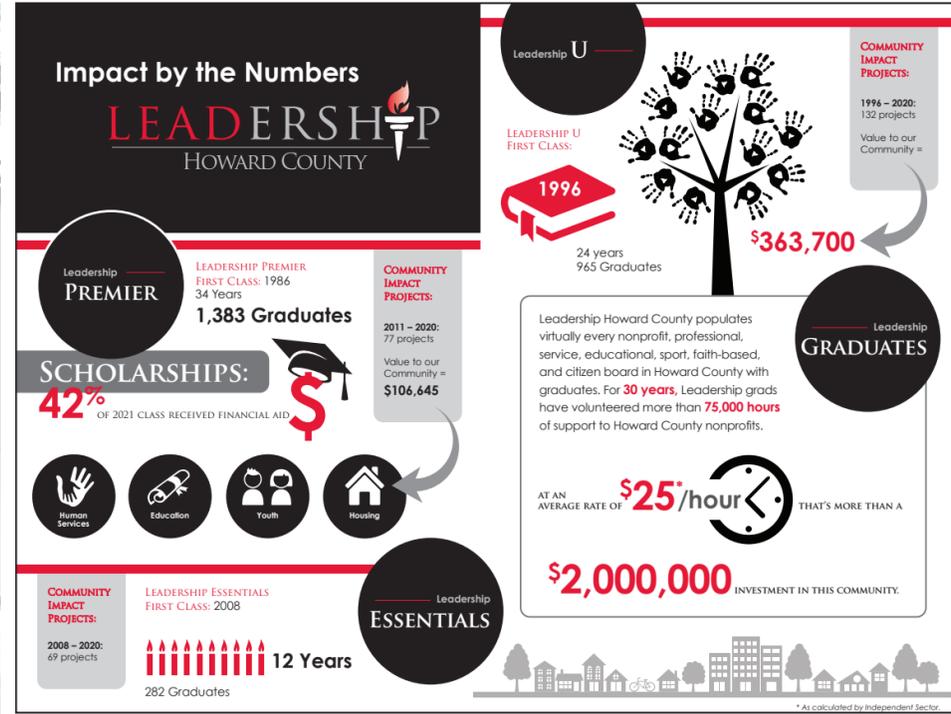
LEAD 101 is a new workshop series for current sophomores and juniors that have not previously participated in Leadership U. Offered over three sessions (May 19 – May 26 – June 2/all from 12 to 2 pm), students will learn critical skills needed for today and beyond, including:

- Leadership Qualities, Values, Skills & Networking
- Business Etiquette & Effective Communication
- Goal Setting, Active Listening, Feedback & Decision-Making
- Presentation Skills & Tips

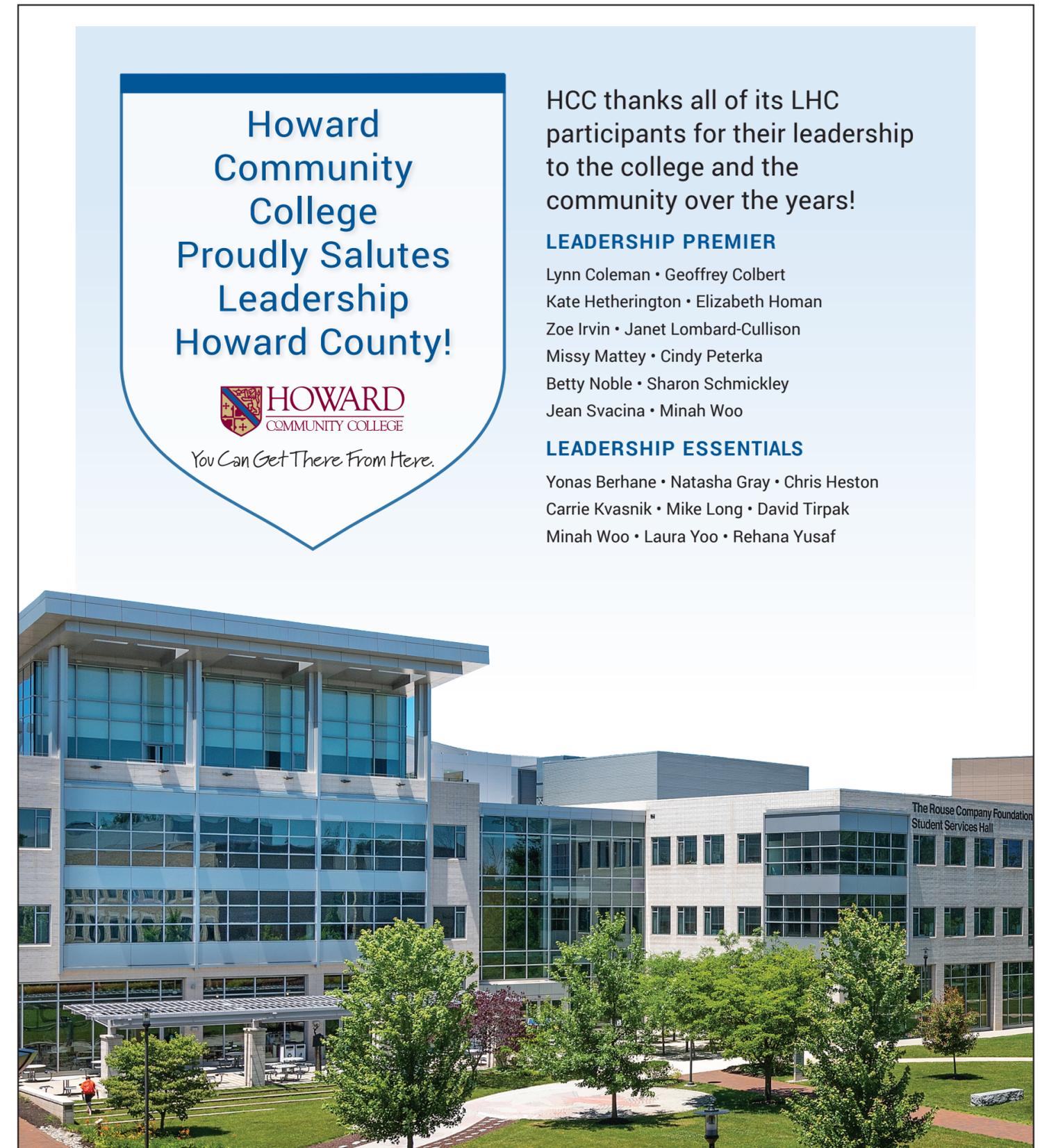
Howard County Library System congratulates **SUKI LEE**, proud member of the Leadership Premier Class of 2021.



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