

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, training services, 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 Mississippi Department of Employment Security. A qualified administrator for the Myers-Briggs Type Inventory and the DISC Behavioral Profile, she is a graduate of Mississippi University for Women and the John C. Stennis State Executive Development Institute; she has completed coursework through the Wharton School of the University of Pennsylvania Executive Development Program. She has earned the prestigious Certified Association Executive designation, the highest professional credential in the association industry.

Sharon 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. She is also a graduate of MSPB's 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.

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 create an instant connection with an audience. 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. A member of Toastmasters International, a public speaking organization, Pamela is a three-time top public speaker in the Southeast. Pamela holds a master's degree in public policy from Jackson State University. She is currently at the dissertation stage of a doctorate in public policy and administration at JSU.

Dianne Dyar

Dianne Dyar brings government, non-profit, and business experience to organizations looking for increased employee involvement as well as a creating a fun, positive work environment! Dyar served as the Executive Director for the award-winning Madison County Chamber of Commerce and worked tirelessly to motivate volunteers and staff to achieve excellence and expand programs and events. She completed the five-year course work for Institute of Organization Management (IOM) designation and is a certified instructor for the "5 Languages of Appreciation in the Workplace." Dyar also complete her Masters of Science Degree in Public Policy and Administration in 2012, graduating with honors, from Mississippi State University. Through her company, Dyar Communication +Strategy, Dyar promotes customer service, leadership, and business etiquette for the workplace. She is a Professional Member of the National Speakers Association, New Orleans Chapter and a member of the Association for Talent Development (formerly ASTD). Dyar also serves as a trainer for Holmes Community College in Workforce Development.

Marianne Gaudin, CPM

Marianne Gaudin 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 at conferences on a local and 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.

Joseph A. Goff, J.D.

Joe Goff 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 ten years, Joe represented the MDOC in its inmate class action litigation, contract matters and all personnel litigation. In July 2004, he transferred to the Mississippi Department of Transportation and he represents MDOT in its personnel litigation and other administrative matters. He has represented the state of Mississippi in over 700 administrative appeals of employee grievances and disciplinary matters. Joe has also represented the state in several hundred EEOC complaints and investigations and in a number of trials in both state and federal court. Since 2000, Joe has been an instructor for the Mississippi State Personnel Board's Workforce Development Division. He has taught over 700 classes to city, county and state employees concerning their rights and responsibilities as public employees and supervisors. His training is intended to give supervisors and human resource professionals practical advice in handling difficult personnel matters. Joe provides training for public employees concerning state ethics laws and regulations as part of the Mississippi State Personnel Board's Certified Public Manager Program. He lives in Flowood and is married with two sons.

Phil Hardwick

Phil Hardwick is owner of Hardwick & Associates LLC, which provides strategic planning facilitation, management consulting and leadership training services. He is also instructor of management at Millsaps College and a regular Mississippi Business Journal columnist. His previous positions include coordinator of capacity development at the Stennis Institute at Mississippi State University, vice president of community and economic development at Mississippi Valley Gas Company (now Atmos Energy), director of economic development for the City of Jackson and executive director of the Mississippi Real Estate Commission. He received his undergraduate degree from Belhaven University and his MBA from Millsaps College. He is also a graduate of the Senior Executives in State & Local Government Executive Program at the John F. Kennedy School of Government at Harvard University. During his military service, he was security team leader for Army One, the Presidential helicopter. He is also a member of the Authors Guild and the Mystery Writers of America.

David Hayes

David Hayes is a seasoned trainer, keynote speaker and management consultant whose managerial expertise was sharpened during a 22-year management career with the nation's largest telecommunications company. He is noted for making entertaining, thought-provoking and motivational presentations to a variety of public and private sector organizations. He helps audiences analyze and address critical workplace issues such as customer service, communication, workplace violence, leadership and diversity management.

David does extensive training for state agencies in Mississippi, Alabama and Arkansas and is a contributing author of the book *Getting Things Done: Keys to Communication, Sales and Service*. He has served clients in 22 states and is certified to facilitate FranklinCovey's **7 Habits of Highly Effective People** and VitalSmarts' **Crucial Conversations** and **Crucial Accountability** for Mississippi state agencies. David has been active in community organizations including the Chamber of Commerce, Leadership Greater Jackson, Toastmasters International, the American Seminar Leaders Association and the Community Foundation of Greater Jackson. He holds bachelor's degrees in both Finance and Marketing from Purdue University.

Lynda Hunsicker, CPM

Lynda Hunsicker is the vice president of administration for Aspire, Inc., a leadership development training organization. She has over 20 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 bachelor'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 Services Certification curriculum. She also serves as an evaluator for the projects developed in the Certified Public Manager Program.

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

William (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 Department of Mental Health (DMH) for ten years where he served as the director of fiscal services for South Mississippi State Hospital in Purvis and for Mississippi State Hospital in Whitfield. Billy worked at the Mississippi Department of Finance and Administration and Mississippi State Auditor's Office early in his career. 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, 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 bachelor's degree in accountancy from DSU in 1984, a master's degree in accountancy from Millsaps College in 1995, and a doctorate 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, and he has received numerous awards as a result of his work. Billy is a Certified Public Accountant, a Certified Governmental Financial Manager, and a Certified Public Manager.

Brenda Redfern, CPM, J.D.

Brenda Redfern is assistant professor of business at Belhaven University and practices law with Biggs, Ingram, Solop & Carlson, PLLC. She holds a bachelor's degree in accounting and a law degree, both from the University of Mississippi, and a Masters of Accountancy 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 as deputy executive director of administrative services and then moved to the Mississippi Gaming Commission where she served as director of compliance and later 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.

Neal Howard Robinson

Neal Howard Robinson is the managing general partner of CMR LLC, a project and contract managing firm. His experience encompasses more than 30 years of instruction in medical education, public relations, and volunteer recruitment, including the Mississippi Department of Health, the Mississippi Department of Education, the Mississippi Department of Transportation, the U.S. Census Bureau, the American Cancer Society, and Parents for Public Schools where he has served as both a national and local board member. He has been an owner of a domestic package delivery service as well as a consultant and trainer for the transportation operations of a non-profit organization. He also is the founder of an entrepreneurial education project for middle and high school students and was a sales representative for 9 years with Warner Lambert, a fortune 500 company. He is a graduate of Jackson State University.

Kevin Russell

Kevin presently serves as vice president for university advancement at Belhaven University in Jackson. In this role, he oversees traditional and online admissions, communications, publications, web and social media. Kevin is also the principal of Alexander and Associates, a leadership and organizational development firm based in Madison. 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 head of school for institutional advancement at Jackson Prep where he helped launch the largest fundraising 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 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 whose mission is to help leaders create and sustain healthy organizations through personal discovery, emotional intelligence, and thoughtful execution. He earned 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.

Since 1987, Chuck has consulted in the areas of leadership development, organizational effectiveness, and strategic management to clients in science, technology, professional services, manufacturing, healthcare, education, and government worldwide. In January of 2008, he acquired PH Associates of Meridian, Mississippi, a training and organization development consultancy to U.S. Government Agencies and the U.S. Military. He had served as a senior associate with PH Associates since 1995.

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, the University of Florida's Center for the Application of Psychological Type,

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the Center for Ministry at Millsaps College, and the USDA Graduate School where he certified as a federal EEO Investigator.

Charles (Chuck) Sampson is president of Charles E. Sampson & Associates, a Jackson-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 worldwide. 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.

Renee' Scales, CPM

During her 11 year tenure as a state employee, Reneé was employed by the Mississippi State Personnel Board and the Department of Rehabilitation Services. She has conducted numerous training sessions for state employees. Reneé is a Certified Public Manager, a Certified IPMA (International Personnel Management Association) Instructor, a Certified Writing Advantage Instructor, and 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.

Vivian Taylor

Dr. Vivian Taylor is a retired professor and former associate dean for the College of Education at Jackson State University. She earned her bachelor's and master's degrees in English from JSU and received her doctorate in curriculum and instruction from the University of Cincinnati. She is a graduate of the Leadership Madison and has held teaching positions at Kentucky State University and the University of Cincinnati. Taylor has been recognized by the United States Department of Education for her service as director of the Teacher Quality Enhancement Program. Among her numerous awards and recognitions, she was appointed by Governor Ronnie Musgrove to serve a three-year term on the Southern Region Education Board. In 2001, she was awarded the Outstanding Educator Award by Mississippi Institutions of Higher Learning.

Terri Torrence, CPM

Terri Torrence is currently the chief administrative officer for the Department of Environmental Quality. She attended Mississippi State University and graduated from Belhaven University. She joined state government following private sector work in the insurance industry. After six years with the Public Employees' Retirement System, she transferred to the Mississippi Department of Environmental Quality in 1992, where she has served in the department of Human Resources, becoming the Director of Human Resources in 2001. During her time at MDEQ she has been instrumental in developing the leadership and succession training program at MDEQ called ATLAS (Accelerated Training for Leadership and Succession). Through her leadership, MDEQ has implemented an Onboarding Orientation Program to assist new hires in becoming acclimated to the MDEQ culture and a 3G training program focused on educating new employees about State Government and MDEQ. Terri is a graduate of the Mississippi Certified Public Manager Program and was a co-recipient of the 2012 Excellence in State Government Award.

Barbara Travis, CEcD, PCED

Barbara Travis holds a B. S. in English from MS University for Women, an M.A. in English from MS State University and is a dissertation shy of a Ph.D. in International Development at the University of Southern Mississippi. She is a certified economic and community developer and has served as Director of Economic Development for Rankin County; community development specialist at the MS Development Authority; and, most recently, as Executive Director of the MS World Trade Center. She owns MarketLynx Consulting focused on professional development and training.

Barbara taught marketing and merchandising at two universities with her work at Delta State University featured in regional and national magazines, the Los Angeles Times and NBC's Today Show. She is a frequent public speaker on such topics as leadership, professional image, communication, business etiquette and protocol. Her facilitation skills are often sought by public, private and non-profit organizations for strategic planning, leadership development and focus group research.

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. As director of the agency's Office of Audit & Compliance, he was responsible for the agency's enforcement and audit effort to identify and collect delinquent taxes. Shelton also served as the commissioner's senior advisor for discovery. Prior to working with the Department of Revenue, Shelton was a Medicaid auditor for Blue Cross & Blue Shield of Mississippi.

Steve Wagner

Steve Wagner retired from the U.S. Army Engineer Research and Development Center Coastal and Hydraulics Laboratory as chief of staff. In that capacity, he was responsible for numerous programs, actions, and activities as well as special projects for the organization. As part of his regular duties, he served as an organizational training officer and conducted training for 19 years. Wagner later became an instructor for the Army's Leadership Education and Development Course. He was also a performance management instructor as part of the ERDC Human Capital Initiative. In addition, Steve was a coordinator and instructor for the ERDC Leadership Development Program, developing and teaching seminars on leadership topics.