

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 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. Less than five percent of all association professionals have earned the CAE.

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 of Public Policy and Administration degree from Jackson State University. She is currently at the dissertation stage of a doctorate 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 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.

Joe Goff, J.D.

Joe graduated from the University of Florida with a bachelor's 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 years, Joe represented the MDOC, Mississippi's second largest state agency, with nearly 4,000 employees, in all of its personnel litigation. He represented the MDOC in over 600 administrative appeals of employee grievances and disciplinary matters. Joe has handled over 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 where he now represents MDOT in its personnel matters.

Joe is an instructor in both the Basic Supervisory Course and the Certified Public Manager program. He has taught over 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.

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 noted 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 delivered motivational presentations since 1980, has served clients in 22 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. He has also been active in community organizations including the Chamber of Commerce, Leadership Jackson, Toastmasters International, and the American Seminar Leaders Association. David 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. Brenda has been invited by the Mississippi Bar to speak to the "Top 20 Young Lawyers" each year since its inception and is frequently invited to speak for other organizations.

Kevin Russell

Kevin presently serves as vice president for university advancement at Belhaven University in Jackson. In this role, he oversees admissions, financial aid, information technology, communications, and 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. 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 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-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, Renee' was employed by the Mississippi State Personnel Board and the Department of Rehabilitation Services. She has conducted numerous training sessions for state employees. Renee' 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. Renee' received a Bachelor of Arts degree from Millsaps College and has completed graduate work at Mississippi State University.

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.

Jan Walker, CPM

Jan Walker is the president of Insight Consulting, P.A., a management training and consulting firm specializing in leadership, individual development, and performance management. A former state training director, Jan retired from state government with more than 25 years of management experience in a variety of agencies and has provided training and consulting services in the private and non-profit sectors. 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 named 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, Jan 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 and a master's degree in psychology from the University of Southern Mississippi. She is a Certified Public Manager and is certified to administer and interpret the Myers-Briggs Type Indicator and to facilitate Stephen Covey's *7 Habits of Highly Effective People*.