

## **Operationalizing Combat Integration**

1230-1630 February 4, 2016  
1779 Massachusetts Ave. NW  
Washington, D.C.

On April 1, 2016, the U.S. military will begin integrating women into historically all-male ground combat units and occupations. This historic change will permanently alter the face of the U.S. military and represents a significant organizational change effort. To help facilitate this transition the Service Women's Action Network and Women in International Security are convening a half-day conference that will feature analysis of the Services' implementation plans and a discussion of best practices for integration.

The conference will include academic experts, organizational change practitioners, and military professionals who will provide advice on how to successfully implement this change. This conference is intended to educate past and present service members, the media, policymakers, and DOD civilians and military leaders responsible for implementing this change.

### **1230-1245 Welcome**-Judy Patterson, CEO SWAN

### **1245-1330 Managing Organizational Change:** Deborah Morrison, LaMarsh Global

Organizational change is happening at record pace and in record amounts and is often difficult for members to accept. Organizations today are expected to operate at peak performance and flawlessly execute their mission while they are in an almost constant state of flux. Successful, sustainable change results from comprehensive change management and strong change leadership. Deborah's keynote is about the dimensions of well-managed change, the critical role leader's play in managing change and the risks associated with ignoring the potential for failure.

### **1330-1345 Break**

### **1345-1445 Analysis of the USMC and SOCOM Implementation Plans**-Holly Hemphill, National Women's Law Center

Recommendations from the RAND Report—Dr. Agnes Shaefer, RAND Corps  
USMC Plan-Lieutenant Colonel Kate Germano, US Marine Corps  
SOCOM Plan-Ellen Haring, Colonel, US Army (retired)

### **1445-1500 Break**

### **1500-1630 Best Practices for Combat Units**-Dr. Gale Mattox, US Naval Academy

Parallels from the Past—Dr. David Segal, University of MD  
Leader & Peer Behavior Management—Dr. Mady Segal, University of MD  
The Importance of Gender Neutral Occupational Standards- Sue Hosek, RAND Corps  
Gender Advisors—Elizabeth Lape, Commander, US Navy (retired) Joint Staff J7  
“Mentoring Women: For Men”—Captain David Smith, US Navy, US Naval Academy

### **1630-1730 Networking Reception**