



|CONCURRENT SESSION PRESENTERS|

TRACK: Sphere of Influence

SESSION: Culture, A Driver of Organizational Performance and Employee Engagement



Lahaja Furaha

*Organizational Culture Practice Lead
& Senior Human Capital Advisor, Management Concepts*

Prosci™ Certified Change Management Practitioner with 10 years of experience in the design and implementation of organizational change management and organizational development programs. Lahaja's core expertise is in the areas of culture assessments to strengthen business performance and build organizational capability; leadership assessment and development; leadership program design and facilitation; talent and comprehensive change initiatives; performance management; and succession planning.

Over her professional career, Lahaja has had strategic role in the creation of organization-wide initiatives that have assisted companies in strengthening their talent capacity in media, technology, non-profit, and transportation industries. She is facilitator and implementation certified in the following instruments: PDI Ninth House: Talent View of Leadership Transitions, DDI Behavioral-Based Interviewing, Meyers Briggs Type Indicator, Franklin Covey Four Disciplines of Execution.

Throughout her career, Lahaja has created and implemented competency-based leadership programs that focus on personal assessment and experiential learning with real-world applications. Her programs have assisted in decreased attrition rates and increased organizational alignment. Lahaja provides coaching and team building for executives, managers, and teams to strengthen leadership behaviors and increase understanding of interpersonal and team dynamics.

Lahaja received her master's degree in curriculum development from University of Michigan, Ann Arbor.



SESSION: Leading While Green: How Emerging Leaders Can Ripen into Effective Leaders



Pierre Quinn

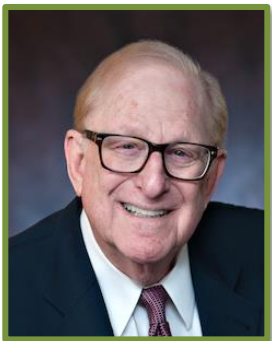
CEO, The Cardell Group

Pierre Quinn is a speaker, educator, author, and minister who has traveled across the country challenging others to live, learn, and lead with confidence. As a gifted communicator and engaging storyteller, the most frequently asked question is, “When can Pierre come back?”

For nearly a decade Pierre taught college students in the areas of communication, interpersonal relationships, group dynamics, team building, and leadership. His classroom experience created opportunities to motivate, challenge, and inspire various groups of students, educators, administrators, nonprofit groups, and leadership teams.

Pierre is the author of *Leading While Green: How Emerging Leaders Can Ripen Into Effective Leaders*. He is also the CEO of The Cardell Group, LLC, a consulting firm which focuses on growing leaders and empowering teams of all sizes."

SESSION: Who Is Fit for Executive Leadership



Donald G. Zauderer, Ph. D.

*Associate Professor Emeritus,
Department of Public Administration and Policy*

Dr. Donald G. Zauderer is Professor Emeritus of Public Administration at American University, where he directed the Key Executive Program for emerging leaders in public service. Upon retiring from American, Dr. Zauderer served as Senior Advisor at The Brookings Institution, where he directed the Mastering the Art of Public Leadership program. Dr. Zauderer is currently Principal of Zauderer & Associates, and provides leadership, ethics, and political savvy courses, executive coaching, and organization consulting. Dr. Zauderer serves as feature editor for the *Public Manager* and is a former member of the D.C. Bar Ethics Committee. His most recent publications include: “Leading with Integrity” and “What Really Engages the Federal Workforce.” He received his Ph.D. from Indiana University.



Eileen Corwin Mason

*Former Senior Deputy Chairman,
National Endowment for the Arts*

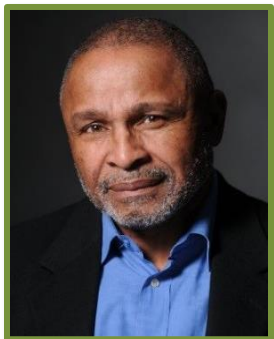
Eileen Corwin Mason was the Senior Deputy Chairman of the National Endowment for the Arts from 2001 to 2009. She also served as Acting Chairman of the Arts Endowment and the National Council on the Arts. As Chief Operating Officer of the Arts Endowment, Ms. Mason managed a \$144.7 million budget and 160 employees. Annually she managed the administration of 2200 grants in every arts discipline.

Ms. Mason represented the U.S. government on the highest-ranking cultural delegation to meet with the Minister of Culture, People's Republic of China. This diplomatic mission resulted in a bilateral Implementing Accord for Cultural Exchange. Ms. Mason made two formal presentations to Chinese artists, scholars, and government officials.

Ms. Mason was a manager at the Federal Energy Regulatory Commission and the U.S. Nuclear Regulatory Commission, where she managed executive development programs including the SES Candidate Development Program. She also was a college textbook editor at Little, Brown and Acropolis Books.

A violinist who has played with the Cornell Symphony and the American University Symphony, Ms. Mason has a B.A. from Cornell University and an M.P.A. from American University. She was Vice President of the Children's Chorus of Washington and serves on the President's Council of Cornell Women.

SESSION: Credibility Framework for Leaders



Percy W. Thomas

*Center for Leadership and Management Instructor &
Leadership Training Consultant; Graduate School USA; My
Career Target LLC; Heralds of Hope Theater*

Dr. Percy W. Thomas, is a retired member of the Senior Executive Service (SES). He received his Bachelor of Science degree from the University of Maryland Eastern Shore, a Masters of Education from Coppin State University, and the Doctorate of Science degree from Johns Hopkins University. He holds certificates in leadership from Harvard University, The League for Innovation and the Federal Executive Institute. He was an Instructor in the internationally recognized Johns Hopkins University Leadership Development Program, and the Morgan State University Community College Doctoral Leadership Program. He is the author of the Cultural Rapport Model: Fostering Harmony in the Workplace, Power Steps: Ten Principles of Success, and The Leadership Credibility Framework. In June 2016, he co-authored the book Playing the Career Game.



TRACK: Innovation in a Box

SESSION: Using Appreciative Inquiry to Drive Innovation



Meredith Persily Lamel

CEO, Aspire @ Work; Adjunct Professorial Lecturer, American University

For 15 years, Meredith Persily Lamel has explored the frontiers of aspirational leadership, human behavior, and organizational development. As an executive coach, consultant, facilitator and instructor who specializes in the leadership challenges of organizations across public and private sectors, Meredith's personal mission is to help people think boldly about what is possible and lead fulfilling and thriving work lives. Leaders call on Meredith to challenge their management teams, facilitate the development of their vision and strategic goals, and instigate transformation.

A keen observer and trusted advisor, Meredith is expert at helping her individual coaching clients break through the clutter, get clear about the real issues at hand, find their purpose, and take risks so they can play in a bigger arena. She supports their success through individual and/or team coaching, organizational consulting, and customized professional development programming and training.

She served on the faculty of American University's Kogod School of Business from 2010-2013 and transitioned to teaching public sector leaders in American University's School of Public Administration Key Leadership Programs. Her courses include Transforming from Manager to Leader, Leading High Performance Teams, and Action Learning.

As the former director of training and consulting for The Congressional Management Foundation, she coached and consulted Members of Congress and their Chiefs of Staff, and counts many among her most interesting clients. She also served as director of executive education of CEB's Corporate Leadership Council working with hundreds of leading corporations around the world and delivering training programs in more than ten countries.

Fluent in Spanish and Portuguese, Meredith started her career as a telecommunications market analyst and then Research Director for the telecommunications division of Economist Intelligence Unit (EIU), based in Sao Paulo, Brazil.

She has delivered programs in 17 countries across five continents and is just 11 states shy of delivering programs to all 50 states. Watch out South Dakota, she's coming for you!

Meredith earned an MBA, with concentrations in finance, strategy and organizational behavior, from The University of Chicago Booth School of Business. She earned her BA with honors from Brown University.

Featured on NPR, in Entrepreneur, SHRM, Roll Call, Politico and more, Meredith is a subject matter expert on multi-generational leadership, career transition, employee engagement and current workplace trends.



Passionate about development in Latin America, Meredith serves on the board of directors of Pueblo a Pueblo, a nonprofit that supports child education, health and nutrition in indigenous communities of Guatemala.

In her free time, Meredith stays fit through her love of Zumba® and keeping up with her fearless children on high ropes courses, roller coasters and river rafting.

She earned a Certificate in Leadership Coaching from Georgetown University and is credentialed as a Professional Certified Coach (P.C.C.) by the International Coach Federation. She is certified in:

- The Myers-Briggs Type Indicator® (MBTI®),
- The Leadership Circle Profile™,
- DiSC®,
- Appreciative Inquiry,
- the Hay Group's ESCI tool,
- the Team Diagnostic™ Assessment, and
- Retreats the Work: Creative Facilitation and Design.

SESSION: Innovate Where You Are



Angelo Ioffreda

Chief Engagement Officer, IO Spark Communications
MBA, MA, ACC

Angelo Ioffreda is a consultant, leadership coach, and educator based in Arlington, VA. He is the founder and chief engagement officer of io spark communications LLC (www.iospark.biz), a strategic communications and management consultancy that helps leaders engage employees, ignite performance, innovate, and lead, manage, and navigate change. Angelo has an MBA from The Wharton School, a M.A. in International Affairs from the University of Chicago, as well as certificates in Leadership Coaching and

Organization Development from Georgetown. He started his career as a Presidential Management Fellow at the U.S. Department of State, held communication leadership roles in a variety of organizations, including NII Holdings, The World Bank Group, Sodexo, and AOL, and has consulted to a variety of government agencies. He is an adjunct professor in American University's Key Executive Leadership Program and in George Washington University's Strategic Public Relations program.



SESSION: Five Attributes Innovative Leaders Share



Jeffrey Phillips

Director & Senior Consultant, RTI Innovation Advisors

Jeffrey Phillips is a director and senior consultant with RTI Innovation Advisors. Innovation Advisors provides innovation consulting services to Fortune 500 companies, government agencies, universities and nonprofits worldwide. Jeffrey is an expert at the front end of innovation, having lead trend spotting and scenario planning activities, customer insight research, idea generation, open innovation and rapid prototyping. He has also focused on innovation culture and innovation training. He is the author of four books about innovation, including *Relentless Innovation* and

OutManeuver and blogs regularly at *Innovate on Purpose*, one of the top ranked innovation blogs for the last decade.

SESSION: Strategies for Building Sustainable Cultures of Innovation in Non-Product Organizations



Mary Schwarz

Senior Vice President, ICF

Mary Schwarz has more than 20 years of experience in communication and marketing in a variety of areas, including web, social, brand, and IT. Guiding clients as they reimagine their digital future, Ms. Schwarz is a distinguished communication strategist, directing marketing initiatives for clients such as the National Institutes of Health (NIH), which earned her the NIH Merit Award.

Ms. Schwarz is a subject matter expert (SME) in paid and earned media and has collaborated in more than 100 campaigns to reach diverse populations. She is adept at data analytics and performance management and is invested in advancing the collective understanding of how to harness big data to improve performance. She has contributed to the field with numerous abstracts spanning behavioral interventions to natural language processing.

Ms. Schwarz has a bachelor's degree in Political Science from the University of Pennsylvania.



TRACK: Diversity & Inclusion

SESSION: Broadening Participation



Kaye Husbands-Fealing

Chairman and Professor, Georgia Tech

Kaye Husbands Fealing is Chair of the School of Public Policy at the Georgia Institute of Technology. She specializes in science of science and innovation policy, the public value of research expenditures related to food safety, and the underrepresentation of women and minorities in STEM fields and workforce. Prior to her position at Georgia Tech, Husbands Fealing was a professor in the Center for Science, Technology and Environmental Policy at the Humphrey School of Public Affairs, University of Minnesota, where she received the distinction of Teacher of the Year at the Humphrey School in 2009, 2010, and 2014, and a Council of Graduate Students Outstanding Faculty Award in 2014. She was also a study director at the National Academy of Sciences from 2011-2014. Prior to the Humphrey School, she was the William Brough professor of economics at Williams College, where she began her teaching career in 1989. She developed and was the inaugural program director for the National Science Foundation's (NSF) Science of Science and Innovation Policy (SciSIP) program and co-chaired the Science of Science Policy Interagency Task Group, chartered by the Social, Behavioral and Economic Sciences Subcommittee of the National Science and Technology Policy Council. At NSF she also served as an economics program director. Husbands Fealing was a visiting scholar at Massachusetts Institute of Technology's Center for Technology Policy and Industrial Development, where she conducted research on NAFTA's impact on the Mexican and Canadian automotive industries, and research on strategic alliances between aircraft contractors and their subcontractors.

Recent publications in these areas include "Changes in the Representation of Women and Minorities in Bio-Medical Careers," (with Samuel L. Myers, Jr.), *Academic Medicine*, "Pathways v. Pipelines to Broadening Participation in the STEM Workforce," (with Samuel L. Myers, Jr. and Yufeng Lai), *Journal of Women and Minorities in Science and Engineering*, the National Research Council report entitled *Capturing Change in Science, Technology, and Innovation: Improving Indicators to Inform Policy* (with Robert E. Litan and Andrew W. Wyckoff), and *The Science of Science Policy: A Handbook* (with Julia Lane, John H. Marburger III and Stephanie Shipp), and *Measuring the Economic Value of Research: The Case of Food Safety* (edited with Julia Lane, John King, and Stanley Johnson).

Husbands Fealing was elected to the Executive Board of the American Association for the Advancement of Science (AAAS) (term 2017-2020) and named AAAS Distinguished Fellow. She is the recipient of the 2017 Trailblazer Award from the National Medical Association Council on Concerns of Women Physicians. She serves on the National Institutes of Health National Advisory General Medical Sciences Council, the National Academies panels on Reengineering the Census Bureau's Annual Economic Surveys, the Developing Indicators for Undergraduate STEM Education, a Council on Canadian Academies workshop steering committee, and an American Academy of Arts and Sciences Data Advisory Group. She is a board member for the Center for Organization Research and Design at Arizona State University, and for the Society for Economic Measurement. In recent years she served on several panels and committees at the U.S. Department of Agriculture, NSF, and on AAAS committees, including the Nominations Committee for Social, Economic, and Political Sciences, the Dialog on Science, Ethics and Religion, and two terms on the Committee on Science, Engineering and Public



Policy. She also served on the American Economic Association's Committee on the Status of Women in the Economic Profession. At Georgia Tech, she serves on the Institute for Data Engineering and Science Council and the Intellectual Property Advisory Board.

Husbands Fealing holds a B.A. in mathematics and economics from the University of Pennsylvania and a Ph.D. in economics from Harvard University.



Zina B. Sutch, Ph. D.

Deputy Associate Director of Outreach, Diversity & Inclusion Center, OPM

Dr. Sutch serves as the Deputy Associate Director of the Outreach, Diversity and Inclusion Center at the Office of Personnel Management where she leads the efforts for Veteran Services, Recruitment Policy and Outreach, and Diversity and Inclusion, developing government-wide policies and guidance to assist Federal agencies in building and retaining diverse workforces and inclusive and engaged organizational cultures. In her previous position at OPM, she served as the Director of the Office of Diversity and

Inclusion providing guidance, policies, and technical assistance to agencies undergoing cultural transformation. Prior to serving in this capacity, Dr. Sutch held the position of Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat leading the Office in the oversight of all correspondence for USDA's Secretary Vilsack. Prior to holding this position, Dr. Sutch served as USDA's Director of Diversity, Recruitment and Work/Life, in the Office of the Assistant Secretary for Administration. In this role, she led the Department in the development and implementation of programs and policies that help ensure a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data across categories that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading this Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began when she joined the Federal government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service in 2006 and progressed to the Department level when she served as a Training Officer for the International Technology Services in the Office of the Chief Information Officer. She has been with the Federal government for over 10 years and has over 20 years of experience in the field of education and training in both the public and private sectors.

Prior to joining Federal government service, Dr. Sutch worked with the Commonwealth of Virginia's Public School System assessing and developing improvement plans for low performing schools. She was a faculty member and taught graduate and undergraduate courses at George Mason University as well as other local universities, and currently teaches for American University's Key Executive Leadership Programs. Prior to joining George Mason University, Dr. Sutch was the Associate Director of the K-16 Partnership Development Center at the University of Maryland in College Park, providing teacher training, leadership development, and certification courses to classroom teachers and administrators. Dr. Sutch started her education career as a classroom teacher and moved into leadership positions serving as Education Director then School Principal and Director in the private and public school sectors.

Dr. Sutch possesses a Ph.D. from the College of Education.



Bill Valdez

President, Senior Executives Association

Bill Valdez was appointed as the President of the Senior Executive Association (SEA) in September 2016. As President, Bill sets SEA's overall strategic direction and is focused on strengthening the Senior Executive Service (SES) through legislative and policy initiatives, building a leadership pipeline for the Executive Branch, and establishing SEA as a thought leader in the Washington, DC policy debates that impact not only the SES, but all civil service employees.

Bill retired from Federal service as a career Senior Executive in July 2014. His career with the Department of Energy spanned over 20 years and he has extensive knowledge in the areas of R&D portfolio analysis and evaluation, energy/environmental technologies and policies, small business development, supply chain analysis, science and engineering workforce development, budget planning and execution, diversity and equal opportunity issues, science policy, human capital processes and policies, procurement processes and policies, corporate and strategic planning, and contract management.

SESSION: Inclusion: If You Can't Stand the Heat, Stay Out of the Kitchen



Abigail Norville

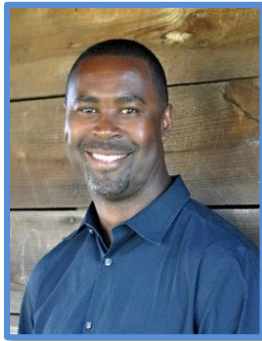
*Director Human Resources, Communication & Legal Counsel,
City of Rotterdam*

People who have worked with Ms. Abigail Norville describe her as somebody who is not afraid to address issues, on every level. She's direct but has an appreciative style of communicating. Currently working for the city of Rotterdam as Director Human Resources, Communication & Legal Counsel she's responsible for the HR, Communication and Legal policy that concerns 11,000 employers and the local government.

She has a bachelor's degree in Human Resource Management (2001) and went back to University in 2009 when her children were still small and received her master's degree in Public Administration in 2012.



SESSION: Analyzing Ethnic Identification for Promoting Effective Diversity & Inclusion Strategy



Warren Dukes

*Academic Program Manager & 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 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 and Affiliates (NAAAS), and the National Organization of Black Law Enforcement Executives (NOBLE).

Track: Driving Change

SESSION: Speech in the Federal Workplace: Free or Fettered?



Joseph Kaplan

*Founding Principal, Passman & Kaplan PC; Adjunct Professor,
AU SPA; Adjunct Professor, AU WCL*

Joseph V. Kaplan, a founding principal of Passman & Kaplan, P.C., received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law. Joe concentrates his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal

Government employees and labor unions, he also represents private sector employees. Joe's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court



of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), and the U.S. Equal Employment Opportunity Commission (EEOC).

In addition to practicing law, Joe is a frequent lecturer at professional seminars concerning various labor and employment law topics. He was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in NELA's Federal Employees Task Forces. Moreover, Joe is the lead editor and co-author of the Federal Employees Legal Survival Guide, and is co-author of *Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook* by Dewey Publications. In 2008 Joe was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc.

Since 2009, Joe has served on the adjunct faculty of American University's School of Public Affairs teaching graduate courses in legal issues in public administration. Since 2015, Joe has served on the adjunct faculty of American University's Washington College of Law teaching the courses Lawyer Bargaining and an Externship Seminar. Joe is the author of the chapter entitled "Leading in the Context of Constitutional Government" in the *Handbook of Federal Leadership & Administration: Transforming, Performing, and Innovating in a Complex World* Edited by: David H. Rosenbloom, Patrick S. Malone, and Bill Valdez, publication January 2017.



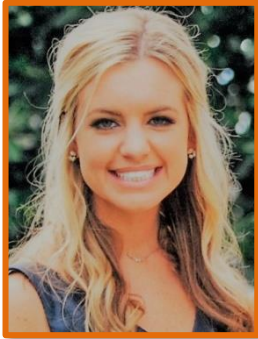
Ana Galindo-Marrone
Chief, Hatch Act Unit

Ana Galindo-Marrone began her employment at the Office of Special Counsel in 1998, and in 1999 she joined the prosecution division. She has been chief of the Hatch Act Unit since 2000. The Unit enforces compliance with the Act by investigating complaint allegations and litigating Hatch Act cases before the Merit Systems Protection Board. In addition, the Unit is responsible for a nationwide program that provides Hatch Act advisory opinions to federal, state, and local officials, as well as the public at large. Ms. Galindo-Marrone has been a frequent presenter at conferences and forums on the

Hatch Act and OSC's enforcement program. She has been a guest on several radio shows, including The Kojo Nnamdi Show, FEDtalk, Federal Drive, and In Depth. She also has testified or served as a technical consultant before several congressional committees considering Hatch Act reform, including the June 21, 2011, House Committee on Oversight and Government Reform hearing, "The Hatch Act: The Challenges of Separating Politics from Policy." Prior to joining OSC, Ms. Galindo-Marrone was a staff attorney for the School Board of Miami-Dade County, Florida. Ms. Galindo-Marrone, who is a native of Miami, Florida, received her law degree, cum laude, from the University of Miami School of Law.



SESSION: How the Program Support Center Improved Its Workforce Experience and FEVS Scores



Kristen Bensley

Senior Consultant, LinkVisum Consultant Group

Kristen Bensley is a Human Capital Management Consultant with over 7 years of professional experience in training development, delivery, and evaluation, strategic communications and planning, and organizational change management. Serving a variety of clients across the Federal Health, Defense, and private sector organizations, Kristen strives to effectively convey vision, ideas, goals, and issues through producing high-quality presentations and work products. Her strengths lie in shaping learning strategies, developing and delivering trainings and communications, and focusing on efforts to improve top-of-mind employee engagement and best practices for government agencies.

Some examples highlighting Kristen's past work performance include facilitating focus groups with subject matter expert (SME) workgroups and developing role-specific training modules as part of a large-scale onboarding program for the Bureau of Primary Health Care (BPHC), Health Resources and Service Administration (HRSA).

Additionally, she led the design and development of employee and management training on 10 training topics for up to 444 PSC federal employees as Project Manager for the Program Support Center's (PSC) Workforce Development Initiative to improve employee engagement across the organization. As a result of this effort, evaluation survey data from training attendees reflected a positive shift towards PSC's investment in their employees' professional future.



Fatimah Moody

Owner, LinkVisum Consulting Group

Fatimah Moody is an experienced change leader and strategic advisor skilled at devising approaches to engage people, drive higher levels of organizational performance, and facilitate change. She brings comprehensive knowledge of human capital, talent management, and organizational effectiveness strategies. She has provided change management consulting to support large scale implementations including business process reengineering, organizational development and realignment efforts. Ms. Moody has assisted numerous organizations with workforce transition plans, employee engagement strategies, and executive coaching programs. She has developed process improvement strategies to assist organizations with determining requirements, investment priorities, and ways to measure overall effectiveness. She developed learning architectures, competency models, corporate training programs and has led organizational development efforts for various clients. Ms. Moody's extensive industry experience includes federal government, financial, health, higher education and non-profits. Ms. Moody holds a Master's in Business Administration from Duke University.

Recipient of the Washington Business Journal, Women Who Mean Business Award, Ms. Moody is co-founder and CEO of a management consulting firm, LinkVisum Consulting Group, Inc. Specializing in human capital and



process improvement solutions, supporting clients across multiple industries, LinkVisum Consulting Group, Inc. was named by Inc magazine as one of the fastest growing companies in the United States.



Russell Robinson

Director Organizational Development & Leadership, Program Support Center/US DHHS

Russell Robinson is the Director of the Behavioral Health Services' (BHS) Organizational Development and Leadership (ODL) division. BHS is part of Program Support Center's (PSC) Federal Occupational Health, which is a division of the US Department of Health and Human Service. The focus of his work is developing Human Resource Development solutions to wicked Federal government organizational problems.

He is also a doctoral candidate in Human Organizational Learning in the Graduate School of Higher Education Development (GSEHD) at the George Washington University. His research explores employee engagement and its relationships with employee voice and employee silence. Additional research includes practical application of change management, leader development and women & leadership studies.

Russell is a graduate of American University's Masters in Public Administration program, and received his Bachelor of Science degree from the University of Dayton.



Michael Weiss

*Director of Communications,
Program Support Center/US DHHS*

Michael Weiss is a senior communication professional with deep expertise in all phases of public relations, media and community relations, internal communication, event management and crisis communication.

Mr. Weiss currently serves as director of communication for the Program Support Center within US Department of Health and Human Services (HHS). He is responsible for ensuring communications for division that generates over \$1 billion in revenue.

Mr. Weiss previously served an in-house lead communicator for CapitalSource (NASDAQ: PACW), and with Fortune 50 companies, Fannie Mae, as an internal communications consultant, and Comcast Corporation, as spokesperson and communications strategist for federal affairs. He also served as a U.S. Senate legislative correspondent and has extensive public relations agency experience. Mr. Weiss holds a bachelor's degree in English from Boston College.



SESSION: Inquiring Leadership: Fast Track for Innovation, Engagement & Change

Marilee Adams

Founder & CEO, Inquiry Institute



Marilee Adams, Ph.D. is an author, organizational consultant and facilitator, executive coach, and professional speaker. She is president of the Inquiry Institute, a consulting, coaching, and educational organization. She is an Adjunct Professor in the School of Public Affairs at American University in the Key Executive Leadership Program and is part of the faculty of the Institute for Life Coach Training, the Adler Institute, and Expedition Coaching. She is also a coach with the Society of Organizational Learning.

Dr. Adams' published works include books, book chapters, and articles. These include *Change Your Questions, Change Your Life: 12 Powerful Tools for Leadership, Coaching and Life*, 3rd edition (Berrett-Koehler Publishers, 2009) and *The Art of the Question: A Guide to Short-Term Question-Centered Therapy* (John Wiley & Sons, 1998). *Change Your Questions, Change Your Life* is an Amazon #1 Bestseller in Learning in Organizations and Business and has sold over 250,000 copies in 20 languages. Her book, *Teaching that Changes Lives: 12 Mindset Tools for Igniting the Love of Learning*, was published in 2013 by Berrett-Koehler and won a Gold Medal IPPY Publishers Award. Marilee's book chapters include "The Practical Primacy of Questions in Action Learning" in *Action Learning and Its Applications, Present and Future* and she co-authored, with Dr. David Cooperrider and Dr. Marge Schiller, "With Our Questions We Make the World" in *Advances in Appreciative Inquiry—Constructive Discourse and Human Organization*. She also co-authored with Dr. Cynda Rushton, an article in *Advanced Critical Care Nursing* entitled "Asking Ourselves and Others the Right Questions: A Vehicle for Understanding, Resolving, and Preventing Conflicts between Clinicians, Patients, and Families."

Dr. Adams works and speaks in the private and public sector, healthcare, education, and professional associations. These include: Georgetown McDonough School of Business; Ameriprise, AREVA, Inc., Arabella, BCBS, Booz Allen, Brother Int'l, Columbia Coaching Conference, DHL, Johnson & Johnson, Lockheed Martin, Merck & Co.; the Social Security Administration, the National Science Foundation, the U.S. Navy, NASA Goddard, the National Defense University (NDU), U.S. Departments of Treasury, Interior, and Education, National Geospatial Agency, Brookings Institution, SUBMEPP Activity, and the Council for Excellence in Government; Princeton University, Harvard University, Kansas State University, Kent State University, Humber University, New York University, George Mason University, Columbia University Teachers College Workplace Learning Institute, Johns Hopkins Hospital, Toronto General Hospital, Hamilton Health Sciences, and Christiana Care Hospital, National Training Laboratory, International Coach Federation (national and local), Tony Robbins coaches, Systems Thinking in Action Conference, Learning Forward, Organizational Development Network, Society for Human Resource Management, American Society of Training & Development, and the Global Forum for Action Learning. Marilee's PhD in Clinical Psychology is from the Fielding Graduate University.



SESSION: Embracing Disruptive Change



Wynn Coggins

Deputy Chief Administrative Officer, USPTO

Wynn Coggins is the Deputy Chief Administrative Officer for the United States Patent and Trademark Office (USPTO). She is responsible for supporting the development and delivery of all administrative functions for the agency, including providing strategic leadership, management, policy and oversight support for human resources, hiring, union relations, space, security and Agency-wide human capital and telework programs. Prior to her role as the Deputy Chief Administrative Officer, she was a group director in the USPTO electrical and mechanical technologies, responsible for the management and oversight of patent examiners in the circuits, measuring, testing and business methods technologies. She has been a frequent public speaker both nationally and internationally to many public and private organizations on topics related to human capital, Intellectual Property, and advocacy for STEM education for women and girls, and has represented the USPTO to Congress, stakeholder interest groups and the media.



Karl Schneider

Deputy Chief Management Officer, Army

Mr. Karl F. Schneider was appointed as the Deputy Chief Management Officer (DCMO) on August 7, 2016. In this position, Mr. Schneider serves as the Army's DCMO and Deputy to the Under Secretary of the Army, responsible for execution of Army's business transformation plan and business systems architecture and transition plan. Prior to this position, Mr. Schneider served as the Principal Deputy, Assistant Secretary of the Army (Manpower and Reserve Affairs), providing oversight of all planning, analysis and assessment support to the Assistant Secretary of the Army (Manpower & Reserve Affairs), and principal advisor on Total Force manpower and personnel policy. He served as the Acting Assistant Secretary of the Army (Manpower and Reserve Affairs) from September 20, 2013 until April 18, 2014. Prior to this appointment, he served as the Assistant Deputy Chief of Staff, G-1 from October 2006, where he assisted the Army G-1 in managing Army officers, soldiers, civilians and personnel plans and programs.

Mr. Schneider's first position in the Senior Executive Service began in October 1997 when he was appointed as the Deputy Assistant Secretary (Army Review Boards), and Director of the Army Review Boards Agency. He was responsible for the oversight and operations of 10 Army personnel boards, including the Army Board for the Correction of Military Records, the Army Discharge Review Board, and the Army Clemency and Parole Board.



Reginald W. Mitchell

Chief Financial Officer, U.S. Agency for International Development

Reginald W. Mitchell serves as the U.S. Agency for International Development (USAID) Chief Financial Officer since March 2014. He is responsible for the worldwide oversight and development of USAID's financial management policies, programs, and systems. Mr. Mitchell provides executive leadership to Agency senior leadership and staff in ensuring the financial integrity of the Agency's business operations. This includes directing the daily activities of the Office of the Chief Financial Officer in Washington,

DC, as well as providing technical leadership of USAID's worldwide financial controller network, in executing Agency resources totaling over 9,000 in staff and an approximately \$30 billion-dollar financial portfolio. Mr. Mitchell's leadership has positioned USAID as a leader in the international financial community. USAID's historic partnerships with the Government Accountability Office and the International Monetary Fund are two of the notable accomplishments that resulted in Mr. Mitchell receiving the Association of Government Accountants 2016 International Achievement Award.

Mr. Mitchell also served 26 years at the U.S. Nuclear Regulatory Commission (NRC), where he held a number of senior executive service positions. This includes positions as the Agency's Controller from 2011 to 2013, and as its Budget Director from 2008 to 2011.

Mr. Mitchell holds a Bachelor of Science degree in Business Management and a Master of Public Administration from American University. He and his wife, Isti, reside in Clarksburg, Maryland with their son.



Sean Morris

Principal and Federal Human Capital Leader, Deloitte Consulting LLP

Sean has been a strategic advisor to top government executives for nearly 20 years. He currently leads the Federal Human Capital practice at Deloitte Consulting LLP. Sean has a track record of helping clients conceptualize, design, develop, and implement business solutions through the utilization of enhanced technology and innovative strategies. He also serves as the global solution lead for Immigration and Border Management to help solve issues affecting immigration-related processes.



Bill Valdez

President, Senior Executives Association

Bill Valdez was appointed as the President of the Senior Executive Association (SEA) in September 2016. As President, Bill sets SEA's overall strategic direction and is focused on strengthening the Senior Executive Service (SES) through legislative and policy initiatives, building a leadership pipeline for the Executive Branch, and establishing SEA as a thought leader in the Washington, DC policy debates that impact not only the SES, but all civil service employees.

Bill retired from Federal service as a career Senior Executive in July 2014. His career with the Department of Energy spanned over 20 years and he has extensive knowledge in the areas of R&D portfolio analysis and evaluation, energy/environmental technologies and policies, small business development, supply chain analysis, science and engineering workforce development, budget planning and execution, diversity and equal opportunity issues, science policy, human capital processes and policies, procurement processes and policies, corporate and strategic planning, and contract management.

Track: Opportunity Knocks

SESSION: The Marriage of Mindfulness and Positive Psychology



Reginald Wells

Executive-in-Residence, Key Executive Leadership Programs

Reginald F. Wells was named Deputy Commissioner of the Social Security Administration's (SSA) Office of Human Resources effective July 15, 2002 after serving short tenures as Deputy Associate Commissioner for Disability Program Policy and Senior Advisor in the Office of Disability and Income Security Programs. Dr. Wells also serves as the Chief Human Capital Officer for SSA. In his capacity as Deputy Commissioner for Human Resources, Dr. Wells oversees a staff complement of 400 employees with an operating budget of \$100 million. Dr. Wells served as Deputy Commissioner of the Administration on Developmental Disabilities from October 1994 to April 2002. He shared with the Commissioner full responsibility for planning and directing 25 federal staff and programmatic activities, including the University Centers, Developmental Disabilities Councils, Protection and Advocacy Systems and Projects of National Significance with a program budget of over \$122 million. From October 1997 to May 1998, Dr. Wells served as the Acting Commissioner of the Administration on Developmental Disabilities in the United States Department of Health and Human Services' Administration for Children and Families (ACF). Prior to his appointment in the Administration on Developmental Disabilities, Dr. Wells had 10 years of extensive public sector experience with the District of Columbia's (D.C.) Department of Human Services. In 1980, Dr. Wells received a Ph.D. in Psychology from Temple University in Philadelphia. He also earned his M.A. in psychology from Temple University and B.A. in psychology and sociology from American International College.



Ruth Zaplin

Executive-in-Residence, Key Executive Leadership Programs

Dr. Ruth Zaplin is an Executive-in-Residence, School of Public Affairs, Department of Public Administration & Policy and Director of International Programs, Key Executive Leadership Programs at American University. Dr. Zaplin served as a senior advisor and project director with the National Academy of Public Administration in Washington, DC and founded the Academy's Global Leadership Consortium. As a Senior Manager at BearingPoint, she led enterprise-wide transformation plans, large-scale government reform, workforce restructuring, and work redesign initiatives in both the public and private sectors. Selected achievements include: leadership development, succession planning, and diversity study for the Centers for Disease Control and Prevention; designing a Government Center for Innovation to strengthen the capability of the State of Qatar's public sector leaders and serve as a leadership development model of excellence for the Middle East; and leading the organizational change effort to integrate the core IRS financial management systems. Equally adept at bridging research, organizational theory and practice, her background includes executive leadership of a nationally known non-governmental organization and social science research in criminal justice. Dr. Zaplin has two nationally known textbooks in criminal justice and numerous book chapters related to leadership development. She holds a DPA, MPA, MA, and BA. She is certified to score the subject-object qualitative research methodology developed at Harvard University. She received her Executive Coaching accreditation from Georgetown University and is certified as a Professional Certified Coach (PCC) by the International Coach Federation.

SESSION: The Leadership Paradox: It's Not Them. It's You.



Connie Chang

Founder, CNKC Enterprises LLC

Connie K. N. Chang is an Entrepreneur | Consultant | Public Speaker | Blogger who likes to lead, learn, and be of service to others. She is an evaluation consultant to the National Science Foundation for two Industry University Cooperative Research Centers focused on forensic science and cybersecurity. She is the founder of The Unblocked Life, a business with a focus on personal leadership, and co-owner of Graphicacy, a creative analytic design firm.

Connie's career has taken her from Wall Street where she worked as a financial analyst for a top investment bank, to the Federal government where her last position was Research Director and Chief of Staff to the Under Secretary of Commerce for Technology, and to starting her own business.

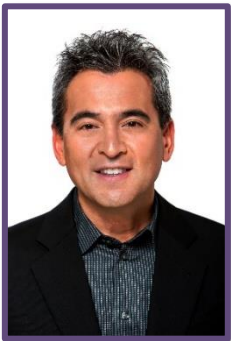
Over the span of her career, Connie has overseen two dozen multi-million dollar, high-risk research projects in advanced chemical and materials manufacturing; led major, award winning evaluation and policy research studies to advance the understanding of technology-based innovation; brought licenses to NASA-owned intellectual property to a live public auction, receiving national recognition as an innovative channel for technology transfer;



and created inspirational talks and workshops focused on personal leadership and launched her blog in early 2017 to explore this topic further.

Connie lives in Washington, DC with her husband and two daughters. Find out why she calls herself a “vertical bar careerist” at The Unblocked Life (<https://unblocked.life/>). Connect with her on LinkedIn (<https://www.linkedin.com/in/connieknchang/>).

SESSION: New Management Strategies for the Digital Age



Michael Song

CEO, GetControl.net

Mike Song: Leadership Expert

- Mike Song’s global mission is to save our world’s 2 billion information workers 15 days a year.
- Mike is the award-winning author of the bestselling books – The Hamster Revolution for Email and Zip! Tips: The Fastest Way to Get More Done. He is the founder of GetControl.net, one of the world’s leading providers of leadership and time management

training serving more than 20% of Fortune 500 companies.

•Mike has helped millions via interviews with Good Morning America, CNN, NPR, Fox News, USA Today, and The Wall Street Journal. His bestselling books have been translated into 12 languages and are available in more than 50 countries.

•Mike has even helped leaders from the Army, Marines, Air Force, Navy, and Secret Service to manage technology more effectively in order to keep our country safe. Now he’s here to help you get more done and have more fun at work. Please give a warm welcome to Mike Song!

•Optional Fun Facts About Mike Song

- Musician: Mike is an award-winning singer, guitarist, and songwriter whose band, All the Voices has warmed up for Bon Jovi, The Ramones, and 10,000 Maniacs.
- Athlete: Mike is an All-American distance runner who frequently wins his age category in 5k road races.
- Inventor: Mike currently holds a patent for a revolutionary new way to organize information. His idea is currently being used by 450 companies around the world.
- Minority Owned Small Business



SESSION: Off the Wall and onto the Table: Collaborate to Innovate



John Hall

Design and Analysis Principal, The MITRE Corporation

John Hall is currently the Design and Analysis Lead for MITRE's Simulation, Experimentation and Analytics Lab (SEAL) and the Agile Collaborative Lab (ACME). In this role John is responsible for the design and execution of immersive human-in-the-loop experimentation.

He has over 20 years of experience in media, audio visual technologies, and Human Factors Engineering. This experience has led to a career focused around enabling collaboration through innovation and collaborative space design. John was the Technical Lead for numerous

command center design and modernization efforts including VA, USARMY, NORAD/NORTHCOM and Los Angeles Fire Department.

Prior to joining MITRE Mr. Hall spent two years as an engineer at the National War College and eight years in the US Navy.

John holds a Bachelor of Business Administration from Strayer University.



Nancy Letsinger

Human & Organizational Systems Department Head, The MITRE Corporation

Nancy Letsinger leads the Human & Organizational Systems Department for the MITRE Corporation. She oversees a Department of 50 practitioners who help Federal agency leaders to modernize their organizations to improve service and efficiency. She has more than 20 years of experience leading large-scale, complex change efforts for public and private organizations to improve performance and results. She has conducted numerous engagements with the Department of Veterans Affairs as well as other federal organizations and fortune 50 companies. Ms. Letsinger has expertise conducting organizational assessments, leading the development of organizational strategies and redesigns, engaging stakeholders, and facilitating teams to achieve organizational impact.

Prior to joining MITRE, Ms. Letsinger was a managing consultant in the Strategic Change Practice in IBM Business Consulting Services and PricewaterhouseCoopers Consulting.

Ms. Letsinger earned her M.B.A. from the Yale School of Management and a B.A. in history from the University of Pennsylvania.