

Center for Inclusive Excellence

Live Into It: The Business of Community Navigating Corporate Spaces as a Diverse Employee



Overview & Agenda

This conversation will center on helping current and prospective graduate students and young professionals. The session features a panel of highly experienced and dynamic professionals of color who will share their own leadership journeys and experiences navigating the workplace, building a network, and utilizing resources via discussion and an open Q&A segment.

10:30-10:45 am Welcome & Panel Introductions

10:45-11:45 am Guided Panel Questions

11:45-12:00 pm Audience Q&A

Meet our Panel!



Javi McGuiggan

**ASSISTANT VICE PRESIDENT, GLOBAL DIRECTOR POWER SYSTEMS - BIOINDUSTRIAL,
SPECIAL BUSINESS CORRESPONDENT FOR TELEMUNDO - CARGILL**

Javi (Javiera) McGuiggan is from Chile and has lived in MN since 2011. Originally a Civil Hydraulics engineer, Javi also has a Master in Public Affairs from Humphrey School and an Executive MBA from Carlson School at the University of Minnesota.

She started her career in P&G, followed by 14 years at 3M company where she served in several roles including sales, supply chain, marketing, and business management at local, regional and global levels. In 2019 she became the Global Business Director for the Power Systems Business within Cargill's Bioindustrial Group. In addition to this, she most recently became a Business Reporter for Telemundo MN.

She is an active community member, Chair of Cargill's Hispanic Latino Council, board member of Feed my Starving Children, and advisory board member at CWIEME Berlin.

She is a mother to Jack (6yo) * Six Sigma Green Belt, SCRUM Master. Languages: English, Spanish, Portuguese. Interests: Global Economic Development, Public Policy, DE&I, Sustainability. Hobbies: Volleyball, Singing, Dancing.



Tawnya Stewart

CHIEF OF PEOPLE AND CULTURE - MILLE LACS CORPORATE VENTURES (MLCV)

Tawnya Stewart is the Chief of People and Culture at Mille Lacs Corporate Ventures (MLCV). As an entity rooted in Indigenous ownership and operations, MLCV stands at the forefront of equality advocacy and diversity celebration. Recognizing their most significant potential for impact is within their organizational boundaries. As Chief of People and Culture Officer, Ms. Stewart collaborates with business leaders across the portfolio to integrate racial equity strategies while reinforcing an inclusive culture. The best company cultures are those where, beyond diversity and inclusion, people feel like they belong.

Tawnya's academic achievements include an MBA from the Carlson School of Management at the University of Minnesota and a bachelor's degree in business and communications. She also possesses a master's degree in human resources from Loyola University Chicago. She is also a quality administrator for the intercultural development inventory.

Tawnya believes belonging is fundamental to human ingenuity. Feeling seen, safe, courageous, and connected, allows people to be their best selves personally and professionally. We all want to belong and feel part of something bigger than ourselves. Ms. Stewart has an affinity for music, travel, reading, podcasts, and theatre. She resides with her son in Golden Valley, Minnesota, and invests time in understanding her Ojibwe heritage. Anchoring her philosophy is the tenet to "let love rule."



Charlene Vance

DIRECTOR OF PRODUCT MANAGEMENT APU PORTFOLIO - TRANE

Charlene Vance is an accomplished business leader recognized for advancing businesses while transforming systems, people, and culture. She is acknowledged for an inspirational and transformational leadership style and proven ability to drive and deliver results in ambiguous and rapid change environments. Vance has 22 years of strategic and P&L leadership roles at fortune 100 companies with career experiences that include sales, marketing, portfolio management, strategy, and Lean Six Sigma operations. She is currently the Director of Product Management responsible for the APU Portfolio at Thermo King, a Trane Technology company and a global climate innovator. Thermo King is a worldwide leader in sustainable transport temperature control solutions.

Vance earned her MBA from the Carlson School of Management from the University of Minnesota and holds a Bachelor of Science degree in Industrial Design from the Georgia Institute of Technology. She is a certified Lean Six Sigma Black Belt.



Dr. Simon K. Shannon

DIRECTOR OF BUSINESS DEVELOPMENT - 3M

Dr. Simon Shannon is currently a Director of Business Development in 3M's Transportation and Electronics Business Group (TEBG) focusing on accelerating 3M's footprint in Data center and 5G solutions segment, a critical growth vector for the business group. He works closely with customers, and partners with the business / corporate laboratories, and appropriate divisions to help prioritize and commercialize 3M solutions addressing our customers' most critical challenges in this space.

Dr. Shannon holds a bachelor's degree in chemistry from University of Minnesota Morris, a Ph.D. in organic chemistry and MBA from the University of Minnesota – Twin Cities Campus.

He joined 3M in 2004, and has several unique experiences having supported Corporate research, 3M Oral Care, Industrial Mineral Products, Lean Six Sigma (Certified Black Belt) and Advanced Material Divisions. Dr. Shannon also worked for 5 years at Corning, Inc as a researcher, technical supervisor, and project manager.

Over his career, Dr. Shannon has developed a strong track record with leading cross-functional teams, global portfolio & project management, research & development, new product commercialization, Lean Six Sigma business process, cost improvement activities and change management. He holds 18 US patents and received several professional awards from his service and professional work.

Panelists



**Javiera
McGuiggan,
Cargill/Telemundo**



**Simon Shannon,
PhD,
3M**



**Tawnya Stewart,
Mille Lacs Corporate
Ventures**



**Charlene Vance,
Trane**