

Segal-Seashore Fellowship Fund Awardees



Melissa George Kessler, Cohort 64

Director of Communications, National Association of Wheat Growers

Melissa has been a communications professional for more than 10 years, working as a journalist, an editor, and, currently, as the public relations lead for an agricultural trade association. An Oklahoma native, Melissa brings to her work a practicality and appreciation for partnerships stemming from her Midwestern roots. She holds an International Baccalaureate diploma and a bachelor's degree in political science from the University of Oklahoma. She anticipates finishing a master's of science in organization development at American University in the summer of 2013. She currently lives in Washington, D.C.

"I chose to undertake the MSOD because I wanted to gain a deeper understanding of the complexities of group interactions and develop skills to help group members work together better. The concepts, theories, and skills I am developing in the MSOD program are proving to have a positive impact on my home organization and my life, allowing me to see myself and those around me more fully, describe what I see in the language of academia, and make conscious choices about my behaviors with acknowledgement of their impacts. I am now actively seeking the next career step that will help me refine my OD niche, experience OD practice "in the wild," and further incorporate OD values and tenets into my writing. Being named a Segal-Seashore Fellow provides recognition of the work and dedication I have applied to my MSOD course work and will bolster my credentials within the field as I step out of the purely academic setting. Carrying the honor and weight of the Fellowship will be a reminder of the MSOD's core values as I grow in professional maturity through study, practice, and writing."



Kathleen "Katie" Rozner, Cohort 64

Washington, DC Outreach Coordinator for Senator Harry Reid of Nevada

Kathleen "Katie" Rozner is responsible for supervising the implementation of multiple office-wide projects and ensuring targeted outreach strategies are in alignment with the office's mission, vision, and goals. In this role Katie has become an expert in managing cross-functional teams by promoting internal communication, fostering team development, and facilitating strategic planning resulting in increased productivity and morale. Thriving in the high-stress, fast-paced environment of the U.S. Senate, she has been promoted six times in eight years through successful execution of progressively increasing responsibilities.

"Earning the Segal-Seashore Fellowship early in my first year of the program has been an incredible honor that I am so thankful for. To me, this award is a symbol of hard work academically, professionally, and personally. It represents my true commitment to making a mark in the field of OD, not just going through the motions of a graduate program. Financially, the award has helped me to become Myers-Briggs certified, pay for other professional development opportunities, and offset the costs of my International Residency trip to South Africa next March. However, the financial support the Fellowship provided pales in comparison to the professional and personal growth I have achieved through a new awareness cultivated as a result of receiving this award."



Omolola "Lola" Adele-Oso, Cohort 63

Program Manager, Taproot Foundation

Omolola "Lola" Adele-Oso serves as the Program Manager at Taproot Foundation's Washington, DC office. As Program Manager, Lola oversees Taproot's docket of projects in the Washington, DC area. Her role is to offer support and serve as the liaison between Pro Bono Consultants and the nonprofits seeking their expertise. Prior to joining Taproot, Lola served as the Operation Mgr and Community Organizer at National AIDS Housing Coalition. She was also a Project Manager and Designer at GTM Architects for six years. Omolola attended Howard University and studied Architecture and earned a Bachelors degree in 2001. Lola will receive her Master's degree in Organization Development in May 2013, as a member of AU/NTL Cohort 63.

"It is truly an honor to have received the Segal Seashore Fellowship Award in 2012. The legacy of this award motivates me to become an OD practitioner, who chooses to help organizations and other human systems accomplish sustainable, innovative, and transformational change. The award represents a validation of my intent to design a new structural intervention in the affordable housing realm, using action research and other OD theories. It has been encouraging to know that a big vision that could possibly usher an empowered future for thousands of low-income individuals and households, parallels the dream Edie and Morley had that late Nebraska night in 1978. On a personal level, the financial impact of the award has allowed me to primarily focus not on tuition, but my growing knowledge of OD practices."



Chanatip "Tip" Fallon, Cohort 63

Consultant, Evans Incorporated

Chanatip "Tip" Fallon has led private and non-profit start-ups, served as a Mechanical Engineer and Lean / Six Sigma consultant for a multinational manufacturing firm, spoken or keynoted at over a dozen leadership conferences, and consulted to nonprofits, Federal agencies, and International Financial Institutions. Regardless of what role he is in or who he is serving, Tip first works to understand what the best desired outcome is for the individuals and systems involved and then draws from a diverse set of skills and methodologies to work towards that desired outcome.

"The Segal Seashore Fellowship Fund scholarship added greatly to the richness of my academic career and personal and professional development. I chose American University's OD program because I believed in their values and saw Use of Self as a key ingredient in my effectiveness as a change agent in systems. Before I began the program, multiple alumni told me the program was "life-changing." As I near completion of the program, I have found that this program is not life-changing in itself; rather, it has shown me how to change my own life and thereby influence change around me.

When I learned that I received a scholarship from the Segal Seashore Fellowship Fund, I was touched and inspired. My journey in working to be my best self and grow my skills in OD has been challenging. Coming from a mechanical engineering background, I wondered if I really fit into this profession and whether or not I was grasping and applying tools rooted in social and behavioral sciences sufficiently. The Segal Seashore Fellowship Fund scholarship helped to crystallize my confidence through recognition from the AU OD community."



Carmen Robles-Inman, Cohort 60

Quality Assurance and Management Consultant, C. Robles & Associates, LLC

Carmen Robles-Inman has 20+ years of experience in designing, managing and leading human and social service programs and organizations. Her work includes direct provision of services, health advocacy and education services, program management, policy development and implementation.

"Receiving the Segal-Seashore Fellowship was impactful in two ways: First, it confirmed the possibility of using my OD degree to go back and contribute at a higher level to my long-term work in social services. Second, the award helped my financial situation. Just before I started the MSOD program I lost my full-time job. Since then, I have worked as a consultant, but earn about 40% less. I have used my savings, retirement funds and student loans to invest in my education. Receiving the fellowship provided the financial assistance I needed to complete the MSOD program."



Stacie Garnett-Cook, Cohort 60

National Director, Interfaith Family/Your Community

Stacie Garnett-Cook oversees the Your Community initiative at Interfaith Family/Your Community in Newton, Massachusetts. She helps share learning across the system, create new processes to support growth, and supports the community directors. She studied English at Wellesley College and has a background in community organizing.

"While attending AU, I worked in a small non-profit organization that could not afford to financially support my studies. The Segal-Seashore Fellowship went directly to my tuition to help make it more affordable for me. This was significant, especially since I had added expenses as a commuter student. In addition, receiving the Fellowship reinforced the idea that I had chosen the right path. As an emerging OD professional, the recognition bestowed by the Fellowship was important. I always felt that OD built on my skills as a facilitator and leader, but the Fellowship also made me think about what I could contribute back to the field."



Ross Gruebel, Cohort 59

Business Consultant, Sapient Corporation and Corvis Group, Inc.

Ross Gruebel is a business consultant at Sapient Corporation and Corvis Group, Inc., focusing on requirements analysis for a national-level software project. His firm, R. E. Gruebel International, Inc., provides leadership coaching, strategy development, and cultural awareness, among other OD services

"During the MSOD program, I was able to focus more on studies and less on the worry of paying tuition. With more attention on theory and application, the scholar-practitioner in me was able to come to light. Further, when I received word that I would receive the Fellowship, I felt a surge of confidence in myself that I was on the right path."



Veronica Harris, Cohort 58

Independent Consultant, LTG Consulting, LLC

Veronica works as an Independent Consultant at LTG Consulting, LLC in West New York, NJ. Prior to starting LTG Consulting, LLC, Veronica served as Director of Sales Training and Development at Sunrise Senior Living. Veronica is an engaging, results-oriented professional with a passion for educating, leading, and motivating others to increase individual, team, and organizational capacity. She is skilled in facilitating groups and translating big-picture ideas into detailed and workable solutions. Veronica is best known for her process-oriented approach to accomplishing goals and strong written and oral communication skills.

"When I began searching for a master's program in OD, the tipping point in favor of AU MSOD came when I reached out to alumni. Without exception, all AU MSOD graduates with whom I spoke said that the program changed their lives. In addition, the financial assistance offered by the fellowship was both timely and generous. With the funds I received, I paid for one of my summer classes, which reduced my dependence on student loans for that session. To sum it up, the AU/NTL program, including the Segal-Seashore Fellowship, have helped me to become a better wife, mother, professional, student, and citizen of the world."



Ann Caton, Cohort 56

Partner, Potomac Group, LLC

Ann Caton is a Partner at Potomac Group, LLC, an organization development consulting firm that works with teams, leaders and institutions to increase their effectiveness and ability to manage change. She is also a research fellow for the FDA's Center for Drug Evaluation and Research, where she provides OD consulting. Ann came to the field of OD after a decade of growing and leading mission-driven organizations. She previously served as Executive Director of the Youth Education Alliance in Washington, D.C., where she helped secure \$3.2 billion to modernize public schools. She also co-founded and led Young Women United in Albuquerque, NM, an organization dedicated to the health and safety of women of color. Ann is certified in the Myers-Briggs Type Indicator; certified in polarity management; and trained in diversity work.

"The Segal-Seashore Fellowship is close to my heart. The award allowed me to pursue thinking and writing outside of paid client work, which resulted in a new article on organization development issues in the nonprofit sector. The response to the article was overwhelmingly positive. Perhaps more importantly, the award serves as a reminder of those who paved the way for my work. I knew Edie Seashore as a warm and generous teacher, a fearless trailblazer and a brilliant practitioner. She will always have my deepest affection and admiration. I knew Morley Segal only by reputation and through his writings, but was clear that the quality of the MSOD program and the faculty were a direct testament to his work. To be recognized in the lineage and spirit of Edie and Morley has been an unparalleled honor, and one that has helped open many doors."



Patrick Masterson, Cohort 53

Partner, Potomac Group

Patrick Masterson is a partner at Potomac Group, an organization development firm in Washington, DC. As part of his practice he has helped organizations increase their effectiveness, identify and better manage deep dilemmas, and tap the power of both small and large group multi-stakeholder engagements. Prior to launching his own practice, he worked on issues of human rights, democracy building, economic justice, and community building within the US. He served as Interim Executive Director of a non-profit association that held one of the largest multiple employer 401k programs in the country and managed the turnaround of the investment program. The restructuring resulted in a 53% growth in assets and a 50% reduction in fund fees. Patrick's earlier work includes co-founding the community based New Bessie Carmichael Group; editing *Silenced Voices*, a book and video on marginalized voices in Palestinian & Israeli relations; and contributing to an action-based education curriculum on Iraq. He was a Fellow to the Vallecitos Activist Refuge Program and holds a BA from Antioch College in Cultural and Interdisciplinary Studies.

"The Morley Segal and Edith Whitfield-Seashore Fellowship was a true honor and tangible support in advancing my study and practice of organization development and democracy building. It supported me by covering costs associated with the MSOD program at American University. The award allowed me to dive into writing and research for my practicum, which focused on the realignment of structure, culture, and leadership within a local civil society NGO."



Monique Meadows, Cohort 53

Fundraising & Organization Development Consultant, Management Assistance Group

With more than 15 years of experience serving progressive nonprofit agencies, Monique specializes in working with movement and membership organizations, utilizing her gift for facilitating difficult conversations and managing differences within groups without silencing members on the margins. As a fundraising and organization development consultant, Monique has successfully authored multi-million dollar federal grants, managed internal organization development projects and worked with boards of directors to create viable and inspired strategic plans. Monique's work represent the intersections of her multiple identities. Monique is a featured activist in *The Spirit of Social Change: Love, Hope, Faith and Joy in Intersectional Activism* (to be published) and published author in *Spirited: Affirming the Soul and the Black Gay/Lesbian Identity*. As a Reiki Master and practitioner of earth-based spiritual traditions, Monique integrates this wisdom with sound OD theory to offer a holistic approach and create deep resonance with her clients.

"Being a recipient of the Segal-Seashore Fellowship affirmed for me that I was joining a community of OD professionals whose values matched mine - a commitment to social change and justice. The time for introspection and reflection grounded me and brought me to an even deeper awareness of my core values. Of course, the best moment was standing among my fellow recipients and accepting the award! They are a truly exceptional group of people."



Terrill Thompson, Cohort 53

Founder and Principal, CTThompson Consulting

Terrill Thompson is the founder and principal of CTThompson Consulting, an organization development consulting business that specializes in increasing the effectiveness of socially responsible companies and progressive nonprofit organizations through myriad organization development techniques and practices. Terrill has an open and collaborative approach that respects and builds upon clients' expertise. Terrill is also an associate diversity consultant with The Kaleidoscope Group, LLC, an associate consultant with the Nonprofit Center at La Salle University, an associate moderator with the Penn Project for Civic Engagement, and an associate leadership and teambuilding facilitator with Fellowship Farm. Terrill is a qualified administrator and interpreter of the Myers-Briggs Personality Type Indicator® (MBTI) assessment, and is the author of the Nonprofit Organizational Model©, an organizational assessment and strategic planning model. Terrill published *The Struggles, Experiences and Needs of Children in LGBTQ Families* and is the former Executive Director of Mountain Meadow.

"Today it is the honor of the award that I carry with me, yet at the time that I received the Segal-Seashore Fellowship, the recognition was secondary to the financial support the fellowship offered. As an Executive Director of a small social justice youth service organization, my salary kept me below the U.S. poverty line. I grew personally and professionally through the AU MSOD program, and the Segal-Seashore Fellowship helped to make that possible."



Aman Gohal, Cohort 52

OD Capability Lead, Booz Allen Hamilton

Currently, Aman Gohal is the OD capability lead for Booz Allen Hamilton. She has provided OD, Diversity and Leadership consulting services to the Federal Government as well as non-profits. In an effort to promote an International Conference on girl child education, Aman chaired two Women's Leadership Conferences in Washington D.C. which hosted over 150 participants. She successfully facilitated an increase in attendance from North America for the International effort through localized conferences and mobilizing individuals nationally with social media. As a result 5 additional cities in the U.S. and Canada started hosting their own forums to support the International Conference. Aman has also written work on women's leadership and domestic violence including a play titled, "The First Seed" which the University of California Santa Cruz produced in 2002 and produced again in November 2011. Aman actively teaches meditation and integrates centering practices in talks she has given on Leadership and multiculturalism, Neuroscience of EQ, and at various forums and conferences. She is currently training to be an Executive Coach through the Georgetown Leadership Coaching program.

"The Segal Seashore Fellowship acknowledged the work that I was doing in the community above and beyond my career and the MSOD requirements. After the program, it also gave me the confidence to continue to put myself forward within the OD and related communities to give back to the field by researching and participating in annual conferences, working alongside community leaders and positioning myself to gain the trust, interest and buy-in of corporations to adopt a process consultation model. I also had the opportunity to share my social reform efforts such as experiences of working on girl child education with the AU MSOD network. I feel proud, honored, privileged and humbled to have been selected as a Segal Seashore Fellow."



Judit Revesz, Cohort 52

Consultant Case Officer, United Nations Office of the Ombudsman for Funds & Programmes

Currently Judit works as a Consultant Case Officer at the United Nations Office of the Ombudsman for Funds & Programmes (UNDP, UNFPA, UNICEF and UNOPS), providing services for those who want to resolve their workplace related conflict within the informal conflict resolution system. Prior to the current assignment, she has worked on numerous consulting projects related to change in organizational policies and procedures and procurement oversight at UNDP. Prior to receiving her MSOD, Judit graduated from ELTE School of Law Budapest, Hungary in 1998 and practiced litigation and corporate law for a year in Hungary. She then studied conflict resolution and mediation at Columbia University, Teachers College, in New York in 2001.

"Being the recipient of the Segal Seashore Fellowship Award meant a lot for my self-development process. The guidance, support and learning/teaching that I received throughout the two years of AU MSOD program helped me to know myself better and to be clear about what direction in life I would like to take (and what not). This inner strength also helped me to work more directly on my personal mission: to create a more peaceful and effective peace organization. I am grateful for all that helped me to open my eyes and soul to see the world differently."



Julie A. Myers, Cohort 50

External Consultant and Coach, J A Myers Consulting

Julie A. Myers is an external consultant and coach. Her consulting practice has primarily focused on developing programs that instill a sense of place into the participants, because what we know and love we protect. She uses natural and manmade ecosystems as a metaphor for how organizations and people grow, develop, and thrive – or don't. Combining environmental stewardship with the principles of organization development makes possible a sustainable future with peace and abundance for all ways of living and doing business. With this tenant as her operating guideline, she is developing the Red Barn Institute, which collaborates with organizations and individuals to create productive and fulfilling environments. She has been developing the Red Barn Institute, which is based on natural and manmade ecosystems. The bulk of her coaching clients are mid-life, working primarily with groups.

"Being awarded the Segal-Seashore Fellowship, knowing what it represents and humbled by the potential that the Segal-Seashore Committee saw in me, has reminded me that I am exactly where I am supposed to be."