

Tenth Annual Key Executive Leadership Conference  
*Leadership & Culture*  
Washington, D.C.  
June 12, 2019



**|CONCURRENT SESSION PRESENTERS|**

**TRACK: Vision**



**SESSION: Revitalizing the Human Spirit at Work**

**Andrew Bennett**

*President, Bennett Performance Group*

Andrew Bennett spent the first ten years of his career at former U.S. presidential candidate H. Ross Perot's company EDS, where he held a variety of management and leadership positions, culminating in growing an account from \$5 million to \$65 million in Australia in only two years. In 1997 he founded Bennett Performance Group with a mission of revitalizing the human spirit at work. For 21 years, he has been a leadership and organizational culture consultant and executive coach partnering with leaders building cultures where people can thrive at companies like Ford Motor Company, Marriott, Hewlett-Packard and organizations of all sizes in government, education, health care and non-profit. Andrew has worked with over 120 organizations on five continents and involved in nearly 40 major organizational transformations. He is frequently invited to present keynote speeches about leadership, organizational culture, and personal development. Andrew's experience has proven that the human mind and heart are sources of incredible power. He teaches managers and leaders how to create workplace cultures that revitalize the human spirit and light up the brain.



**SESSION: Are You Ready for the Future? (Panel Discussion)**

**Dr. Karlease Kelly**

*Chief Learning Officer, USDA*

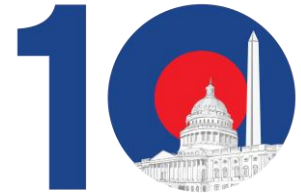
Dr. Karlease Kelly serves as the Chief Learning Officer for USDA. She oversees the implementation of Federal training policies including mentoring, individual development planning, leadership development, details, new supervisor training, the Presidential Management Fellows program, the President's Management Council Rotation Program, and other programs to increase employee skills and development, satisfaction and effectiveness. She was served as Chair for the Federal Chief Learning Officers Council from 2015-2018. Under her leadership, USDA was recognized as a Bronze Learning Elite organization by the Chief Learning Officers Magazine in a benchmarking effort which consists mostly of private sector organizations demonstrating the quality of USDA's innovative programs. She also contributed to USDA's rise in the Best Places to Work Rankings, with USDA moving from a ranking of 16th out of 19 large

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



organizations in 2013 to 7th in 2017. During her leadership, USDA also improved in the Best Places to Work category of Training and Development from being ranked 11th in 2015 up to 5th in 2017. Her efforts also led USDA to being ranked 2nd in the category of Support for Diversity in 2017.



## **Dr. Zina B. Sutch**

*Deputy Associate Director of Outreach, Diversity and Inclusion, Office of Personnel Management (OPM)*

As Deputy Associate Director of Outreach, Diversity and Inclusion at the Office of Personnel Management (OPM), Dr. Sutch leads OPM's Government wide functions and responsibilities related to Recruitment, Policy and Outreach, Veterans Services, and Diversity and Inclusion. In this role, she leads efforts to maximize and coordinate resources, delivering to Federal agencies, guidance, policies and technical assistance toward effectively, efficiently and optimally reaching Federal agency and Government wide goals. Prior to this position, she also held the position of Director of the Office of Diversity and Inclusion at OPM.

Before joining OPM, she was Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat. While there she led that office's oversight of all correspondence for USDA Secretary Vilsack. Prior to holding that position, Dr. Sutch served as USDA's Director of Diversity, Recruitment, and Work/Life, in the Office of the Assistant Secretary for Administration. In that role, she led the Department in the development and implementation of programs and policies that help foster a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading that Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began in 2006 when she joined the Federal Government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service. She has been with the Federal government for close to 15 years and has more than 20 years of experience in the field of education and training in both the public and private sectors.

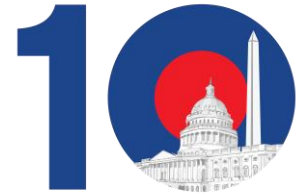
Before joining Federal service, Dr. Sutch worked with the Commonwealth of Virginia's Public School System assessing and developing improvement plans for low performing schools and was a faculty member at George Mason University, Bowie State University, and Baltimore University. Dr. Sutch has a doctorate degree from the College of Education at the University of Maryland, College Park and a master's degree from the Graduate School of Education and Human Development at the George Washington University. She currently also serves as Adjunct Faculty at American University, has two daughters and currently lives in Falls Church, Virginia.

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **Kevin L. Barnes**

*Associate Administrator, U.S. Department of Agriculture, National Agricultural Statistics Service (NASS)*

Kevin Barnes was named Associate Administrator of the USDA National Agricultural Statistics Service (NASS) in January 2018. Prior to being appointed to this position, Kevin served as Director of NASS's Western Field Operations, responsible for oversight of personnel, budget, facilities and overall operations of field offices covering 22 states. He has more than 37 years of service with NASS. Barnes' work with NASS began as a co-op student in the agency's South Carolina and North Carolina field offices. After graduating summa cum laude from the North Carolina Agricultural and Technical State University with a degree in agricultural economics and a concentration in agricultural business, he began his career as an agricultural statistician in the NASS Florida and Illinois field offices. At headquarters in Washington, D.C., he worked as a survey statistician, national commodity analyst for soybeans and other special oilseeds, and Head of the Commodity Surveys Section responsible for national surveys before being appointed as a State Director. After serving as Director of the NASS Virginia Field Office, he returned to headquarters as Chief of the Environmental, Economics and Demographics Branch, where he led a review of the agency's agricultural prices program, helped lead development of new energy-related programs, and served on several Department committees and teams related to energy initiatives. He also served on the North American Tripartite Committee on Agricultural Statistics and participated in international conferences and training activities in Canada, China and Ghana.

In 2009, Barnes earned his certification for Senior Executive Service through the USDA Senior Executive Service Candidate Development Program. While in the program, he was detailed to the USDA Office of Human Capital Management where he led a team to complete the USDA Workforce Plan and developed the framework for the USDA Human Capital Plan. He has also served on detail assignments as a special assistant to USDA's Under Secretary for Research, Economics and Education and as a staff member for former U.S. Representative Eva Clayton, 1st District, North Carolina.

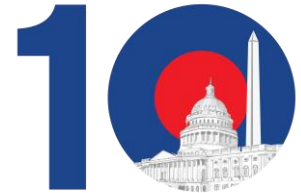
Barnes was born and raised on a tobacco farm in Wilson County, North Carolina. Barnes is married, has three children and three grandchildren and is active in his church as well as civic and community activities in Fredericksburg, Virginia. He enjoys music, golfing and working in the yard.

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **Lorena McElwain**

*Chief of Staff, U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights*

Ms. Lorena McElwain serves as Chief of Staff in the USDA Office of the Assistant Secretary for Civil Rights. In this capacity, Ms. McElwain provides leadership and oversight to a diverse team of professionals in the planning, implementation and execution of equal employment opportunity and civil rights programs for the USDA's workforce and customers. Ms. McElwain was appointed to the Senior Executive Service in 2009, ten years after beginning Federal service as a Statistician with the U.S. Census Bureau, where she used her multilingual skills to conduct language research as a source of non-sampling error, and to eliminate barriers to enumerating minority and linguistically-isolated populations. Since 2005, she has applied her program evaluation skills to agency operations, helping leadership make data-driven decisions and improve public administration practices. Prior to her appointment as Chief of Staff, Ms. McElwain served in senior/executive positions in the U.S. Commodity Futures Trading Commission, the USDA and the Library of Congress. Ms. McElwain is a first-generation college graduate, having earned a master's degree in Political Science from the University of Texas at El Paso (UTEP) and a graduate certificate from Georgetown's School of Foreign Service. In addition, she is a graduate of the SES Candidate Development Program and American University's Key Executive Leadership Program.



## **Traci DiMartini**

*Chief Human Capital Officer, Office of Human Resources, Peace Corps*

Traci DiMartini is the Chief Human Capital Officer (CHCO) at Peace Corps. She previously served as the Chief Human Capital Officer for the Equal Employment Opportunity Commission; director for human resources enterprise management systems at the Department of Agriculture; and as the first ever career deputy director for the Chief Human Capital Officers Council at the Office of Personnel Management. She was appointed to the Senior Executive Service in October 2016 after graduating from American University's Key Executive Leadership Program and USDA's Senior Executive Candidate Development Program.

As the CHCO, she oversees all human capital services for Peace Corps employees including staffing, classification, benefits, payroll, employee and labor relations, data analytics, and workforce development.

Traci holds bachelor's degrees in political science and mass communication from Miami University of Ohio and a master's in public policy/labor policy and workforce development from the Edward J. Bloustein School of Planning and Policy at Rutgers, the State University of New Jersey.

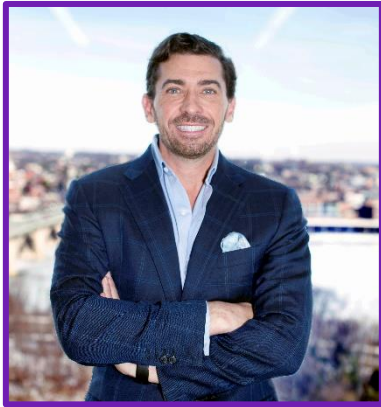
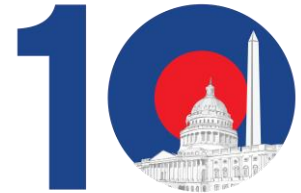


# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **William Eggers**

*Executive Director, Center for Government Insights, Deloitte*

William Eggers is the Executive Director of Deloitte's Center for Government Insights where he is responsible for the firm's public sector thought leadership. His new book is *Delivering on Digital: The Innovators and Technologies that are Transforming Government* (Deloitte University Press, 2016).

His eight other books include *The Solution Revolution: How Government, Business, and Social Enterprises are Teaming up to Solve Society's Biggest Problems* (Harvard Business Review Press 2013). The book, which *The Wall Street Journal* calls "pulsating with new ideas about civic and business and philanthropic engagement," was named to ten best books of the year lists.

His other books include *The Washington Post* best seller *If We Can Put a Man on the Moon: Getting Big Things Done in Government* (Harvard Business Press, 2009), *Governing by Network* (Brookings, 2004), and *The Public Innovator's Playbook* (Deloitte Research 2009). He coined the term *Government 2.0* in a book by the same name. His commentary has appeared in dozens of major media outlets including the *New York Times*, *Wall Street Journal*, and the *Chicago Tribune*.

In addition, he is a former appointee to the Office of Management and Budget's Performance Measurement Advisory Council (PMAC) and former Director of the Texas Performance Review/ e-Texas initiative that was charged with developing recommendations to save tax dollars, increase the use of technology, improve customer service and inject competition into state services.

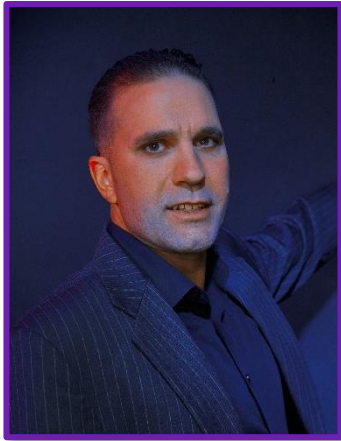
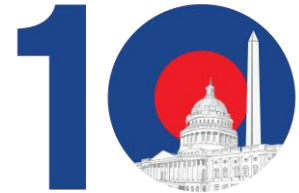
He can be reached at [weggers@deloitte.com](mailto:weggers@deloitte.com) or on twitter [@wdeggers](https://twitter.com/wdeggers).

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **SESSION: Vision Drives Momentum**

### **Maury Audet**

*Innovation Driver, Federal Government*

Mr. Audet has a Juris Doctorate and Master of Science Degrees as well as a Certificate in Intellectual Property Law. He is a registered Patent Attorney and has been with the Federal Government for over 15 years in roles instrumental to driving national and global innovation, including recently serving as a federal grant reviewer with an office charged with fueling national innovation and entrepreneurship. Prior to this he championed entrepreneurs and start-up businesses at a leading University

Center for Innovation & Technology Incubator. He previously worked for an Intellectual Property Law Firm and has been published in various Intellectual Property Law Journals. Mr. Audet has also owned and operated small businesses.

## **TRACK: Communication**



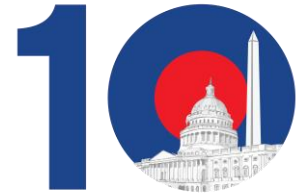
## **SESSION: Pop Your Bubble and Save the World**

### **Hile Rutledge**

*President, Otto Kroeger Associates (OKA)*

Hile Rutledge President and Principal Consultant at OKA. He is an experienced author, public speaker, trainer, executive coach and organization development consultant with a background in entrepreneurship, management, sales, adult education and leadership

development. Hile and OKA are known for their engaging and even entertaining delivery style. Hile's primary area of expertise is growing individual self-awareness to support improved communication, decision making, relationships, leadership and team performance. Emotional Intelligence, Personality Type, Generational Cohort Theory and Team Dynamics are leading tools and approaches he uses to support leaders, teams and organizations. In addition to speaking at professional conferences and for organizations, Hile has done extensive work with C-suite and senior leadership groups whose needs range from leadership development to team building, communications, coaching and feedback training, conflict management, and strategic planning. During his career, Hile has found success in archaeology, public relations, sales management, career counseling and independent organization development consulting. Hile has a BA in Humanities from Hampden-Sydney College and a Master of Science in Organization Development from the American University (AU/NTL). Hile resides with his family in Falls Church, Virginia.



## **SESSION: The Psychological Impacts of Whistleblower Retaliation in the Workplace**

### **Jacqueline Garrick**

*Founder, Whistleblowers of America*

A social worker by background, Jacqueline Garrick entered the policy and program management realm upon her discharge from the US Army where she had specialized in posttraumatic stress recovery and transition services. She has used her clinical experiences to improve quality of life programs and disability benefits for veterans and their families. She has served in executive positions at the American Legion and the Departments of Veterans Affairs (VA) and Defense (DoD) and Congress. She is a recognized public servant advocate with awards from several distinguished organizations. She is known for her work on organizational development, strategic planning, programming and budgeting, legislation, oversight and investigations, and resilience and prevention approaches in the workplace. When she left government, she founded Whistleblowers of America to provide peer support to those suffering the impacts of retaliation and advocate for mediation and continuous process improvement. Ms. Garrick's has presented at professional organizations around the world and has published articles and books related to PTSD recovery, suicide prevention, women veterans, and whistleblower support. She is a master's graduate from Temple University with additional training at Johns Hopkins and the Harvard Kennedy School of Government. Although a NY native, she resides in MD.



## **SESSION: Presenting While Gendered: How Men and Women Can Make the Most of Speaking Opportunities & Meetings**

### **Meghan Dotter**

*CEO, Portico*

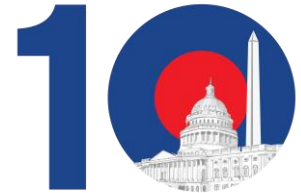
Meghan Dotter is founder and CEO of Portico PR, a presentation training, coaching and design company. She has led workshops at Fortune 100 companies, federal agencies, local governments and at universities, associations and think tanks. Her team specializes in transforming reluctant presenters - engineers, introverts, perfectionists - into compelling speakers with the ability to lead the room. Through her experience designing training curricula and coaching senior executives, she brings an inside perspective on what holds speakers back and how we can all find our voice. Before starting Portico PR, Meghan was director of communication for a global power company and provided crisis and corporate public relations at a agencies in New York and Washington, D.C. Meghan is a graduate of Georgetown University's School of Foreign Service and the University of California, San Diego.

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019

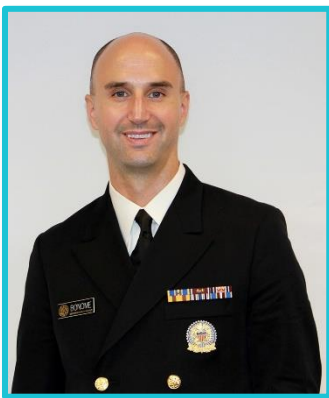


## **SESSION: FOH's Purpose-Driven People Strategy: Inspiring the Federal Workforce to Discover Purpose to Impact Mission (Panel Discussion)**

### **Michael Anderson**

*Human Resources Advisor, Federal Occupational Health (FOH)*

Mike Anderson's Biography Mr. Anderson is a transformation expert, specializing in leveraging human capital to build organizational capacity for mission accomplishment. As a transformation leader and expert, Mr. Anderson helped to turn around three underperforming federal entities with historic low human capital metrics. As the Chief Human Capital Officer at The Department of Housing and Urban Development (HUD), Mr. Anderson helped to transform HUD from the "Worst Place to Work in the Federal Government" to "The Most Improved Agency." Next, he worked at OMB and played a lead role in gaining agency buy-in across the federal government to support the President's Employee Engagement Plan. His efforts contributed to a turn-around in the government-wide Employee Engagement Index. At Federal Occupational Health (FOH), a component agency within the Department of Health and Human Services (HHS) and the Program Support Center (PSC), he helped to transform the healthcare organization from a bottom tier underperformer to first among its PSC peers and a top performer among its external peers of comparable sized independent federal agencies. Mr. Anderson received his BS in Management from Georgia Tech. He earned an MBA and JD from The University of Virginia. He and his wife have two daughters.



### **CDR Tomas Bonome**

*Director, Federal Occupational Health (FOH)*

Commander (CDR) Tomas Bonome serves as the Director of Federal Occupational Health (FOH), a component of the Program Support Center (PSC) within the U.S. Department of Health and Human Services. In this position since 2016, he oversees clinical health, behavioral health, environmental health and safety, and wellness and health promotion services provided to the federal government. CDR Bonome joined FOH in 2011 and served as Chief of Staff before being named Director.

Prior to joining FOH, CDR Bonome was the Special Projects and Initiatives Manager for the President's Council on Fitness, Sports, and Nutrition. In addition, CDR Bonome served as the Special Assistant to the United States Surgeon General, where he oversaw the daily affairs of the Surgeon General and coordinated implementation of the office's public health programs. He has also authored and coauthored numerous peer-reviewed publications and book chapters.

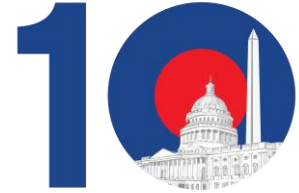


# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



CDR Bonome completed his bachelor's degree in molecular biology at Colgate University and received a master's degree in biotechnology from Columbia University. As a Commissioned Officer in the U.S. Public Health Service, he earned a number of prestigious awards for his efforts to advance the health of the nation, including two Surgeon General Exemplary Service Medals.



## **Bradley Christ**

*Behavioral Health Services Director, Federal Occupational Health (FOH)*

Bradley Christ serves as the Behavioral Health Services Director within Federal Occupational Health (FOH), a component of the U.S. Department of Health and Human Services. In this capacity, Bradley is responsible for managing and providing the Behavioral Health Services team with the resources necessary to support customer

agencies with a variety of occupational health services.

These services include the Employee Assistance Program; the Work/Life Program; and the Organizational Development and Leadership Program. The services are provided for federal employees and agencies throughout the United States and abroad.

Prior to joining FOH in 1999, Bradley worked as a commercial diver and a diver-medic on the oil platforms in the Gulf of Mexico. He then worked for several environmental and safety consulting companies in and around the Washington DC area. He enjoys the challenges that FOH faces in working on a fee-for-service basis and competing against commercial consultants. He is proud to support the FOH mission and strives to provide quality services to federal agencies.

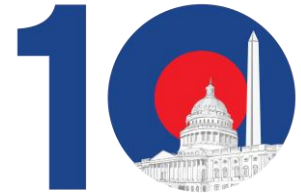
Bradley is a member of the American Society of Safety Professional. He holds a Bachelor of Science degree in Industrial Technology from the University of Maryland and an Associate of Science degree in Underwater Technology from Florida Institute of Technology.

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **Dr. Yasmine Bradshaw**

*Associate Director, Organizational Development and Leadership Services, Federal Occupational Health (FOH)*

Yasmine Bradshaw serves as the Associate Director of Organizational Development & Leadership Services within Federal Occupational Health (FOH), component of the U.S. Department of Health and Human Services. In this capacity, Dr. Bradshaw is responsible for maintaining and establishing new partnerships to support customer agencies in achieving and sustaining healthy work environments, engaged staff and a productive and empowered work cultures.

Dr. Bradshaw is a highly skilled professional with experience in human services, counseling psychology and organizational development. Prior to joining FOH in 2014, she worked in the field of Human Services in private practice in the state of Georgia. She has been entrusted with the implementation of critical departmental initiatives, policies and procedures at FOH. She enjoys developing customized services for customer agencies to achieve desired strategic organizational and developmental outcomes.

Dr. Bradshaw is a member of the American Psychological Association. She is a member of Alpha Kappa Alpha Sorority, Inc. She holds a Doctor of Philosophy in Psychology degree from Capella University, a Master of Art degree in Marriage & Family Therapy from Argosy University and a Master of Science degree in Public Administration from Valdosta State University.



## **Kristin Jones**

*Account Executive, Civilian Health Promotion Services & FedStrive Health Promotion, Federal Occupational Health (FOH)*

Kristin Jones has worked at Federal Occupational Health (FOH) nearly six years, within the Wellness and Health Promotion Services service area. Kristin is the Account Executive for two programs – Civilian Health Promotion Services (CHPS) and FedStrive Health Promotion.

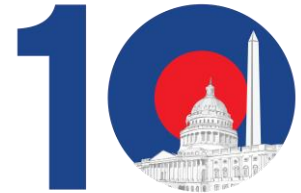
CHPS has staff at 12 Air Force Bases and 3 Federal Buildings across the country and provides health services such as cholesterol/glucose and blood pressure screenings, body composition analysis, suicide prevention campaigns, weight maintenance and physical activity challenges, and health education classes to nearly 100,000 Air Force civilians. FedStrive Health Promotion has nationwide staff who provide virtual wellness services such as health education, meditation, and stretching webinars; online wellness challenges

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



aimed at improving physical activity, stress, and nutrition; and offers some onsite events like health fairs, walks, and farmers markets to over 1 million federal employees at 300+ federal agencies. Kristin ensures the programs have the resources they need (e.g. staffing, competencies, protocol, screening equipment, office and medical supplies, incentive items, marketing materials, inventory, reports, billing), and drives programmatic improvements for utilization, participation, procurement, budget, and management to keep the service delivery running smoothly and maintain customer and end-user satisfaction.

Before coming to FOH, Kristin coordinated for the National Sleep Foundation a federally-funded national coalition of government, professional, and patient advocacy organizations to promote sleep-related Healthy People 2020 objectives, contributing to patient education, national polls, advisory councils, and position statements. Prior to that, Kristin worked for the New Mexico Department of Health to market a federally-funded statewide system linking uninsured and underinsured adults with clinics providing free colorectal cancer screenings, as well as developed a workplace wellness program curriculum to promote healthy behavior and cancer screenings. While in her home state of Florida, Kristin worked for the Area Health Education Center network providing community health services and healthcare provider education in a mostly-rural, medically underserved 12-county area, most notably helping build a statewide tobacco cessation program, its online data reporting system, and its nicotine replacement therapy (NRT) voucher system tied to rural independent pharmacies.

Kristin holds a Master of Public Health and Bachelor of Health Science from the University of Florida, where she was a research assistant studying tissue and organ donation and transplantation, head and neck cancer, and sexuality education.

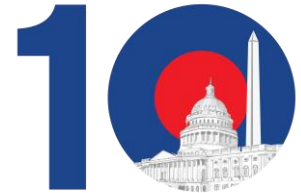
Kristin was inducted in 2012 into Delta Omega Honor Society on Public Health and is a Certified Health Education Specialist and Certified Workplace Wellness Specialist. She is currently enrolled in the American University School of Public Affairs Key Executive Leadership Program.

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **TRACK: Diversity & Inclusion**



### **SESSION: The 3PC Road to Excellence – Diversity & Inclusion**

#### **Dr. R. Tyrone Jackson**

*Deputy Director of Human Resources, District of Columbia Courts*

Dr. R. Tyrone Jackson has over thirty years of experience as a professional in field of Human Resources Management. He has served in private and public service environments where communication and interpersonal skills are vital to interpreting and developing policy, managing human capital, overseeing employee relations, recruiting, and staff development. He has an earned

Doctorate in Organizational Leadership and Master of Science degree in Human Resources Management and Development that highlight the years of solid experience he has obtained working with people on all organizational levels. Dr. Jackson is a graduate of the Virginia Executive Institute, the University of North Carolina at Chapel Hill, Institute of Government, and Center for Career Leadership. Additionally, he is certified by the Society for Human Resource Management as Senior Certified Professional in Human Resources, the International Public Management Association as a certified professional, through executive level criteria and by the Human Resources Certification Institute. Dr. Jackson has also served and retired from the United States Army with distinction for 20 years of honorable service. He currently serves as the Deputy Director of Human Resources for the District of Columbia Courts.

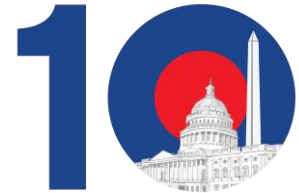


# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **SESSION: Leadership and ADA - Fostering a More Holistic Conversation on Diversity and Inclusion**

### **Gary C. Norman**

*Senior Staff Attorney, The Centers for Medicare and Medicaid Services (CMS)*

Mr. Norman is a dedicated public servant gifted with the ability to bring people of seemingly unrelated interests together. He is an integrative lawyer, and a collaborative thinker. He has the unique brand of serving the public with a special sidekick, guide dog Bowie.

He serves as the Chair of the Maryland Commission on Civil Rights. He has served as the Vice Chair of the board of Commissioners since 2016. He has issued two appellate panel opinions. His tenure also led him in serving on a joint executive and legislative task force on temporary disability insurance. In 2018, he received a mini-grant from the German Marshall Fund of the U.S. co-facilitating a series of public policy dialogues on international disability policy.

His public policy dialogue work shows his orientation towards non-partisan collaboration, convening experts together. In 2015, he served as a Visiting Fellow at the non-partisan Robert J. Dole Institute for Politics. He established a multi-year non-partisan symposium on animal law and policy brokering regional or even national experts together. He is known for his semi-regular salons in which he brokers thought leaders, including, the disabled and the able. He is the past founder and Co-Executive Editor of a non-partisan law and public policy journal on animal and disability issues, which has influenced public policy, and which has mentored a range of law students and law students with disabilities. The Mid-Atlantic Journal on Law and Public Policy: Animal and Disability Reporter. He is the recipient of many awards, including, Ten Outstanding Young Americans. He started his public service career as a Presidential Management Fellow in 2000.

Like lawyers of old, he is also a public orator and scholar, having been well published in law reviews and other outlets, including, in the Maryland Daily Record. He has a column regarding animal and disability law and policy, and his adventures as a lawyer with a guide dog.

In 2011, he obtained his Masters in Letters of Law at the Program on Law and Government at the Washington College of Law. He focused on healthcare regulation as well as healthcare policy and non-discrimination. He served as a policy briefer on disability and non-discrimination at a global health conference on gender and human rights hosted by the health law concentration. His studies ultimately resulted in the publication of three law review articles.

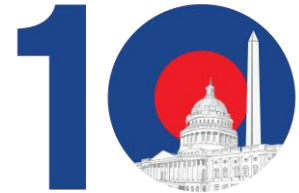
He has a strong influence in areas of civic engagement and in animal related concerns. He played a hand in and partnered with the Animal Legal Defense Fund in an amicus brief on a major decision of the Maryland Court of Appeals expanding how we view the property status of pets. His two notable pro

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



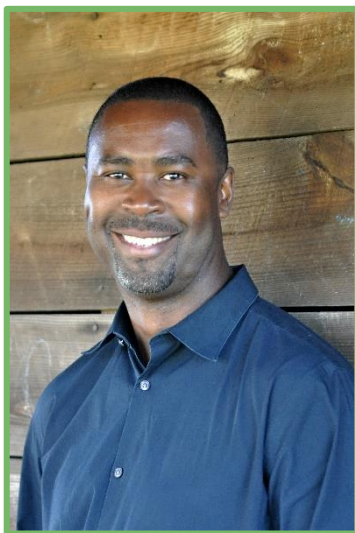
bono commitments are as a fundraising chair and board member at Maryland Youth and the Law and as strategic counsel and board member at Fidos for Freedom. He serves as the Vice President at Fidos. If not at work, he is likely at Mount Moriah Lodge No. 116 A.F.A.M. Moreover, he is probably to be found drinking café and reading his audio books.



## **Debra Vey Voda-Hamilton**

*Principal Attorney & Mediator, Hamilton Law and Mediation*

Debra Vey Voda-Hamilton is the principal at Hamilton Law and Mediation, PLLC, (HLM) the first solo mediation practice in the US dedicated to helping people resolve conflicts involving animals. She litigated these kinds of cases until 2010, when she hung up her litigation pumps and began a better way to resolve these emotional conflicts. HLM uses alternative dispute resolution (ADR) to help resolve conflicts ranging from divorce disagreements over the family pet, to the intersection of service and emotional support animals into today public space, to breeder owner handler discussions and helping pure breed dog enthusiasts and animal rights advocates see the benefit of sitting down and having a neutral discussion before litigation is initiated. She presents programs that teach people how to communicate, as a speaker and receiver of information. Debra is the go-to person for information regarding the use of mediation in disagreements over animals for the NY Times, Wall Street Journal, the Chicago Sun Times, Bloomberg and the US News and World Report. Debra graduated from Benjamin N. Cardozo Law School in 1983 and was admitted to practice in New York in 1984 and the Supreme Court. You can learn more about Debra at <http://hamiltonlawandmediation.com>.



## **SESSION: What Does Gender Have to Do with It? Gender Inequality in the Workplace**

### **Warren Dukes**

*Academic Program Manager and Continuing Lecturer, Purdue University*

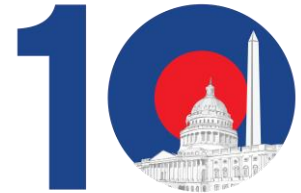
Warren V. Dukes, Ph.D. is currently Continuing Lecture and Director of Undergraduate Programs in the Department of Sociology at Purdue University. He received his Bachelor of Science and Master of Science degree in Criminal Justice from North Carolina Central University and Michigan State University respectively, and an earned doctorate degree in Leadership Studies from North Carolina Agricultural and Technical State University. His research interests lie in the areas of law enforcement practices, police-minority community interaction, executive-level decision

# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



making in criminal justice organizations, and innovative policing strategies ranging from theory, design and implementation. Dr. Warren Dukes' current research focus explores the importance of ethnic-identification in the context of work environments. This new research approach synthesizes race-consciousness theory with strain theory to evaluate the significance of race in police organizational cultures, and minority officer's response levels. The research suggests a model for police executives to measure the effects of race-based cultures within organizations to assist proactive measures for police-community incidence avoidance. His study has been presented to academicians for peer review publication, and criminal justice practitioners at state and national conferences, which include the North Carolina Criminal Justice Association (NCCJA), Academy of Criminal Justice Sciences (ACJS), National Association of African American Studies an Affiliates (NAAAS), and the National Organization of Black Law Enforcement Executives (NOBLE).



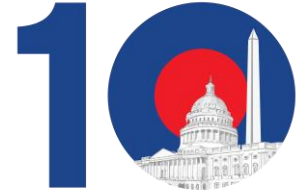
## **SESSION: From the "Outside-In"- How Investing in Women Worldwide Led to Investing in Ourselves**

### **Michele Perez**

*Vice President, Department of Management and Administration, Overseas Private Investment Corporation (OPIC)*

Michele Perez joined OPIC in 2016 as Vice President, Department of Management and Administration (DMA), where she oversees internal operational and resource management that enable OPIC to mobilize private capital, address critical development challenges, advance U.S. foreign policy and support national security priorities. With 20 years of service in the federal government, she continues to explore meaningful ways to cut through bureaucracy to make government a true partner in building stronger, healthier and more equitable communities. Ms. Perez joined OPIC from the U.S. Department of Veterans Affairs (VA), where she served as Director of Administrative Operations for the Office of the Secretary. In that role, she was a key advisor and consultant to the VA Chief of Staff on matters including human resources, strategic planning and financial management. While at VA, she was also a part of the inaugural team which stood up the Veteran's Health Administration's Office of Workforce Services, responsible to oversee the agency's human capital enterprise strategies and advance the agency's goal to improve veterans' access to healthcare. Throughout her tenure with the U.S. Department of Housing and Urban Development, she partnered with public housing authorities, cities, counties and states to increase affordable housing, and enforced labor laws and the payment of prevailing wages throughout the Midwest. As a survivor of Hurricane Andrew in 1992, her most meaningful achievement includes her work supporting the Federal Emergency Management Agency's Chicago-based call center in response to Hurricane Katrina in 2006. Ms. Perez holds a B.S. from Cornell University and an M.S. in Management from the Catholic University of America. She attended the John F. Kennedy School of Government Community Builder Fellowship program at Harvard University and completed the Executive Education in Innovative Business Practices program with the Brookings Institute.

Tenth Annual Key Executive Leadership Conference  
*Leadership & Culture*  
Washington, D.C.  
June 12, 2019



**TRACK: Conscious Collective**



**SESSION: Speaking Our Truth, Powerfully - Resilience in the Moment of Choice**

**Virginia Diamond**  
*President, Diamond Insight*

Virginia founded Diamond Insight, a leadership and organizational development consulting firm, to help clients work better together to solve tough challenges. Over the past 25 years, Virginia has coached hundreds of executives and teams, translating leadership theory into practical skills her clients use daily. An unbiased partner, Virginia is both direct and supportive, empowering leaders and teams to speak openly and constructively so they resolve difficult issues that impact performance.

Virginia's clients are mission driven, spanning the public, private and non-profit sectors. Clients include the Consumer Financial Protection Bureau, Inova Health, Howard Hughes Medical Institute, Booz Allen Hamilton, BrainGu, Department of Health and Human Services, US Intelligence Agencies, Electronic Arts, and the Food and Drug Administration. Virginia earned a BA in psychology from the University of Chicago and an organizational development certification from Georgetown. She is a Professional Certified Coach (PCC) with the International Coach Federation and has certifications from New Ventures West and Strozzi Institute. Virginia is a George Mason University Coaching Fellow, teaching in the Leadership Coaching for Organizational Well-Being program. Outside work, Virginia enjoys good food, books, and travel. She would love to fill her passport before it expires. To connect with Virginia, contact her at [virginia@diamond-insight.com](mailto:virginia@diamond-insight.com).

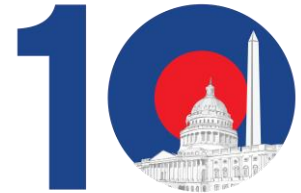


# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



## **SESSION: The Ethos Handbook: Building Group Culture to Unify Complex Teams**

### **Tracy Koolick**

*Director, Change Management and Communication, Department of Commerce, Office of the Secretary, Enterprise Services*

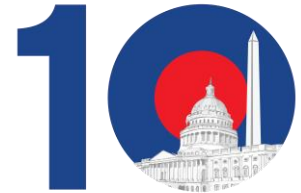
Ms. Koolick has 20+ years of stakeholder engagement and organization change management experience, over 12 years of that experience in the Public Sector. Her experience as an Agent of Change in Federal organizations such as USDA, VA, FEMA and now Department of Commerce enables her to successfully manage the execution of re-engineered processes, stakeholder communication and engagement strategies, and adoption of change in large organizations. Ms. Koolick holds a B.S. in Finance and Marketing from University of Maryland, College Park and a M.P.A. from American University's Key Program (Key 46!).



### **Kurt Bersani**

*Chief Financial Officer & Director, Administration, Department of Commerce, Office of the Secretary, Enterprise Services*

Kurt began his career as an economist while completing his graduate degree at American University. After more than a decade as an economist, Kurt became a Human Resources Director tasked with implementing a high-profile government hiring project. This led to new opportunities, including serving as Chief Administrative Officer and Deputy CFO of the Bureau of Economic Analysis. Kurt's next assignment came out of left field: Deputy Chief Information Officer at the International Trade Administration (ITA). While Kurt admits without hesitation that he is not an IT expert, this proved to be one of his favorite job assignments. And that assignment led to his next position as Deputy CFO at ITA. While Kurt was serving as Deputy CFO, he was invited to the Census Bureau to become acting Human Resources Director. While at Census he helped introduce a new, streamlined hiring process that led to more than 400 new hires over a period of just six months. Kurt briefly returned to ITA. Then the call to help stand up the Department of Commerce's Enterprise Services Organization came, and he enthusiastically said yes. Today, he continues to serve as CFO, and describes this assignment as "the BEST job" he has ever had.



## **SESSION: Managing Up: How to Succeed With Any Type of Boss**

### **Mary Abbajay**

*President & CEO, Careerstone Group LLC*

Mary Abbajay, author of the best-selling *Managing Up: How to Move Up, Win at Work, and Succeed with Any Type of Boss* is the president of Careerstone Group, a full service organizational and leadership development consultancy that delivers leading-edge talent and organizational development solutions to business and government. As a sought-after speaker, consultant, and trainer, Mary helps clients develop the strategies, skills, and sensibilities needed for success in the 21st century. Her expertise lies in helping clients create dynamic and productive workplaces that foster professional and personal excellence and growth. As a frequent expert contributor for television, radio and print publications, Mary provides practical leadership and career advice. In addition to her role as a Forbes.com contributor, her work and advice have appeared in the New York Times, Harvard Business Review, Fast Company, Forbes, The Financial Times, Money Magazine, Southwest Airlines Magazine, Monster, and the BBC. Mary currently serves on the Greater Washington Market President's Board of BB&T Bank and is a past Chairman of the Board for Leadership Greater Washington. She also served for six years on the Board of Directors for Woolly Mammoth Theatre in Washington, D.C. In 2010, Mary was named as one of Washington Business Journal's Women Who Mean Business and was a Smart CEO Brava Award recipient in 2017.



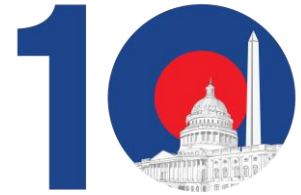
## **SESSION: Building a Culture of Innovation**

### **Jamie Notter**

*Co-Founder & Culture Consultant, Human Workplaces*

Jamie is an author and culture consultant who combines cutting-edge culture analytics with in-depth consulting to drive growth, innovation, and engagement for organizations around the world. With 25 years of experience in conflict resolution, generational differences, and culture change, Jamie is also the author of three books (*When Millennials Take Over*, *Humanize*, and *The Non-Obvious Guide to Employee Engagement*), and holds a Master's in conflict resolution from George

Mason and a certificate in OD from Georgetown, where he serves as adjunct faculty.



**TRACK: Networking**



**SESSION: Embodied Leadership: Increasing Influence, Power and Flexibility to Manage Change through Yoga**

**Dr. Nicole Cutts**

*CEO, Cutts Consulting, LLC; Founder, Vision Quest Retreats*

Dr. Nicole Cutts licensed Clinical Psychologist, Success Coach, TEDx Speaker, Author and Organizational Consultant who inspires and empowers people to achieve a more balanced and successful lifestyle. Nicole is a frequent contributor to WUSA's #OffScript with Bruce

Johnson and The Daily Drum on WHUR 96.3 FM in Washington, DC. She is also a former radio host and producer on WPFW 89.3 FM with a focus on mental health and success. She enjoys taking audiences to the "Aha" moment, helping them identify blocks, spark a change in attitude and behavior and ramp up professional performance. She has consulted with and trained executives, managers, and teams from Fortune 500 Companies, Federal Government Agencies, Schools and Non-Profit Organizations. As a Master Facilitator, Speaker and Success Coach, she helps people create an exceptional life by honoring their mind, body, and spirit so they can experience joy, passion, meaning, and ultimate success in their work. An avid yoga practitioner, she ignites change, using somatic coaching principles helping people create an exceptional work life. It is her dedication to well-being and belief that we should find joy and passion in our work that motivated her to start Cutts Consulting, LLC in 2002.



**SESSION: Using the power of WE**

**Peter Bavero**

*Chief Curator, Ventivia LLC*

Peter Bavero is an experienced thought leader, active in the lean performance community since 1996. Peter leads Ventivia LLC; is President of the Potomac Chapter of the International Society for Performance Improvement; served as the human performance lead for the US Marine Corps Systems Command and as Adjunct Faculty for the University of Phoenix, John Sperling School of Management; and

is Board Member of the Innovation and Organizational Change Management Institute. Peter helps teams and organizations become smarter, faster, better, healthier, and happier through agility building practices that drive innovation and foster an inclusive culture of success. He is the author of the eX5 Strategic

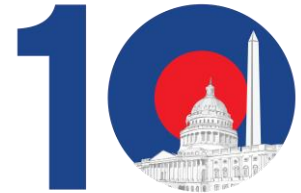


# Tenth Annual Key Executive Leadership Conference

*Leadership & Culture*

Washington, D.C.

June 12, 2019



Innovation Framework, Human Performance Architecture Framework, and Agility from the Heart Coaching Program. He earned an MBA from Loyola University of Chicago and Post-Graduate Certificate in Human Systems Integration from the Naval Post Graduate School. He says of his work: “When people trust each other and find ways to collaboratively improve, everyone wins! As coach and facilitator, I’m constantly inspired by the power of a committed group of people to help organizations transcend habitual patterns enabling a new future to emerge.”



## **Zikiria Chaudhary**

*President, Chief Agilist, CITAZ LLC*

Zikiria Chaudhary is an Agilist connecting stakeholders to deliver value and empower organizations. He develops innovative products by working with organizations from ideation to delivery. His client work has focused on product management, program/change management, strategic analysis, and training. This work has culminated in a modified mapping technique resulting in rapid prototype, design, and development of products. Zikiria’s clients span the Financial Services, SaaS, Consumer Products, Government,

Education, and International Development industries. Currently, he serves as President and Chief Agilist of CITAZ LLC, where ideas become reality. He also serves on the board of the International Society of Performance Improvement - Potomac Chapter as Director of the Innovation Institute.



## **SESSION: Network and Engage: Make It Happen!**

### **David Heiden**

*Strategic Communication Advisor, MITRE Corporation*

Mr. Heiden is an organizational change management professional with the MITRE Corporation whose strengths include quickly understanding and prioritizing “what matters” to foster an engaging and communicative organization. Taking the time to involve client stakeholders and to understand their respective information needs allows him to define the proper mix of needed strategic and tactical approaches and activities to meet targeted outcomes. Mr. Heiden has advised leaders, managers, and subject matter experts alike in helping them thrive in a change environment. Mr. Heiden has lectured on the subject of strategic communication for James Madison University’s Executive MBA program. A lifelong resident of Alexandria, Virginia, Mr. Heiden is a Board member of the Alexandria Economic Development Partnership, a former Board member of the Virginia Trust for Historic Preservation, and is active in coaching youth sports. Mr. Heiden earned his MBA from Washington University in St. Louis and holds a BA from the University of Virginia.



Tenth Annual Key Executive Leadership Conference  
*Leadership & Culture*  
Washington, D.C.  
June 12, 2019



**SESSION: Authentic Networking: How to Network Without Being an A\*\*\*\*\***

**Strother Gaines**

*Coach, Trainer & Speaker, But I'm a Unicorn, Dammit!*

Strother is a business and personal coach for creative entrepreneurs and those who want to become one. He works with lawyers who just wanna dance, programmers who wish they were potters and undercover Yogi CFO's to integrate their professional life with their authentic creative self. He is a multi-passionate entrepreneur with a background in theatre, public speaking, education, sales, management, leadership and segway-tour-guiding. His private practice is called "But I'm a Unicorn, Dammit!" and he is passionately working to help as many people as possible own up to the fact that they're a unique fu(\$!@& snowflake. He is the artistic director for DC's only immersive theatre company - TBD Immersive which just closed the smash hit "Cabaret Rising: one Nation. Underground" in the Dupont Underground. He served as the event director for the DC Chapter of Network Under 40 and he recently spoke at the TEDx MidAtlantic Festival on the topic of storytelling.