

## ***Negotiation: Salary, Workload, Flextime, Work Life, and Gender Disparities***

Employer/Recruiter Panel

Thursday, October 16, 2014 5:30PM - 7:00PM

Success Center, Clary Theater

Learn negotiation tactics to establish a career and to manage a healthy life at work and at home.

Panelists: **Courtney R. Adler**, Ernst & Young LLP, Principal/Principal Advisory Services  
**Shinjini Das**, Business Technology Analyst at Deloitte Consulting  
**Skip Freeman**, Proprietor, HTW Group (Hire to Win) an Atlanta-Executive Search Firm  
**Errika Mallett**, Director of Membership for IT Senior Management Forum  
**Teresa Williams**, Director, Research and Development (R&D) for Newell Rubbermaid

Moderator: **Mary Lynn Realff**, Co-Director of the Georgia Tech Center for the Study of Women, Science, and Technology and Associate Professor, Material Sciences and Engineering, Georgia Tech

*Sponsored by the Center for Career Discovery and Development (C2D2) & the Center for the Study of Women, Science and Technology (WST), in partnership with Ivan Allen College of Liberal Arts, College of Sciences, Graduate Studies*



**Courtney Adler** (GT BBA 01) is a Partner in the Advisory Services practice of Ernst & Young LLP (EY). She has nearly 13 years of experience in risk management, Information Technology (IT) controls, third party reporting attestations, information security, business process controls, and Sarbanes Oxley assessments for both internal and external audits. She has worked in several Ernst & Young Americas offices including Atlanta, NYC, and has recent Global experience in South America. The majority of Courtney's experience has been serving some of EY's largest and most complex accounts.

Courtney has significant experience in negotiating both internally and externally with Ernst & Young; she has successfully negotiated fees with external clients, and internally has negotiated three career transfers, client assignments, family requirements, travel, staffing, etc.

Courtney is a successful integrator and team leader and knows how to effectively drive the use of Global resources on her engagements. She is currently challenging one of her largest engagement teams to utilize between 40-50% Offshore Resources. Courtney currently serves as the Southeast Regions offshoring Partner Sponsor, and is responsible for assisting in driving integration and global deployment of resources.

Courtney is a leader in people and inclusiveness initiatives. She is currently a member of the Atlanta office's People Advisory Forum. She is also active with the Atlanta Professional Women's Network (PWN), the Working Parents Network, and was the founder of "Mujeres Profesionales" the PWN in EY Chile. She was the only Senior Manager on the Inclusiveness and Diversity Leadership team while in South America. Courtney is fluent in Spanish and can read Portuguese.



**Shinjini Das** (GT IE 2014) is a Business Technology Analyst at Deloitte Consulting. She received the President's Scholarship and was selected as the Undergraduate Commencement Speaker to deliver "[The Spirit of Georgia Tech](#)" to about 10,000 people. She serves on the Omicron Delta Kappa National Student Advisory Board, The New Agenda's 2014 Young Women Leadership Council, and was invited as the youngest speaker by the Soledad O'Brien Foundation to lead a workshop on 'Life After College.' She is a contributing writer for Levo League and Your Coffee Break, and was interviewed by other professional women's sites, Classy Career Girl and Smart Girls Group. She will give a talk on 'Job vs. Career' at General Assembly this Fall and believes that developing negotiation skills is key for young professionals to be motivated and efficient on the job. In the past, she has negotiated diverse internship responsibilities, flexible work locations, and compensation



**Skip Freeman**, (GT MS Organic Chemistry) author, **proprietor of The HTW Group (Hire to Win)** an Atlanta-Area Executive Search Firm. Skip has completed more than 300 executive

search assignments. Specializing in sales, engineering, manufacturing and R&D professionals in industry, he has developed powerful techniques that help companies hire the best and help the best get hired.

Skip, is a graduate of the United States Military Academy, West Point, Master of Science degree in Organic Chemistry from The Georgia Institute of Technology and a MBA degree in Marketing from Long Island University.

Following a tour of duty as an instructor at West Point, Skip moved into a field sales representative for a \$4 billion specialty chemical company, achieving the company's highest level of recognition by his third year. With this proven track record, he progressed into sales management roles and was Vice President of Sales and Marketing for an industrial filtration company, before starting his own executive search firm to help companies "hire to win."

Skip points out that today's job seekers face THREE major hurdles when looking for opportunities:

First — **Flawed hiring processes**. Every company, whether or not they have an effective hiring process in place, believes that they do. Flawed hiring processes hurt excellent job seekers.

Second — **Most job seekers look for a new opportunity only five or six times in their life**, which puts them at a significant disadvantage when they "go up against companies" that hire people every month or every week.

Third — **The rules of the hiring game have changed forever**.

Skip, a veteran "headhunter," knows the "secrets" that help job seekers overcome all three hurdles and get HIRED! The secrets are revealed in his book: *Headhunter Hiring Secrets: The Rules of the Hiring Game Have Changed . . . Forever!*



**Errika Mallett** (IE 96) Director of Membership for IT Senior Management Forum. Erricka is an executive with sales, marketing, and executive management experience in the IT and Manufacturing industries. She is currently leveraging her pedigree and experience in marketing, communications, human resources and executive engagement to scout, recruit and retain members for IT Senior Management Forum. Errika worked in Sales in Marketing for companies like IBM and BMC Software but in 2010 Errika returned to the corporate arena as an HR Strategist for Southwire Company. She developed strategies with business unit presidents and senior executives to identify and acquire strategic talent, created internal development programs that enabled sustainable talent acquisition, management and retention for Southwire and developed the Engineering Internship program that built an elite collegiate talent pipeline. Errika is an effective communicator who frequently volunteers as a workshop facilitator and presenter to both college and high school students on topics such as leadership development, career development and life planning.



**Teresa Williamson** (BS Chem E 98) is Director of Research and Development (R&D) for Newell Rubbermaid. In addition, she is a board member of two industry not-for-profit trade associations: the Window Covering Manufacturer's Association (WCMA) and the Window Covering Safety Council (WCSC). In her R&D role, she leads the R&D team to ensure the health and execution of new product development for LEVOLOR® and KIRSCH® branded window-covering products. Her industry leadership drives innovation of safer product development as well as consumer outreach and education related to window covering safety.

Teresa has held technical, manufacturing and leadership positions with various companies, including Anheuser Busch, 3M, John Deere, Pella Windows and Newell Rubbermaid. She obtained a B.S. in Chemical Engineering from Georgia Tech in 1998 and an Executive M.B.A. from the University of Iowa in 2003. Her passion areas include building high functioning technical teams, front-end strategy and innovation development and new product design and execution.



Moderator **Mary Lynn Realff** is Associate Professor of Materials Science, College of Engineering, and Co-Director, Center for the Study of Women, Science, and Technology at Georgia Tech