ISM-NJ · OCTOBER 22, 2026

# Now is the time to

# RADIATE

*Moving with intention while creating purpose in our journey.*

**Etosha Thurman**



THE PROBLEM

# For too long, we have tried to be everything to everyone.

And the **me** in our life becomes small.

the team

the client

*the 7:30 call*

**the boss**

the gala

my parents

me

the deadline

**the kids**

the board

*my partner*

the community

*ra·di·ate: to send out or spread outward from a central point*

# RA | DI | ATE

**R**egaining **A**gency | **D**efending **I**nclusion | **A**mbitiously **T**hriving with **E**xpectation

HOME · COMMUNITY · CAREER



R A · REGAINING AGENCY

# No one is looking to deliver an opportunity to you.

> Define for yourself what you want out of what you give.

**1 in 3**

had not talked with their manager about long-term career goals in the past year.

Source: Career of Purpose Survey, 2025 (302 responses)

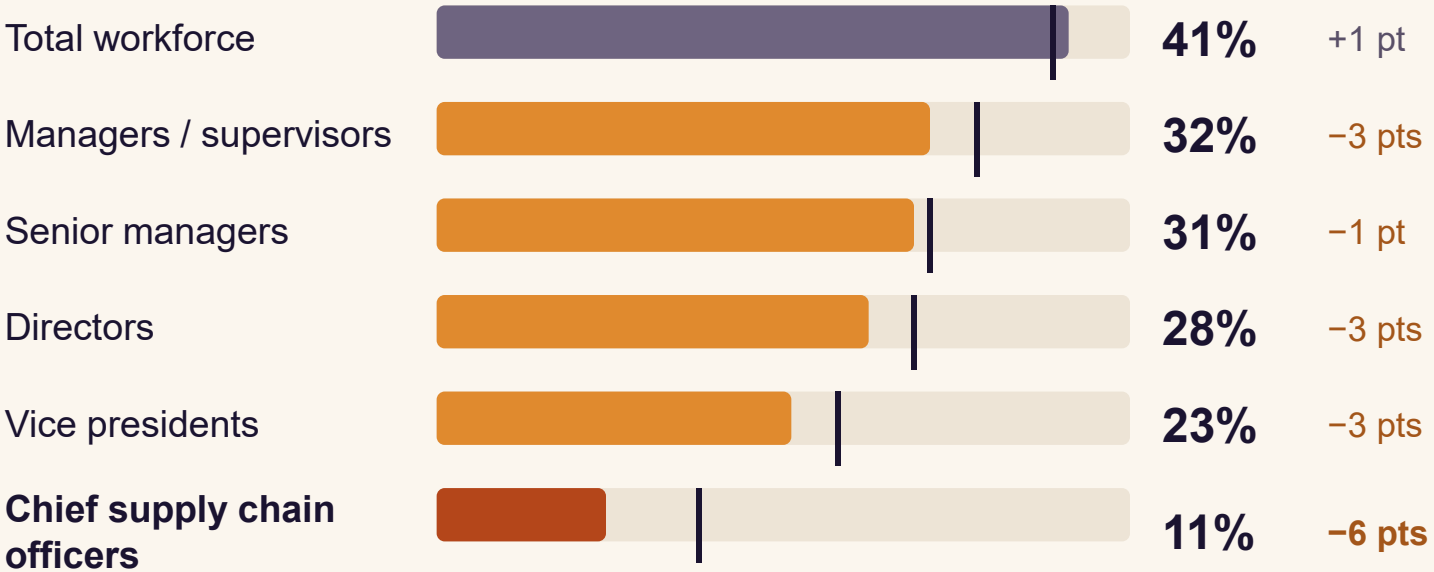
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# Women are 41% of the workforce. Representation fell at every level of leadership.



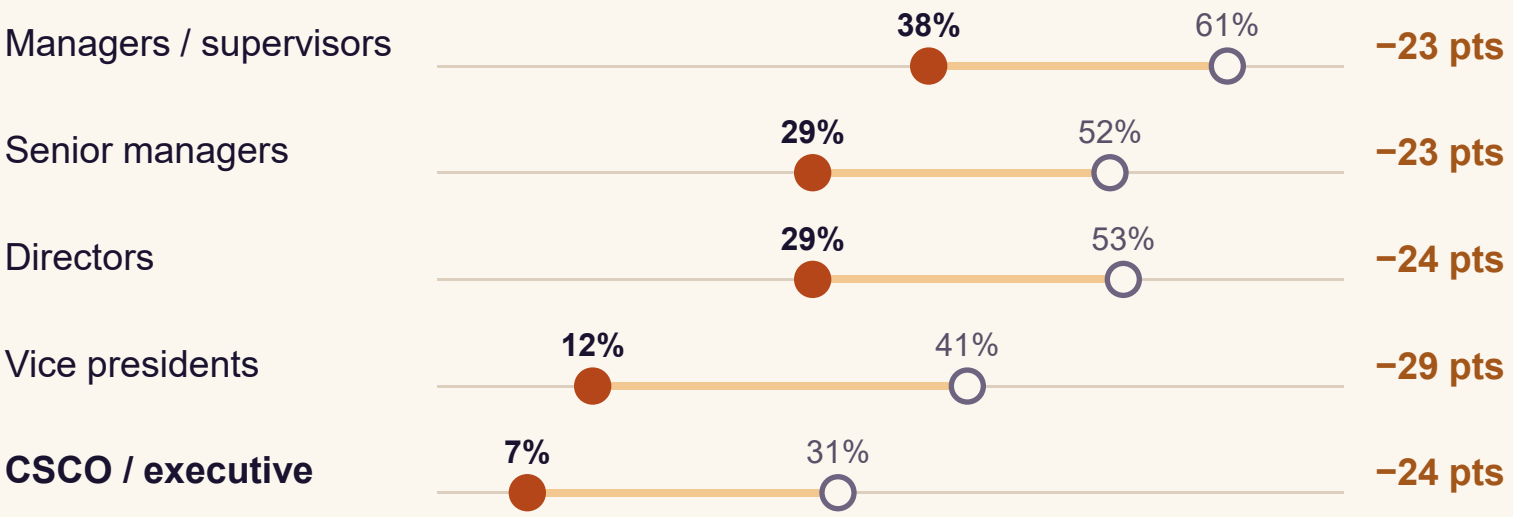

**11%**

of chief supply chain officers are women, the lowest since 2019.

Black tick = 2024 level; change shown vs. 2024. Source: AWESOME & Gartner, 2025 Women in Supply Chain Survey Report.

# Fewer organizations see progress, at every level.

Share of supply chain organizations reporting improvement in gender diversity and inclusion: **2024** (open dot) vs. **2025** (filled dot)




EXECUTIVE LEVEL

**31→7**

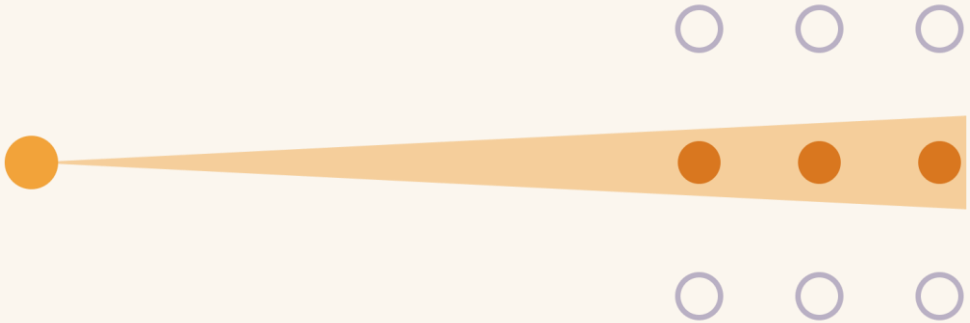
Percent of organizations reporting progress, 2024 to 2025.

Source: AWESOME & Gartner, 2025 Women in Supply Chain Survey Report, Figure 5 (multiple responses allowed).

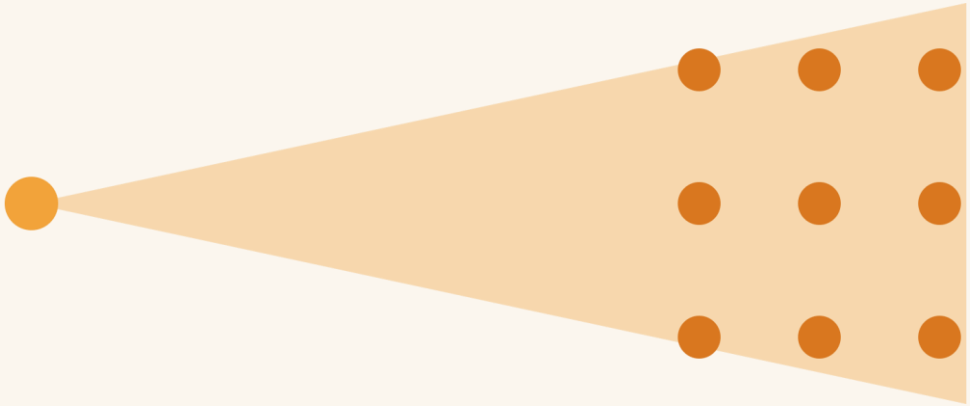
D I · DEFENDING INCLUSION

# It is impossible to get a 360° view from a singular perspective.

*Let's make sure the beam we create is not so narrow that we miss too many.*



**A narrow beam is bright**, but it misses too many.



**A wide beam reaches every corner.**

*ra·di·ate: to send out or spread outward from a central point*

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A T E · AMBITIOUSLY THRIVING with EXPECTATION

# I'm great as a supply chain manager today. I want to be excellent as a supply chain director.

**TODAY**
**Supply chain manager**
*Great*

**NEXT SEAT**
**Supply chain director**
*Excellent*

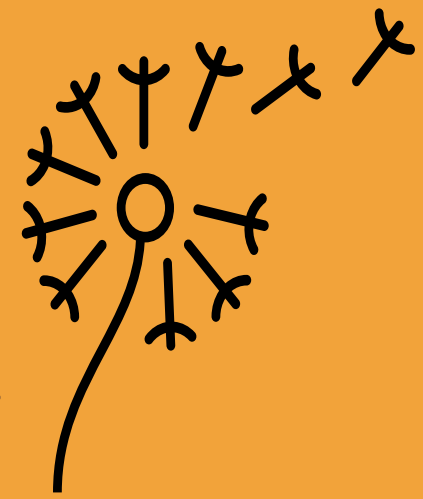
**AND THEN**
**Supply chain VP**



*When I deliver, you deliver.*

Define the exchange.

THE PLAN



# A goal kept to yourself is simply a wish.

A goal shared with your leaders and your network **becomes a plan.**

### Your North Star

Where you are headed, and why it matters to you.

### Your Guardrails

What you will and will not trade to get there.

### December 31

Where you want to be when the year closes.

FUEL THE SOURCE

# A source has to be fueled.

You cannot send outward from empty.

*One day a month. Just for you.*



*We radiate.*
*We become the source that fuels tomorrow.*

2026 INTO 2027 · THIS IS THE YEAR

**RA**
Regain your agency.

**DI**
Defend inclusion.

**ATE**
Ambitiously
Thrive with expectation.

# RADIATE NOW

THANK YOU!

ISM-NJ Women & Leadership Conference 2026

# Questions & Conversations


## Etosha Thurman

**LinkedIn** linkedin.com/in/etoshathurman

**Instagram** @etoshaonthemove

**Web** etoshathurman.com


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