

Linda Ross Aldy

With an extensive management background in both government and business, Linda Ross Aldy provides organizations and businesses with management consultation, employee development and training services, as well as long-range strategic and tactical planning and guidance in creating successful workforce and workplace environments. As a Fortune 500 company manager, Aldy won numerous awards for processes in communications, customer service, and employee recognition programs. She serves as Executive Director of the Mississippi Optometric Association and manages the Mississippi Association of Partners in Education. She is co-author of “The Book of Druthers” and has served as host of Mississippi Public Broadcasting’s “The Learning Exchange.” Aldy is also a former executive director of the Miss. Employment Security Commission. A qualified administrator for the Myers-Briggs Type Inventory, and the DiSC Behavioral Profile system, she is a graduate of Mississippi University for Women, the Stennis Center Executive Management Institute, and has completed coursework through the University of Pennsylvania, Wharton School, Executive Development Program. She has earned the prestigious Certified Association Executive designation, the highest professional credential in the association industry. Less than five percent of all association professionals have earned the CAE.

Saharon Bridges, CPM

Sharon Bridges retired from state service after a 30-year career. During that time, she worked designing and presenting training on subjects related to employee development and mission critical issues. She graduated from Mississippi College with a degree in business and the CPM program. She is qualified to administer and interpret the Myers Briggs Type Indicator and is a certified training professional through the University of Southern Mississippi Training and Development Certificate Program. She is a past president of the Mississippi Chapter of the American Society of Training and Development. She and her husband Jim live in Raymond, where they are active in their church and community. Sharon serves on the Raymond Historic Planning Commission and the Zoning board.

Pamela Confer

Pamela Confer is an international, award-winning professional speaker and public relations consultant with 18 years of experience. She combines the gifts of speaking, writing and singing to motivate and inspire. Pamela's humor and passion creates an instant connection with an audience. She explodes with confidence, teaching everyone how a simple smile can move the world. From youth and young adult groups, to women's conferences to professional development seminars, Pamela changes hearts and minds—she changes lives. Pamela is the founder of **Speak BIG!** an effective communications and public speaking program. She has trained professionals and aspiring professionals throughout the Southeast. Her open mind, personal stories and amusing training style inspire all to **Speak Up! Speak Out! and Speak Often!** A writer and publicist, Pamela is editor of the book, *Spoken Success: Understanding the Art of Public Speaking*, by Robert Little. She is also the editor of a series of Little's children's books, including *What CAN I Be*, an Accelerated Reader (AR) book that was nominated for the Coretta Scott King award. A member of Toastmasters International, a public speaking organization, Pamela is a three-time top public speaker in the Southeast. Singing is another great passion for Pamela. She is an accomplished jazz singer. Pamela Confer is the first woman to serve as Constable in Hinds County. A member of Alpha Kappa Alpha, Pamela holds a Master of Public Policy and Administration degree from Jackson State University (JSU) in Jackson, MS. She is currently at the dissertation stage of a Ph.D. in Public Policy and Administration at JSU.

Marianne Gaudin, CPM

Marianne Gaudin, President of Clark Consulting, provides management consulting and employee development services to public and private organizations. She is the former Assistant State Personnel Director in charge of training for the Mississippi State Personnel Board. In this capacity, she was responsible for directing training activities for state employees. Marianne draws on her extensive background as a manager and training and development specialist to design and conduct training programs in all areas of employee development. She is also involved in facilitation of strategic planning, executive development, customer service programs, and executive coaching. In addition, she speaks to conferences on a local as well as national level. She holds a Master's Degree in Education from Mississippi College, and her post graduate work is in administration and education. Marianne is a past President of the National Association of Governmental Training and Development. She is a Certified Professional through the International Personnel Management Association, and is qualified to administer and interpret the Myers Briggs Type Indicator. She is a Certified Public Manager, and is a past Chair of the National Certified Public Manager Consortium.

Joe Goff, J.D.

Joe graduated from the University of Florida with a Bachelor of Arts degree in history and he received his law degree from Mississippi College in 1991. He was in private practice for several years before becoming a Special Assistant Attorney General for the Mississippi Department of Corrections. For nearly ten (10) years Joe represented the MDOC, Mississippi's second largest state agency with nearly four thousand (4,000) employees, in all of its personnel litigation. He represented the MDOC in over six hundred (600) administrative appeals of employee grievances and disciplinary matters. Joe has handled over one hundred (100) EEOC complaints and investigations and has represented the state in a number of trials in both state and federal court. In July 2004, he transferred to the Mississippi Department of Transportation and he now represents the MDOT in its personnel matters.

Joe is an instructor for the Mississippi State Personnel Board Training Department in both the Basic Supervisory Course and the Certified Public Manager program. He has taught over one hundred and seventy (170) classes to several thousand city, county and state employees about their rights and responsibilities as a public employee. His training is intended to give supervisors practical legal advice in handling difficult personnel matters. He is married with two (2) boys and lives in Flowood, Mississippi.

David Hayes

David Hayes is a seasoned seminar leader, keynote speaker and management consultant whose managerial expertise and leadership skills were sharpened during a 22-year career as a manager with BellSouth Telecommunications. David does extensive training for state agencies in Alabama, Mississippi and Arkansas and has served as a training curriculum developer for the Corporation for National Service. He is one of the contributing authors of the book ***Getting Things Done; Keys to Communication, Sales and Service***. David is known for making entertaining, thought-provoking and motivational presentations to both large and small conference audiences for a variety of private and public sector organizations. His unique "values-based" approach helps audiences analyze and address critical workplace issues such as customer service, workplace violence, team building, leadership, and diversity management. David has been making motivational presentations since 1980, has served clients in twenty-two states and is certified to facilitate Stephen Covey's ***7 Habits of Highly Successful People*** for Mississippi state agencies. As president of Hayes Enterprises, David specializes in providing management consulting and meeting facilitation services as well as interactive training, seminars and retreats. David is both a volunteer telephone counselor and a member of the Board of Directors of CONTACT: The Crisis Line.

He is the former Secretary of the Board of Directors of the Community Foundation of Greater Jackson and Study Circle Facilitator for Jackson 2000. He has also been active in other community organizations, including the Chamber of Commerce, Leadership Jackson, Toastmasters International, and the American Seminar Leaders Association. David holds B.S. degrees in both Finance and Marketing from Purdue University.

Shondra Houseworth, MBA, CPM

Shondra Houseworth received her Bachelor in Office Administration and her Master in Business Administration from Jackson State University. She has worked at the State Personnel Board since 1998. She is currently the Director of Management and Supervisory Training Program in the Office of Workforce Development. Miss Houseworth is a Certified Public Manager. She is also a certified training professional through the University of Southern Mississippi - Training & Development Certificate Program. She is a past Vice President of Communication for the MS Chapter of the American Society for Training and Development (MS-ASTD). She is a member of the Mississippi Association of Personnel Administrators (MAPA), the MS Society of Certified Public Managers (MSCPM) and the MS Chapter of the American Society for Training and Development (MS-ASTD).

Lynda Hunsicker, CPM

Ms. Hunsicker is the Vice-President of Administration for Aspire, Inc., a Leadership Development Training Organization. She has over twenty years of experience in developing and delivering training programs for both the public and private sectors. Lynda is retired from State Government where she held local, regional, and state positions. She holds a B.S. degree from the Mississippi University for Women and a Master's Degree from Mississippi State University in Extension and Adult Education. Lynda also is a certified training professional through the University of Southern Mississippi – Training and Development Certificate Program, a Certified Public Manager, and a certified administrator for the Myers-Briggs Type Indicator and the DISC Behavioral Profile. Lynda is a past president of both the Mississippi Society of Certified Public Managers and the Southeastern Employment and Training Association. Lynda has served as a contributing consultant with the Certified Public Manager curriculum, the Basic Supervisory Skills curriculum, and the Administrative Assistant Program curriculum. She also serves as an evaluator for the projects developed in the Certified Public Manager Program.

William Morehead, Ph.D., CPA, CGFM, CPM

Billy Morehead is an Associate Professor of Accountancy at Mississippi College, a role he began in August 2011 following his retirement from Delta State University after a 27-year career in the State of Mississippi. From 2000 to 2011, Billy served DSU in several roles including Associate Professor, Interim Dean for the College of Business, Chair of Accountancy, Computer Information Systems and Finance and Vice President for Finance and Administration. Prior to DSU, Billy worked for the Mississippi Dept. of Mental Health (DMH) for 10 years where he served as the Director of Fiscal Services for South Mississippi State Hospital in Purvis, MS and for Mississippi State Hospital in Whitfield, MS. Before his work at the DMH, Billy worked for the MS Dept. of Finance and Administration and MS State Auditor's Office early in his career. During a one-year leave of absence (October 1998 through October 1999), Billy and his wife, Audrey, were International Service Corps Volunteers in West Africa where he served as Financial Facilitator for the International Board covering four countries. Billy has a long history of involvement in the Association of Government Accountants (AGA) where he has served as National President, National Treasurer, Senior Vice President for Regional Services, Section II and as chair and/or member of numerous national AGA committees and boards, including the Professional Ethics Board. Billy is active in the Mississippi Society of CPAs, the American Institute of CPAs, and several other professional and civic organizations. Billy graduated with a BBA degree in Accountancy from DSU in 1984 and a Master degree in Accountancy from Millsaps College in 1995; and, a Ph.D. in International Development from the University of Southern Mississippi in 2007 where his research interests were in the area of fraud and corruption and their impact on development in West Africa. Billy has conducted training and is a frequent lecturer in various government financial management topics, including ethics, internal controls and fraud, all over the world; and, he has received numerous awards as a result of his work. Billy is a CPA, Certified Governmental Financial Manager and a CPM.

Brenda Redfern, CPM, J.D.

Brenda Redfern is Assistant Professor of Business at Belhaven College and practices law of counsel with the firm of Biggs, Ingram, Solop & Carlson, PLLC. She holds a Bachelor of Business Administration Degree with a major in Accounting, *cum laude*, a Juris Doctorate Degree, *magna cum laude*, both from the University of Mississippi, and a Masters of Accountancy, *summa cum laude*, from Stetson University. Brenda is a Certified Public Accountant and a Certified Public Manager. In addition to working as an auditor, accountant, lawyer and teacher, Brenda spent ten years in public service. She worked with the Mississippi Department of Transportation in the position now designated as Deputy Executive Director of Administrative Services and then moved to the Mississippi Gaming Commission where she first served as Director of Compliance and then Deputy Executive Director. In November 2011, Brenda was appointed as a Commissioner to the Mississippi Ethics Commission. Because of her extensive education and work experience, Brenda teaches a variety of courses for Belhaven University, including Accounting, Business Law, Ethics and several courses in the Public Administration program. Brenda has been invited by the Mississippi Bar to speak to the “Top 20 Young Lawyers” each year since its inception and she is frequently invited to speak for other organizations. Brenda enjoys writing and has been published in *WHOA Women’s Magazine*, a Christian publication for women. She also enjoys traveling, reading, music and scrapbooking. Brenda was born in Mississippi and has been a lifelong resident of the state. She lives in Richland, Mississippi, with her husband, Richard Redfern, and their three teenage daughters, four dogs, two mules, one donkey, five horses and a bunch of chickens, all of which provide ample stories and pictures for her scrapbooking hobby.

Kevin Russell

Kevin presently serves as Vice President for University Advancement at Belhaven University in Jackson, MS. In this role he oversees Admissions, Financial Aid, Information Technology, Communications, Development, and provides cross-campus leadership to a variety of administrative functions. Kevin is also the principal of Alexander and Associates, a leadership and organizational development firm based in Madison, MS. In his role as a consultant, Kevin has worked with a variety of clients ranging from education, public service, technology, government, and manufacturing. During his tenure in Mississippi education, Kevin has also worked with Jackson Preparatory School and Millsaps College. Kevin served as Assistant Headmaster for Institutional Advancement at Jackson Prep where he helped launched the largest fund- raising effort in the school’s history. While at Millsaps, Kevin served in various positions, including Assistant Vice President for Institutional Advancement and Assistant to the President.

Prior to returning to Mississippi, Kevin was an account executive with Leo Burnett in Chicago, Illinois where he provided strategic management and marketing services for Black and Decker, Kraft/General Foods, and Dewar's Scotch. He received a Bachelor of Business Administration from Millsaps College and a Master of Business Administration from The University of Texas at Austin.

Charles Sampson

Charles (Chuck) Sampson is President of Charles E. Sampson & Associates, a Jackson, Mississippi based organization development practice established in 1991. He received his Bachelor of Arts in American Studies from St. Olaf College and a Master of Business Administration from the Else School of Management at Millsaps College where he later served as Assistant Dean and continues to serve as an adjunct instructor. For over 18 years, Chuck has consulted in the areas of business policy, strategy, and organizational culture to clients in manufacturing, information technology, healthcare, and government world-wide. He has completed post-graduate study at the Program on Negotiation at Harvard Law School, the NTL Institute for Applied Behavioral Science, the American Management Association, The Center for Family Process in Bethesda, Maryland, and the USDA Graduate School where he is certified as a federal EEO Investigator. He is a qualified user of the Myers-Briggs Type Indicator having completed his training at the University of Florida's Center for the Application of Psychological Type. He serves on the Board of The FishTale Group, a non-profit performing arts organization in Jackson, Mississippi. Chuck and his wife, Corinne, have three children and make their home in Madison, Mississippi.

Renee' Scales, CPM

During her 11-year tenure as a state employee, Reneé was employed by the State Personnel Board and the Department of Rehabilitation Services. She has conducted numerous training sessions for state employees. Reneé is a Certified Public Manager (CPM), a Certified IPMA (International Personnel Management Association) Instructor, a Certified Writing Advantage Instructor, and is qualified to administer and interpret the Myers Briggs Type Indicator. Reneé received a Bachelor of Arts degree from Millsaps College and has completed graduate work at Mississippi State University.

Ann Thames, CPM

Ann Coleman Thames retired in April 2010 as the Director, Bureau of Workforce Planning and Development for the Mississippi Department of Mental Health. Following graduation from the University of Mississippi with a Bachelor's degree in Secondary Education, Ann started her career with the Department in 1976 as a payroll clerk at the North MS Regional Center while a graduate student. She completed her Master's degree in Community Counseling from the University of Mississippi in 1978. In 2000, Ann completed a second Master's degree in Public Policy and Administration from Mississippi State University where she was named "Outstanding Student" and inducted into Pi Alpha Alpha, the Public Administration honor society.

In 1987, she transferred to the Central Office in Jackson as Director of Human Resources of an agency with 8,000 employees. During her 23-year tenure in this position, she served as a legislative liaison for the Department of Mental Health and developed a publication on how to work with the Mississippi Legislature as well as presentations on building relationships with legislators and grassroots advocacy development. She also interacted on a daily basis with administrators in other agencies across state government.

In 2006, she was instrumental in creating the DMH accelerated leadership program known as "Focus" which she oversaw until her retirement. She and Amy Whitten, Principal of The Whitten Group, submitted a presentation about Focus to the Council on State Governments "Innovation in State Governments" competition. Focus was selected as one of ten programs nationwide to compete for the top honor at the annual CSG meeting in Charleston North Carolina.

Shelton Vance, CPA, CPM

Shelton N. Vance, CPA, CPM, graduated from the University of Southern Mississippi with an Accounting degree. He is a Certified Public Accountant and currently serves as the Comptroller for Madison County, Mississippi. Shelton was employed with the Mississippi Department of Revenue (formerly the Mississippi State Tax Commission) for 21 years. After serving in various audit and audit support capacities, including director of the agency's Office of Audit & Compliance for seven years, where he was responsible for the agency's enforcement and audit effort to identify and collect delinquent taxes. Shelton also served as the Commissioner's Sr. Advisor for Discovery. Prior to working with Revenue, Shelton was a Medicaid Auditor for Blue Cross & Blue Shield of MS.

Shelton has completed the State Personnel Board's management development program - Certified Public Manager. He has served as Chairman of the CPM curriculum committee and facilitates classes for the CPM Program.

Jan Walker, CPM

Jan Walker is the president of Insight Consulting, P. A., a management training and consulting firm specializing in leadership and individual development and performance management. A former State Training Director, Ms. Walker retired from state government with over 25 years management experience in a variety of agencies and has provided training and consulting services in the private and non-profit sectors as well. Focusing on human resource management and training, she guided the Mississippi Department of Transportation's succession planning program, including competency development, assessment, feedback and accelerated leadership development. This program was judged the best public sector training program in the United States in 2005-2006 by the National Association of Government Training and Development. In addition to her work in leadership development, Ms. Walker worked with the Mississippi State Personnel Board on the development and implementation of the state's new performance appraisal system, a competency based system focusing on individual development. She has a Bachelor's degree in Psychology from Mississippi University for Women, a Master's degree in Psychology from the University of Southern Mississippi and holds the Certified Public Manager designation. Ms. Walker is also certified to administer and interpret the Myers-Briggs Type Indicator and to facilitate Stephen Covey's **The Seven Habits of Highly Effective People**.