



# Annual Spring Conference

April 21, 2023 • 8:00 AM – 4:30 PM  
Northern Illinois University • Naperville Campus

## Traversing Rough Waters: Lifelong Career Development in Chaotic Times

**Keynote Speaker: Karin M. Norington-Reaves**

**Seasons of Impact: Navigating Career Paths in Uncertain Times**



Karin Norington-Reaves is a lifelong public servant with more than 30 years of experience in education, law, advocacy, community and workforce development. In 2012, Karin was appointed founding CEO of the Chicago Cook Workforce Partnership (The Partnership) by Chicago Mayor Rahm Emanuel and Cook County Board President Toni Preckwinkle. Karin led The Partnership’s mission to ensure that “every person has the skills to build a career and every business has the talent it needs to compete in a global economy.”

Karin has served as a member of the Cook County Economic Development Advisory Committee; the Cook County Commission on Social Innovation; the Board of Advisors for LISC Chicago; the Board of Trustees for the Workforce Development Council of the U.S. Conference of Mayors; the Board of Access Living; Board of Directors of Empower Illinois, Board Chair of the Untapped Potential Project; the Board of Thrive Chicago and the Board of mothers2mothers. She also spent eight years as a mentor/sponsor for LINK Unlimited.

| <i>Conference at a Glance</i> |                                      |
|-------------------------------|--------------------------------------|
| 8:00 AM                       | Registration & Continental Breakfast |
| 8:30 AM                       | Conference Welcome                   |
| 8:45 AM                       | First Presentation                   |
| 12:00 AM                      | Lunch                                |
| 1:00 PM                       | Conference Resumes                   |
| 4:30 PM                       | Adjournment                          |

| <b>Registration Fees</b>   |        |
|--|--------|
| <b>ICDA Members</b>  | \$90   |
| <b>Members of ICA/<br/>Non-Members of ICDA*</b>  | \$110* |
| <b>Non-Members of ICA &amp;<br/>ICDA</b>   | \$120  |
| <b>All Graduate Students</b>   | \$75   |
| *ICA Members! Join ICDA for \$20 on the ICA website, and then register for the conference at the ICDA Member price!<br>Total cost to you = \$110 |        |

**Registration:** Online registration is available through the Illinois Counseling Association.  
This conference is recognized as providing 6 CE by the Illinois Counseling Association.

**ICA is a co-sponsor for this event.**

The ICA is an NBCC-Approved Continuing Education Provider (ACEP) and may offer NBCC-Approved Clock Hours for events that meet NBCC requirements. The ACAP solely is responsible for all aspects of the program. This program is recognized as providing CE Clock Hours for: LPC/LCPC/NCC (NBCC Provider #2014) LSW/LCSW (IDFPR license 159.001342) MFT (IDFPR license # 168.000228) and LicPsych (IDFPR license #268.000065).



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# Traversing Rough Waters: Lifelong Career Development in Chaotic Times

## Session 1 Keynote Presentation Seasons of Impact: Navigating Career Paths in Uncertain Times

Presenter: *Karin Norington-Reaves, JD*

Ms. Norington-Reaves will discuss the challenges and triumphs of personal and professional growth and development in seemingly unstable times. She will offer tips for resilience and strength in the face of uncertainty.

## Session 2 Presentation Strengths as a Tool for Personal Growth and Professional Effectiveness

Presenter: *Jenny Redisi*, Instructor, MBA, Gallup Certified Strengths Coach, Instructor, NIU Professional Sales Program

During this workshop, you will reflect on the results from your CliftonStrengths report to Name, Claim, and Aim your innate talents. By understanding how your strengths inform your perspective and create blind spots, you will be a better leader, teammate, and coach.

**Note:** In preparation for this presentation, participants who have never completed the CliftonStrengths Assessment will receive a URL to complete it by **Wednesday, April 19, (note the change in date) at no additional cost.**

Participants who have completed the assessment will receive a URL to share their previous results with Ms. Redisi ahead of the conference date.

## Session 3 Presentation "I thought I had it all planned out." How Chaos Theory Can Inform Post-COVID Career Counseling

Presenter: *Brian J. Pillsbury, Ph.D., Licensed Psychologist*, Interim Director, NIU Career Services; President, ICDA

One of the fundamental lessons of the pandemic is that life is hard to predict – and not as controllable as we would like. This lesson is especially true in terms of lifelong career development. As the COVID crisis recedes, career practitioners are called upon to help clients face the future with hope and a sense of self-efficacy. Chaos theory is an apt theory to embrace in our work with clients in 2023, given the significant changes of the past few years and the uncertainty as we look toward the future. Dr. Pillsbury will discuss the major concepts of chaos theory and present methods to empower our clients as they determine and initiate the next steps in their careers.

## Session 4 Panel Discussion Exploring the Career Landscape: A Discussion of the Different Roles and Job Titles in Career Development

Moderator: *Brian J. Pillsbury, Ph.D., Licensed Psychologist*, Interim Director, NIU Career Services; President, ICDA

Panelist: *David Barreto, Ph.D., LCPC*, Assistant Professor/Counselor, Waubonsee Community College, Aurora, IL; Clinician/Owner, Lighthouse Counseling Center, Aurora, IL

Panelist: *Sharon Roults, M.A., NCC, LPC*, Professional School Counselor, Lincoln Elementary School District 156

Panelist: *Libby Scanlan, MS Ed., CCC*, Career Coach, Employment & Employer Services (E&ES)

Panelist: *Angie Schmidt, Ph.D.*, Professional Life Coach, Potentialcity

In today's society, career development is not the purview of just one profession. Those with the interests and training necessary to assist individuals with lifelong career development can be found working with people of just about any age in a range of settings. This panel will provide insights about their backgrounds, current roles, and approaches to providing assistance with career development. They will also discuss diversity, equity, and inclusion as it relates to their practice as well as the changes they have seen and related to the pandemic and other critical moments in our national consciousness.

## Session 5 Presentation Addressing Cultural Competence and Equity in Career Development for Adolescents

Presenters: *Carla Cheatham, M.Ed., Ed.M., LCPC*, Instructor/Doctoral Candidate, Governors State University

*Leonis S. Wright, Ph.D., Ed.S., M.Ed.*, LPC, Assistant Professor, Governors State University

The presenters will discuss the importance of equity-based career development with adolescents. The session will provide a space for participants to explore and identify their own competencies relating to providing equity-based career development. Participants will also discuss and learn strategies to assist in promoting equity-based career development.