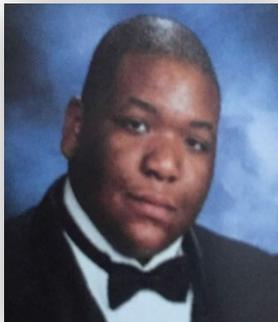


Thank You WorkBaltimore 2018 Convention Resume Reviewers and Speakers



Amy Butwin, MSHRD, PHR, SHRM-CP, is a Senior Human Resources Business Consultant with the City of Baltimore, Department of Human Resources. She is a strategic and progressive Senior Human Resources Professional who leverages her knowledge of HR and business practices to provide strategic guidance and influence desired outcomes. Her strengths include employee and labor relations; organizational design; recruiting and retention; change management; compensation administration; performance management; and employee and management coaching.

She holds a Bachelor's Degree in Business Administration and a Master's Degree in Human Resource Development from Towson University; and designations as a Professional in Human Resources (PHR) and Society of Human Resources Certified Professional (SHRM-CP).



Andre Keyser joined the Maryland Apprenticeship and Training Program in April of 2017 and has played a vital role in promoting and re-branding Registered Apprenticeship across the state. His primary responsibility is to work with businesses to address their workforce concerns as it relates to employee retention, skills gap issues with new or incumbent workers, and our nation's aging workforce.

In addition to his state service, in 2005 Mr. Keyser founded Keyser Tutoring Services, an organization dedicated to teaching, mentoring, and coaching students from across the country. In essence, he helps businesses, job seekers, and students to harness their potential!



Angela Gustus' career spans over 20 years focused on helping people. Most recently she was the Executive Director of a large nonprofit. She is now the Co-Owner/CEO of CMAG and Associates, LLC. Angela is a motivational speaker, author of three books, trainer, consultant, and Syzygy coach.

Angela has a BA from Morgan State University, MPA from the City University of New York – Baruch College, she is a National Urban Fellow and she is currently pursuing her DPA from Walden University.



Candace Breland Osunsade SVP, Chief Administrative Officer of the National Aquarium- Baltimore, MD, is a respected thought leader with 30 years of business experience in large to mid-size for profit and non-profit organizations, providing guidance and leadership to senior managers in startup, growth and stable organizations. She is an experienced leader of transformational change and a skilled developer of high performing teams. A graduate of Cornell University, Candace is a certified Senior Human Resource Professional, Non- Profit Standards of Excellence Consultant; and Executive Leadership Coach qualified to utilize the following content: MBTI, Strength Finders, and

Leadership Practice Inventory.

In 2015 Candace was recognized as the Non-Profit CHRO of the year and most recently as one of the top 100 Women in Maryland. Candace is an active member of Delta Sigma Theta Sorority, Executive Alliance, and the Greater Baltimore Committee.



Christina Stocks-Bratcher is a passionate individual who brings commitment and dedication to serving the residents of Baltimore City. She lives by a Benjamin Disraeli quote “The greatest good you can do for another is not just share your riches, but reveal to them their own.” Christina is dedicated to social causes that affect marginalized groups. Her mission is helping residents of Maryland find their paths in life by providing guidance and support to help them become successful by their definition.

Christina is pursuing a graduate degree at the University of Baltimore in the Master Public Administration program.

Darlene Peters serves as Take Charge Liaison Community Relations Specialist with UPS Package, Burtonsville, Chesapeake Division.



Deepti Modha, SHRM-CP, is a Senior Human Resources Business Consultant for the City of Baltimore, Department of Human Resources. She is a progressive, strategic and collaborative Senior Human Resources Professional with broad hands-on and leadership experience in employee and labor relations, organization design, payroll administration, benefits, compensation administration, talent and change management, training/development, rewards and recognition and human resources policy in large public and private sector organizations.

Deepti holds a Bachelor’s Degree in Human Resources Management from the University of Maryland University College and is a Certified Professional (CP) with the Society of Human Resources Management (SHRM).



Dr. Jacqueline L. Frierson is a world class educator who was born and raised in Baltimore City. She attended Baltimore City Public Schools. Dr. Frierson is the founder and CEO of the Frierson Group LLC, a consulting business focused on educators, schools and life-long learners.

Dr. Frierson graduated from the University of Maryland, and Morgan State University.

She is married to Harold and they have one son and four granddaughters. Dr. Frierson likes to sew, knit, cook and travel.

She is a member of Delta Sigma Theta Inc. and Toastmasters International.



Gina Chmielewski, President of Benefit Strategies, Inc., launched Benefit Strategies, Inc. in 2018 to share her extensive knowledge of health plans and health benefits with organizations seeking a better healthcare experience.

Gina recognizes that health care is expensive, health benefits are confusing, health insurance is frustrating, and obtaining health services can be challenging. She believes that a better healthcare experience is achievable through planning, communication and customer focus. Combining her expertise as a Sales and Marketing Executive with emerging

technologies, Gina tackles health plan complexity and delivers improved results.

A lifetime Maryland resident, Gina is a Towson University graduate who started and grew her career in Baltimore.



J. Douglas (Doug) Wilson, Jr. worked as an accomplished senior program manager with more than 28 years of experience within multi-disciplinary groups and organizations.

A former state rehabilitation counselor, he served in the community services division, and spent 13 years as Senior Research Program Manager for the Sidney Kimmel Comprehensive Center at the Johns Hopkins School of Medicine.

Doug has an Associated of Arts Degree in Electronics Technology, an undergraduate in Urban Affairs from Morgan State University, and a Doctorate in Urban Ministry from Family Bible Seminary. He holds a certificate in individual, family and group counseling from Sarasota Academy of Christian Counseling. Elder Doug was licensed and ordained by Pastor Michael Phillips at Kingdom Life Church (KLC) in 2004.



Jennifer Stano is the Employment, Classification, and Compensation Manager in the Office of Human Resources at Towson University. Her current focus is on enhancing the employment experience, utilizing technology and automation to improve customer service, and expanding outreach to the Towson communities to form new partnerships and attract a diverse set of qualified applicants.

Jennifer received her B.S. in Interdisciplinary Social Sciences, with minors in Sociology and Economics from James Madison University, and her Master of Business Administration, with an Organizational Development concentration, from Suffolk University. She is currently pursuing her Doctorate of Management through University of Maryland University College. In addition, Jennifer earned her Professionals in Human Resources (PHR) certification through HRCI and her Certified Professional (SHRM-CP) designation from the Society for Human Resource Management.



Jesse Ruffes has more than 10 years of experience in both public and private sectors. He currently serves as a Training & Development Officer with the City of Baltimore's Department of Human Resources Learning & Development Division.

Prior to joining the City of Baltimore, Jesse served as an ESL Instructor with the Peace Corps and implemented sustainable English language curriculums for the Bulgarian Ministry of Education and soft skill workshops for the University of Veliko Tarnovo. He also coordinated federal proposal responses within the United States Agency for International Development, and served as a Business Development Associate to recruit proposed personnel and host country partners.

Jesse holds a Bachelor's Degree in English, with a concentration in Professional and Technical Writing.



Joana Winningham is a Spanish-Speaking Facilitator with the Division of Workforce Development and Adult Learning, assisting Spanish-speaking job seekers with information regarding best practice for job search, résumé writing, and interviewing strategies



Jocelyn Whitfield, M.S. is the CEO of the Center for Creative Life and Learning, Inc. a 501© non-profit organization providing transitional` housing services to homeless women and children in Baltimore City. Recently, she launched the Girls on Fire Mentoring and Enrichment Program in partnership with the Reginal F Lewis Museum and the University Maryland 4-H to help girls grow strong self-esteems, confidence and to prepare them for today and tomorrow leaders.

Recently retired as Senior Public Health Advisor for the Federal government, she also served as Brookings Institute Legislative Fellow in Office of the U.S. Senate, Coordinator for the President's Faith Based Community and Neighborhood Partnership Initiatives for the Department of Health and Human Services (HHS) and the Substance Abuse Mental Health Services Administration (SAMHSA) and is noted with establishing 38 coalitions and strengthening the capacities of small, non-profit organizations.

Jocelyn served as a Government Project Officer and principal developer of several government capacity building technical assistance publications such as: *Sustaining Grassroots Community-Based Programs*, *Maximizing Program Services through Private Sector Partnerships and Relationships: Successful Strategies for Recruiting, Training, and Utilizing Volunteers*, and producing a video and instructional manual, *Building Strong Partnerships Among Community and Faith Based Organizations*. She has personally authored several books; *Still Slaves Today- Working to Break the chains of Poverty*, *Women of Faith Living the Dream*, *Leading Where They Are*, among others. in *Leadership*.



Kelly Davis has more than 4 years of experience teaching workforce development in Montgomery County and Baltimore City. She currently serves as a Job Readiness Instructor for Goodwill Industries of the Chesapeake, Inc.

Kelly graduated from Morgan State University with a degree in History and is currently pursuing her Master's in Public Administration.



Kevin Wayne Johnson is Founder and CEO of The Johnson Leadership Group in Clarksville, MD, where he provides leadership training, coaching and mentoring to government, corporations, non-profits and churches in the USA and abroad.

Retired from the federal government, he began his career through the Defense Logistic Agency's (DLA) Centralized Intern Development Program (Acquisition Management) and is a 34-year veteran of both government and private industry service.

A native of Richmond, Virginia, Kevin earned a Bachelor of Science degree in Business Administration and Management /Economics / Finance from Virginia Commonwealth University and completed course work towards an M.B.A. at Marymount University and the University of Colorado at Colorado Springs. He earned the Master's Certification from The George Washington University in Government Contracting, is a Certified Federal Contract Manager by the National Contract Management Association (NCMA), an NCMA Fellow and is Defense Acquisition Workforce Improvement Act (DAWIA) Level III certified (Contracting).



Kim Scarborough has been an employee of the Federal Government for over 7 years, and is currently a Chemist at the U.S. Food and Drug Administration (FDA) in the CFSAN Office of Cosmetics and Colors. In her current role, she provides technical guidance and responses to reporters, public relations officers, congressional offices, and other external entities inquiring about the regulation, formulation, and oversight of cosmetics.

Previously, Ms. Scarborough was a Senior Talent Acquisition Specialist in the FDA Office of Human Resources (OHR). In that role, she sought to educate, enlighten, and empower both employees as well as external U.S. citizens on the Federal hiring process. Ms. Scarborough has 15 years of combined experience from the corporate/private sector as a successful cosmetic chemist and as an accomplished marketing executive.

Ms. Scarborough received a B.S. in Chemistry from Morgan State University and her Master of Business Administration from Loyola University.



Lisa Wood joined the Baltimore City Police Department in 2017 as Director of Human Resources. In this role, she is responsible for overseeing the day-to-day operations of personnel administration to include civilian recruitment, hiring, and background investigations; labor and employee relations; performance management; leave administration; and compensation and benefits.

Lisa brings over 15 years of Human Resources experience. She has served as the Human Resources Director for the Maryland Division of Correction, supporting 7,400 employees through management of its Human Resources programs. She also served as the Human Resources Manager for the Anne Arundel County Department of Detention Facilities. In her most recent role, she was the Director of Employee Relations and EEO Officer for the Catholic University of America, providing guidance and support to management and ensuring consistent and fair practices for the university community.

Lisa holds a B.S. and Master of Business Administration from James Madison University. She is also certified as a Senior Professional in Human Resources.

Mary Vaden has extensive experience in the area of career consulting and has coached clients in creating resumes, developing career marketing plans and strengthening interviewing skills. From 2009 to 2017 she was a career consultant with Lee Hecht Harrison, providing career management support to professionals across a broad range of industries. Prior to her work as a consultant, she had an extensive career at Verizon where she held senior positions in various areas. She holds a Masters degree from Johns Hopkins University.



Michael L. Alexander is a native of Baltimore, Md., and the Administrator of the Baltimore City Joint Apprenticeship Program. Michael works with the Maryland Apprenticeship Training Council, which provides oversight for the program. He has served on the Governor's Task Force to Study Economic Development and Apprenticeships, and the Mayor's Office of Employment Development Workforce Work Based Learning Committee.

Michael is a Certified Water Distribution Operator via the Maryland Department of the Environment, holds a Bachelor's Degree in Public Administration from Sojourner- Douglass College, and a Master's Degree Studies in Public Administration from the University of Baltimore. He is a member of the American Society for Public Administration, the Managerial and Professional Society of Baltimore, the Maryland Program for Mediator Excellence, and the National Notary Public Association.



Michael Haynie currently serves as President of Parkway Management and Consulting, a company devoted to working with hospitality and tourism related companies assisting with strategic planning and economic development and growth. In 2012, he also started the Maryland Center for Hospitality Training which prepares Marylanders with soft and social skills for successful transition into the workplace.

Michael currently serves as Chairman of the Board for the following organizations; The National Academy Foundation School and The Maryland Tourism Coalition. He also heads the Vestry Board for St. Bartholomew's Episcopal Church in Baltimore City. He currently serves or has served on the board of directors for each of the following professional organizations: The Maryland Tourism Development Board; Visit Baltimore Board of Directors; Charles Street Development Corporation; the Downtown Management Authority, The Downtown Partnership Board of Directors; the Hospitality Advisory Board for the Morgan State University School of Hospitality, The Maryland Hotel and Lodging Association; President of the Waverly Main Street Organization, Northwestern High School Advisory Board, College Bound Foundation Board of Directors and a few others.



Nic "Coach Nic" Colbert is an entrepreneur, small business coach, inspirational speaker and entrepreneurship instructor based in the historic Anacostia corridor of Washington D.C. He is a native Washingtonian and advocate for entrepreneurs/small business owners of color!

With over 20 years of experience coaching, inspiring and training entrepreneurs, he helps small businesses (including government contractors, startups and nonprofits) grow their revenues, profits, and capacity to expand, through operational excellence of core business systems. His method is to apply his proprietary *Gap Management Coaching, Training and Planning* process, along with custom performance management tools to give clients better insight into identifying and troubleshooting root causes for unsatisfactory business results.



Nancy Fink brings with her a vast range of experience in both the public and private sectors. She has worked in a management capacity in the human resource and training arenas in the temporary staffing, retail and banking environments. This diverse background has promoted a sense of reality and humor in the numerous job acquisition seminars she has designed and presented. Nancy holds a BA in Sociology and French from Case Western Reserve University in Cleveland, Ohio and an MA in Education from The George Washington University in Washington, DC. She

was among the first 10 people in the United States to be certified as a Federal Job Search Trainer and Counselor. She has been affiliated with the Professional Outplacement Assistance Center in Laurel, Maryland since its inception in 1992 and currently serves as its Director. She is also deeply committed to civic and volunteer organizations.

Nancy has been an Alumni Admissions Ambassador working with the Admissions Office at Case Western Reserve University for over 15 years and enthusiastically represents her alma mater at College Fairs and Interviews.



Dr. Nicole Bossard's vision of a perfect world includes thriving communities overflowing with bodacious people and dynamic organizations committed to turning great ideas into great opportunities with youth, families, and communities!

With over twenty-five years of experience in the social sector, Nicole has worked with the Pennsylvania Department of Public Welfare, The Workplace's HealthRx Career Academy, and Tanana Chiefs Conference Client Development Division providing employee engagement training, meeting facilitation, and leadership coaching to senior management, program staff,

service recipients/customers, and collaborative partners.

Equipped with a PhD in Leadership and Change, Nicole helps agency leaders and teams clearly identify what they want to accomplish, navigate the inevitable challenges and conflicts that crop up along the way, and engage the whole system in developing innovative strategies that get results! Her clients report increased staff engagement and enthusiasm for their work, renewed trust amongst stakeholders, and greater confidence and commitment to plans of action.



Njukang Asong, MA, PHR, SHRM-SCP, IPMA-HR-SCP, is a Senior Human Resources Business Consultant for the City of Baltimore, Department of Human Resources. He is a progressive, strategic and collaborative Senior Human Resources Professional with broad hands-on and leadership experience gained in HR Management, HR Transformation, Human Capital and Leadership Development positions with increasing responsibility in large private and public organizations.

His core competencies and strengths include but not limited to; Strategic HR Management, Total Rewards, Policy and Compliance, Change Management, Organizational Development, Employee Relations, solid Business Acumen, Human Capital Management, Performance Enhancement, Financial Management, Talent Management, Recruitment and Talent Acquisition, Shared Services, Employer Branding, Project and Program Management.

Njukang holds a Master's degree in Management from the University of Maryland Baltimore County (UMBC), and is a Senior Certified Professional (SCP) with the Society of Human Resources Management (SHRM); and The International Public Management Association for Human Resources (IPMA- HR).



Sarah Walton is currently the Development Director at Calvert School. Before joining Calvert in 2016, Sarah was the Interim Executive Director and Development Director for the Maryland SPCA (2013-2016). She began her career in fundraising at the Walters Art Museum, serving as the Senior Development Officer from 2007 to 2013.

Prior to moving to Baltimore in 2007, Sarah had a career in politics in Washington, D.C., working at the U.S. Capitol, Bryan Cave Strategies, and the ONE Campaign. Sarah and her husband, Ned, live in the Orchards with their two daughters, Lucy and Hazel.



Sonjia Conaway-Gordon is an Employee & Labor Relations Consultant for LifeBridge Health, where she is responsible for developing, implementing and coordinating the Labor and Employee Relations Programs for the organization, including Labor and Union Avoidance Strategies, Labor-Management Relations, Interpretation of Collective Bargaining Agreements and Labor Contract Negotiations. Other responsibilities include ensuring the organization's compliance with all federal and state laws pertaining to employment, affirmative action plans and government programs.

In addition, Sonjia develops Human Resource policies, Investigates and prepares responses to Charges filed with governmental agencies, and serves and a coach and support to Managers and employees on all employee related issues such as discipline, development and work-related conflicts.

Sonjia is a graduate of the University of Baltimore in Baltimore, Maryland and is currently pursuing her MBA from the University of Maryland University College.



Sue Roach has over 15 years of experience as a Workforce Development trainer and facilitator assisting people of all ages to develop the essential tools to obtain employment.

Currently she is employed at the Professional Outplacement Assistance Center, a program under the Department of Labor, Licensing and Regulation, providing outplacement services to executive, professional, technical, managerial and scientific individuals who find themselves in need of assistance in getting reconnected to the labor market.

Sue earned her Bachelor's degree in English at Radford University and is a Certified Professional Resume Writer as well as a Global Career Development Facilitator.



Tom Dezell, CPRW has worked at POAC for more than 17 years, and with the agency currently known as the Division of Workforce Development and Adult Learning (DWDAL) for 23+ years.

Overall, he has spent more than 30 years in the field of career development. He earned a BS in Criminal Justice from Northeastern University and began his career as a caseworker in work-release facilities. Tom then worked with public assistance clients and injured workers before joining DWDAL.

How many people can say they have provided career assistance to clients ranging from an ex-offender to a C- level executive? He Certification as a Professional Résumé Writer in 2003, and now trains DLLR staff to prepare for the CPRW Exam.



William Honablew Jr., Esq., MBA is an attorney who has provided consulting services to area businesses for more than 10 years. He earned a Bachelor's Degree in Political Science from the University of Maryland, Baltimore County (UMBC) and Juris Doctorate and Masters of Business Administration degrees from the University of Baltimore (UB).

William currently serves as the Greater Baltimore Urban League's Director of the Raymond V. Haysbert Sr., Center for Entrepreneurship in Baltimore, Maryland