Jennifer Garvey Berger, Author, and Partner at Cultivating Leadership

Keynote Speaker

Jennifer believes that the best organizations help make people bigger, more creative, more capable; organizations can and should be places where we live on our growing edge, expanding our own capabilities as we do good work. Leadership, then, is about creating the conditions for people to be their biggest selves. Almost no one knows how to do this intuitively; leadership is a discipline as much as accounting, law, or engineering. As Jennifer says in her first book, Changing on the job: Developing leaders for a complex world (Stanford Business Books 2012), if we want organizations where people are thriving and bringing their best, we need leaders who are learning. With her Cultivating Leadership colleagues, Jennifer designs and teaches long-term leadership programs that expand not only the way leaders work but also the way they think about the world.

Jennifer and Keith Johnston have written a new book about their leadership development approach, which will be published by Stanford Business books in 2014. Jennifer has worked with senior leaders in the private, non-profit and government sectors, in North America and Australasia (like KPMG, Microsoft, Lion, Wikimedia, the New Zealand Department of Conservation). Jennifer also supports leaders one-on-one as a leadership coach. Over the last decade, Jennifer has developed The Growth Edge Coaching approach. She supports clients to find their current growing edge and then make choices about how they want to grow to become better able to handle complexity, ambiguity and change. In addition to her coaching and leadership development work, Jennifer and Carolyn Coughlin certify coaches around the world in these transformational and developmental coaching approaches in their Growth Edge Coaching certification series. Jennifer speaks at leadership and coaching conferences, and she offers occasional courses for coaches at universities all over the world like Georgetown University, the University of Sydney, and Oxford Brookes University. Jennifer uses the Leadership Circle 360 and runs certification programs on the Leadership Circle in New Zealand. Jennifer has a BA in English from St. Mary’s College of Maryland, and a masters and a doctorate from Harvard University. Eschewing work/life balance for a life that feels like fun across the board, Jennifer loves to write, to throw a ball for her dogs on the beach, to fly kites with her kids, and figure out how to make whole organizations work better. Formerly an associate professor at George Mason University, Jennifer learned about deep change in 2006 when she turned down the tenure offer and moved to a small seaside village in New Zealand with her husband, two kids, and the family dog. Jennifer loves that her life is a blend of watching the sun set over the Tasman sea and having conversations that make a difference for clients all around the world.
Sean M. Clayton

Breakout Session Facilitator

Sean Clayton is a Human Capital Specialist at the Department of Energy where he is responsible for a variety of human capital management activities for an agency of 110,000 federal employees and contractors. His role is described as part consultant, part business development manager, and part innovative strategic planner and implementer. In his role at the Department of Energy he conducts marketing and branding campaigns, targeted recruitment projects, and strategic training initiatives. Sean is also responsible for managing the agency’s summer internship, student co-op, and Presidential Management Fellows programs. He is also responsible for the development of workforce planning, competency identification and special developmental training for DOE employees. He was hired in May 2005 from the Department of Agriculture’s Farm Service Agency where he served as the National Hispanic Employment Program Manager for three years. His experiences have allowed him to lecture about the workforce development life cycle.

Other highlights in his career include being elected as Chair of the National Council of Hispanic Employment Program Managers in October 2005 after serving the previous three years as an executive board member. He also created a conceptualized plan for a workforce planning website at his former employer, the USDA- Farm Service Agency, in an effort to better assess and analyze workforce diversity. Mr. Clayton was also one of the founding charter members that planned, developed, and implemented the first Greater Washington DC Hispanic Youth Symposium in July 2004. This program has now spread to four cities touching the lives of 600 students and awarding over $100,000 in college scholarships. He also conceptualized the training design for the 2005 and Federal Training Institute at the League of United Latin American Citizens Conference national conference.

Mr. Clayton is a sought after speaker and trainer in the areas of federal hiring and resume writing, Hispanic employment program planning, and understanding the role generational differences play in organizational development. His training workshops and curriculum planning have affected the lives of thousands of high school/college students as well as federal employees across the country all before the age of 30.

Sean has maintained an interest in public service for the past 10 years. He has organized peer-mentoring groups aimed at reducing conflict and violent activity among junior high school students. He has served as an advocate/lobbyist for mandating the use of Holocaust studies in all New Jersey’s public schools as a vehicle for students to learn about conflict resolution and prejudice reduction techniques. He also remained vocal at a national level by serving as a volunteer congressional
advocate/lobbyist on progressive issues concerning affirmative action, climate control, violence against women, and Native American issues for two years through the Voices for Justice grassroots organization in Washington, DC.

Mr. Clayton attended Ursinus College on a full-tuition scholarship and received his Bachelor of Arts degree in Politics. Mr. Clayton went on to pursue his Masters degree in Public Administration on a full-tuition graduate assistantship in the Fall of 2000 at American University. During his Masters degree program, Sean spent some of his time as a graduate assistant at American University. As a graduate assistant, Sean served as a co-facilitator of the undergraduate Leadership Program in the School of Public Affairs. He has also conducted research in leadership development as well as race and politics in African American cinema.

Mr. Clayton is a member of the Phi Kappa Sigma fraternity. He currently resides in Bowie, MD.

Angelo Ioffreda

Angelo Ioffreda is the chief engagement officer and founder of io spark communications, a strategic communication and management consultancy based in Arlington, VA, whose purpose is to help individuals, teams, and organization find their unique spark and perform at a higher level. Serving as a thought partner and creative strategic advisor, Angelo helps organizations engage people and ignite performance. He works across organizational boundaries and cultures to create shared understanding and alignment of purpose, and believes in face-to-face dialogue and conversation as a means to engage people and create meaningful change.

As a consultant and in his prior corporate roles, Angelo has worked with senior leadership teams to drive business performance and innovation, and lead, manage, and navigate organizational change. He served as the president of the DC Metro Chapter of the International Association of Business Communicators, the largest in the U.S., during 2011, and has presented widely at conferences by The Conference Board, Melcrum, The International Association of Business Communicators, and Marcus Evans on a variety of communication topics.

Angelo has held communication leadership roles in a number of organizations, including NII Holdings, Inc., the World Bank Group, Sodexo, AOL Time Warner and AOL, Robinson, Lerer & Montgomery Strategic Communications, and the U.S. Department of State. Angelo has significant government experience. He joined the U.S. Department of State as a Presidential Management Fellow in 1984, and received several individual and team awards for his work. At State, he served in a variety of capacities including as Senior Watch Officer in the Operations Center, chief of staff to the U.S. Ambassador to
Argentina, as a country analyst in the Bureau of Intelligence and Research, and as a member of State’s Strategic Management Initiative team. Angelo has worked with government agencies such as CMS and FEMA in a consulting capacity.

Angelo has a MBA from the Wharton School, a M.A. in International Affairs from the University of Chicago, and undergraduate degrees in Anthropology (honors) and Biology from Grinnell College. He was a Presidential Management Fellow and a Thomas J. Watson Fellow. He has a certificate in Change Leadership and Organizational Consulting from Georgetown University, is certified in the MBTI and Strength Deployment Indicator (SDI) assessments, and is fluent in Spanish.

**Cliff Kayser**

*Breakout Session Facilitator*

Mr. Kayser has 25 years of experience in organization development consulting, coaching, and leadership training. Prior to joining Polarity Partnerships in 2012 and launching XPERIENCE, LLC in 2007, Cliff was Vice President of Organizational Development and Training for The National Cooperative Bank (NCB) and spent nearly a decade serving The Washington Post newspaper as Senior Organization Development Consultant and The Washington Post Company as Corporate Manager of Human Resources, Training & Web Development. Before joining The Washington Post Company Cliff held human resources and management positions at the Planning & Development Collaborative International, the law firm of Arter, Hadden, Haynes & Miller, and ServiceMASTER.

Mr. Kayser is a faculty member American University’s Master’s in Organization Development and KEY Executive programs, the Advanced Coaching Certificate program at George Mason Center for the Advancement of Well-being, and The Gestalt Institute of Cleveland. He is an adjunct faculty at the Federal Executive Institute under the Office of Personnel Management.

Mr. Kayser holds Masters Degrees in both Human Resources and Organizational Development from American University, and completed his Executive Leadership Coaching Certification at Georgetown University. Mr. Kayser is a graduate of the 2-year Mastery in Polarity Thinking and is now the program Dean.
Richard Phillips

Breakout Session Facilitator

After a successful 28-year career as a teacher, manager, consultant and coach with the Central Intelligence Agency, Dr. Phillips continues his career as a facilitator and coach on Scitor Corporation’s P3 (People, Purpose, and Performance) Team. He has also served as an Adjunct faculty member with George Washington University, the University of Virginia, and the American University.

Carol E. Willet

Breakout Session Facilitator

After a distinguished thirty-five year career as a military officer, senior executive, author and Adjunct Professor with the University of Virginia, Brookings Institution, Federal Executive Institute, and American University, Ms. Willett now sculpts in a seventeen-sided house by the sea on the Outer Banks of North Carolina. Her work can be seen at www.creaturesofimagination.com. She continues to teach leadership and occasionally consult on executive development.
Cathy Wright

Breakout Session Facilitator

As President of New Ground Consulting Group, Inc., Cathy Wright has a proven track record in helping organizations and individuals discover and cultivate untapped potential, enabling them to overcome seemingly insurmountable challenges and seize game-changing opportunities.

Throughout her 25-year career in Organizational Change and Communications Consulting, she has become a trusted advocate and strategic partner to leaders of Fortune 500 companies, federal agencies, national labor unions and non-profit groups. She has consulted in organizations that include American Airlines, American Business Women’s Association, Bell Helicopter, the Federal Aviation Administration, Goodyear Tire & Rubber Company; the National Weather Service, North Carolina Network of Grantmakers, Payless ShoeSource, Professional Aviation Safety Specialists, among others.

Examples of her work, and the measureable outcomes achieved, include:

- Leading a complex, multi-year change process between the Federal Aviation Administration and its two largest unions that enabled them to transform adversarial labor-management relationships into a productive, professional partnership and begin collaborating on NextGen, an airspace modernization initiative that is the largest technological transformation ever undertaken in the federal sector. In the process, the agency transformed a toxic workplace into one with high levels of employee engagement, as evidenced by its progress in moving from its near-bottom ranking at 214 out of 216 agencies on employee satisfaction to the top third in the Best Places to Work in the Federal Government® survey.

- Introducing and facilitating a business education/organizational communication change process at American Airlines, that resulted in 85 percent of a representative sampling of the 70,000-member global workforce indicating their understanding of the business “improved” or “greatly improved” over a three-year period.

- Supporting the development and implementation of a change process at the world’s largest tire manufacturing facility that achieved record reductions in waste and cost savings of $500,000 per month through enhanced collaboration, business education and communication.

Cathy is a Certified Professional Coach, a member of the Consulting Consortium at Overland Resource Group and an adjunct faculty member at American University in Washington, DC, and Averett University in Danville, VA. She is also a trainer with Marcus Evans, Inc., where she developed and delivers courses on Corporate Reputation Management and Organizational Change.
Leadership. Cathy is a frequent contributor to blogs at Plant Services magazine, www.orginc.com, and has been published in Government Executive and the American Society of Training and Development’s Public Manager magazine.

A native North Carolinian, she earned a BA in English from Appalachian State University and an MBA from Averett University. Wright’s certifications include: Myers-Briggs Type Indicator, Extended DISC, Leader Skills™, Team Tools Interactive™, Seeing Systems: Organization Workshop; Future Search Facilitator; Boston College Certificate in Corporate Citizenship, among others.