

2019 FTI Presenter Bios

Ana Valentin

Enterprise Service Program Manager

National Oceanic and Atmospheric Administration (NOAA)

Ana Valentin serves as the Enterprise Service Program Manager for the Enterprise Service Branch in the Service Delivery Division under the National Oceanic and Atmospheric Administration (NOAA) Office of Chief Information Officer. In this capacity, Ana leads the execution and completion of a diverse number of technology projects critical to NOAA's Mission. Ana has graduate degrees on Math Education, Biostatistics, Information Security Management, and Program Management. In her spare time, Ana collaborates with various non-profit organizations, while working on her doctorate in science degree on cybersecurity.

Dr. Becky A. Kelly Bell

Alternative Dispute Resolution Specialist

United States Department of Agriculture (USDA) / Food Safety and Inspection Service (FSIS)

Dr. Bell is a charismatic and inspirational speaker with over 20 years' ADR experience in the public sector and is also a retired U.S. Air Force officer. As an ADR specialist, she provides services such as: mediation, conciliation, team conflict resolution, facilitation, conflict coaching, and training. She has mediated well over 500 cases with outstanding results and she espouses a mediator/teacher approach. During her sessions, she takes the opportunity to demonstrate and teach parties in mediation more effective communication and conflict resolution strategies. Her dynamic and motivational style has been demonstrated during her presentations at conferences such as the EEOC's EXCEL, Blacks in Government (BIG), the Association for Conflict Resolution (ACR), the Federally Employed Women's National Training, and LULAC's FTIP. She has been a guest presenter at Cornell University, School of Industrial and Labor Relations' (ILR) Scheinman Institute as an ADR subject matter expert. She has also co-facilitated graduate courses for Nova Southeastern University and Maxwell School at Syracuse University. Dr. Bell is the recipient of the Commandant's Award from the Defense Equal Opportunity Management Institute. She received a Bachelor of Arts degree in Liberal Arts from Regents College, a Master of Arts degree in Human Resource Development from Webster University, and a PhD in Conflict Analysis and Resolution from Nova Southeastern University.

Brenda DePuy
President
DePuy HR Associates

Brenda has 50+ years of HR leadership with DOD, NIH, NGA, NSF, and OPM: certified by the International Personnel Management Association (IPMA) as a Senior HR Professional. Her last role was Agency Officer in OPM Executive Resources – advising agencies on executive programs and administering the Qualifications Review Boards (QRB). She is the owner of DePuy HR Associates, providing Executive training/coaching to federal agencies: training over 5,000 executives in leadership competencies; coaching Presidential Appointees/SESs and their staffs and coaching over 400 executive clients in ECQs. She was awarded a Meritorious Service Award and an Army Medal for diversity and employment programs. She has been published for diversity programs in the *Office of Personnel Management Exemplary Practices Digest*, a national publication that recognized 15 best practices in government HR and authored an article in *The Public Manager*, summer 2015, “The Linchpins of Leadership.” Her leadership theories have been cited in a new book: *Leadership Intelligence: Navigating to Your True North*. She has presented on Executive Leadership at Graduate School, Georgetown U., George Mason E-Learning Conference, American University, TOC, ASTD, ASPEN, regional IPMA and FEW, Excellence in Government Conferences, NAHFE and LULAC/OPM FTIP- 2013-17 as well as serving as a Hispanic Keynote Speaker at DEA and training/coaching with LULAC Leader Mentoring Program -2016-2017.

Ms. Denise Viera
Senior Advisor
Office for Civil Rights
U.S. Department of Justice (DOJ)

Denise Viera, Senior Advisor in the US Department of Justice (DOJ), Office of Justice Programs, currently works on civil rights compliance and coordination issues. She also recently assisted the Executive Office for US Attorneys as a Senior Projects Coordinator focused on community engagement strategies. She initially joined DOJ in 2005 as the Deputy Director of the Community Capacity Development Office (CCDO) where she led Weed & Seed grant-making efforts to over 300 public safety/neighborhood revitalization sites across the country, and headed CCDO's policy development, technical assistance and administrative functions.

During 2006, she served as CCDO's Acting Director. Ms. Viera has 30 years of community-focused work experience with an emphasis on community economic development, capacity building, engagement and collaboration. She has been director of municipal housing and economic development departments, a graduate school adjunct instructor of community economic development, a private civil rights consultant, executive director of several not-for-profits, and a community organizer.

Denise has provided training and technical assistance to hundreds of organizations across the country. She has also developed local, state and national policy in the areas of community economic development, housing finance, civil rights, provision of housing and other support resources for victims of domestic violence and previously incarcerated people, and improved access to financial resources for underserved communities. Now at DOJ she uses these skills to promote public safety and fairness in America's most distressed communities.

Ms. Viera earned her BA from the University of Michigan in political science and communications, an MS in community economic development from the New Hampshire College Graduate School of Business, a JD from the University of Connecticut, School of Law, and holds graduate certifications from Pratt Institute and Harvard's Kennedy School of Government.

Ms. Felicita Sola-Carter

**Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer
Social Security Administration (SSA)**

Felicita Sola-Carter, prior to her retirement in January 2009, served as Assistant Deputy Commissioner for Human Resources and Deputy Chief Human Capital Officer of the Social Security Administration. She shared national leadership of the Personnel, Training, Civil Rights and Equal Opportunity, Labor, Management and Employee Relations, Human Capital Planning and Executive Services Support programs.

A native of Puerto Rico, Feli graduated from the College of Mount St. Vincent in 1971. She began her career with SSA in New York City. In 1991, she joined the Office of the Commissioner in Baltimore, Md., as Senior Advisor to the Principal Deputy Commissioner, becoming the first Hispanic in that role. She is the recipient of a 2004 Presidential Rank Award of Meritorious Executive and a 2005 Presidential Rank Award of Distinguished Executive, the highest honor a career Federal executive may receive.

Jacqueline Padrón

**Diversity Program Manager, Outreach, Diversity and Inclusion, Employee Services
U.S. Office of Personnel Management (OPM)**
(invited)

Jeffrey Vargas
Founder and President
Generationology LLC

Jeffrey Vargas is a workforce visionary who believes in living a life of purpose, on purpose. He is first and foremost a dad to Xochitl Rose (11), Diego Lee (9), and Elijah Derrick (6) and a husband - then the work stuff comes into play.

He is the Founder and President of Generationology LLC; a human capital consulting practice that helps organizations learn how to build intergenerational trust, mitigate generational conflict, and unleash generational synergy.

Jeff is a nationally known figure in the learning and development community and is widely identified as the nation's expert on generational differences in the federal government. He is known for sharing human capital management and leadership insights using data and stories to help facilitate organizational change. He is the founder of the 3500-member Chief Learning Officers Network on LinkedIn, an instructor at the Brookings Institution, an advisor to George Mason's Chief Learning Officers Certificate program and a Learning Collaborator where he enjoys working with world-renowned leadership experts like Ken Blanchard.

Before starting his own consulting practice, Jeff enjoyed a 22-year career in the federal service, serving in numerous senior-level human capital roles in the Department of Energy where he designed, developed and deployed agency-wide human capital initiatives that increased employee engagement and organizational efficiency and effectiveness. Jeff was the first Chief Learning Officer (CLO) for the National Nuclear Security Administration (NNSA). In that role he oversaw, learning for the 4000 employees of the nation's nuclear weapons program where he created executive leadership development programs and oversaw the NNSA Technical Qualifications Program. In his last role in the Federal government, Jeff served as the CLO for the Commodity Futures Trading Commission, a financial regulator, who oversees the futures, options and swaps financial marketplace, notionally valued at 600 trillion dollars. At the CFTC he led, the Commission's learning practice including all technical financial-education initiatives, executive development and the first federal swaps professional certification program.

Jeff is currently working on two books: "Managing Across Generations", focused on helping federal leaders build intergenerational trust, and "Love Letters from Papi", focused on tips to navigate life that he has written for dads to give to their daughters.

His undergraduate degree is in Economics from the University of Maryland, College Park, and he is a graduate of Georgetown Universities Training Specialist Program. In 2015, he completed another lap in his education journey, graduating from the Federal Executive Institute in Charlottesville, Virginia. Today he resides with his wife and kids in the suburbs of Denver Colorado.

Joseph Mancias
Former Senior Management Counsel to the Director
U.S. Citizenship and Immigration Services (USCIS)
U.S. Department of Homeland Security (DHS)

Joseph Mancias, Jr. is a former member of the Federal Senior Executive Service for 25, of his 42 years in his service to the Nation. He served in leadership positions in the Departments of Justice, Labor, Commerce, Homeland Security and Veterans Administration, as well as with the U.S. Commission on Civil Rights, U.S. Office of Personnel Management, and the President's Economic Stabilization Program. Federal service included leading the Nation's Decennial Census Promotion Program, advancing human resource and training programs at the U.S. Citizenship and Immigration Service, and serving as the principal author for a Presidential Executive Order directing Departments to correct Hispanic under-representation in following merit principles.

He served in the U.S. Navy on active and reserve duty, beginning as a Seaman Recruit and completing his military service as a Captain after 37 years. His service spanned duty in the Atlantic and Pacific including duty in Vietnam, England, Bermuda, and Portugal. He also served as the commanding officer of six reserve commands. He began his professional career as a reporter for CBS affiliates, KZTV and Radio KSIX. He is a graduate of Del Mar College in Corpus Christi, TX, Texas A&I (now Texas A&M) at Kingsville and the Kogod College of Business, American University, Washington, DC. In addition he is a graduate of the Federal Executive Institute (S.60) and the Harvard University Senior Managers in Government program at the John F. Kennedy School of Government.

Mr. Mancias is a former Chairman of the Senior Executives Association Board of Directors, and served as a board member with the Pinchot Institute for Conservation and the National Police Foundation, and Federal Training Institute, League of United Latin American Citizens, and a life member of the National Association of Naval Photography and Honorary Chief Photographers Mate. He is the Managing Principal with NashNogales, LLC, in providing management consulting services.

Lorena McElwain
Chief of Staff
Office of the Assistant Secretary for Civil Rights
United States Department of Agriculture (USDA)

Ms. Lorena McElwain serves as Chief of Staff in the USDA Office of the Assistant Secretary for Civil Rights. In this capacity, Ms. McElwain provides leadership and oversight to a diverse team of professionals in the planning, implementation and execution of equal employment opportunity and civil rights programs for the USDA's workforce and customers. Ms. McElwain was appointed to the Senior Executive Service in 2009, ten years after beginning Federal service as a Statistician with the U.S. Census Bureau, where she used her multilingual skills to conduct language research as a source of non-sampling error, and to eliminate barriers to enumerating minority and linguistically-isolated populations. Since 2005, she has applied her program evaluation skills to agency operations, helping leadership make data-driven decisions and improve public administration practices. Prior to her appointment as Chief of Staff, Ms.

McElwain served in senior/executive positions in the U.S. Commodity Futures Trading Commission, the USDA and the Library of Congress. Ms. McElwain is a first-generation college graduate, having earned a master's degree in Political Science from the University of Texas at El Paso (UTEP) and a graduate certificate from Georgetown's School of Foreign Service. In addition, she is a graduate of the SES Candidate Development Program and American University's Key Executive Leadership Program.

Melanie Rivera

CEO

Breaker28, LLC

Melanie is passionate about building teams and organizations that produce exceptional results. Prior to joining The Management Center's Education Practice, Melanie served on the Executive Teams for DonorsChoose.org and Learning Heroes and founded an HR Business Partner team at Universal Service Administrative Company, a \$10B not-for-profit that subsidizes broadband access nationwide. She also founded and leads Breaker28, a thought-leadership firm focused on advancing women of color at work. Before that, she worked as the Principal-in-Residence at Excel Academy, an all-girls public charter school in Washington, D.C. Melanie earned her professional certificate in Organizational Consulting and Change Management from Georgetown University and a M.S. in Organization Development from American University.

Migdalia Gonzalez

Senior Training Specialist

U.S. Department of Housing and Urban Development (USHUD)

Migdalia Gonzalez is the Senior Training Specialist in the Office of Housing at HUD. In this role, she is tasked with the development, execution and delivery of training for multiple program offices with HUD, in particular Housing. In addition, she is a member of the departments' disaster team, as a Housing Recovery Specialist. Migdalia has represented the agency during multiple disaster recovery efforts throughout the country. As a member of HUD's Disaster Response Team, Migdalia received the Gears of Government Awards, launched by the Executive Office of the President, for her contribution to the Department's Disaster Response and Long-Term Recovery Efforts. Through her initiatives, approximately 6000+ families have received assistance.

Since joining HUD, in 2008, Migdalia has served in various senior level and management positions within the department. Starting in Single Family before joining the Operations team in Housing. Prior to Migdalia joining HUD, she worked extensively in both the real estate and mortgage industries. She was Vice-President for Neighborhood Lending in the Consumer Real Estate Division of Bank of America. In this role, Migdalia facilitated team initiatives nationally with key strategic partners to expand homeownership and communicate programs to increase homebuyer education awareness for the underserved. Migdalia is also credited for the creating the first Latino-owned real estate franchise in the country.

Oliver C. Allen, Jr.
Chief Executive Officer
Training & Development Strategies, LLC

Oliver is a renowned and dynamic national speaker with over 28 years of leadership and training experience. He has served in numerous senior leadership positions with the Federal government and the military and currently is the CEO for Training and Development Strategies, LLC. He is also an adjunct faculty member with the University of Phoenix with a focus on advanced career development and organizational management. He is the recipient of the Attorney General's Award for Equal Employment Opportunity and the Justice Management Division's Leadership Collaboration Award.

As a national speaker, Oliver infuses his audiences with storytelling, simulated exercises, gamification, and life experiences to ignite interactive discussions and learning. With his keen sense of humor and consciousness of today's and tomorrow's millennial workforce, he synergizes his audiences to a better understanding of themselves as well as their potential. He has presented at numerous national conferences and has conducted workshops for numerous federal and state governments. Oliver has been a featured speaker on the Federal news program FEDTalk and a featured speaker for the LRP audio webinars with the most recent titles being:

- Harassment and Bullying in the Federal Workplace
- What You Can and Should Do and Islamophobia and Other Religious Challenges: Best Practices in the Federal Workplace
- Detering and Responding to Harassment: Best Practice for the Federal Workplace
- What to Do About Retaliation in Your Agency

Oliver received his Bachelor of Science degree in Business Administration from Strayer College and a Master of Science in Administration in Human Resources from Central Michigan University. His certifications include Myers Briggs Type Indicator instructor, Strength Deployment Inventory facilitator, Facilitative Leadership Trainer, Federal Mediation, EEO Counseling and Prevention of Sexual Harassment.

Patrick S. Malone, PhD
Director, Key Executive Leadership Programs
Department of Public Administration and Policy
American University

Professor Malone is the Director, Key Executive Leadership Programs in the School of Public Affairs, Department of Public Administration and Policy, at American University. He is a frequent guest lecturer on leadership and organizational dynamics in state and federal agencies, professional associations, and universities including the Fulbright Scholars Program and the Visiting Scholars program at Yale. He is one of few researchers in the country certified to score the Subject/Object qualitative research methodology developed at Harvard University. His most recent publications include: "Go Ahead, Laugh – Why Humor Makes for a Better Workplace," and "VulnerABILITY - Can Managers Benefit from Extreme Exposure?" His TED Talk,

“Thinking about Time,” is available online and his co-edited book, *The Handbook of Federal Leadership and Administration*, was published in November 2016.

Virginia Andreu

Attorney

Equal Employment Opportunity Commission (EEOC)

Virginia Andreu is an attorney at the Equal Employment Opportunity Commission with more than nineteen years of broad experience in civil rights laws, the federal sector EEO process, issues of affirmative employment, and diversity. She currently works at the Special Operations Division of Federal Sector Programs within the Office of Federal Operations. In this position, Ms Andreu evaluates federal agencies’ performance to ensure effective and efficient implementation of EEO programs, policies, and procedures. During her tenure with the Commission, Ms. Andreu has served in several roles, including Attorney Advisor for the Agency Oversight Division, Attorney Advisor for the Reports and Evaluations Division, Attorney Advisor with the Office of Equal Opportunity (OEO), and General Attorney at the Appellate Review Program.

In addition, Ms. Andreu is a senior trainer, presenter and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal, state, and local governments as well as private sector.

Ms. Andreu obtained a Master of Laws (LLM.), in Law and Government, & Labor and Employment Law, from American University, Washington College of Law in Washington D.C; and received her Juris Doctor from the Pontifical Catholic University in Ponce, Puerto Rico. Ms. Andreu holds a BA in Political Science cum laude from the University of Puerto Rico in Rio Piedras, Puerto Rico. She is a member of the District of Columbia Bar and the Puerto Rico Bar.

Win Cayo

Project Manager

National Marketing and Communications Division

U.S. General Services Administration (GSA)

Win Cayo is currently a Project Manager at the U.S. General Services Administration, Federal Acquisition Services Agency. She has been at GSA for over four years now and provides acquisition and marketing support for her clients. While working at GSA, Win has sought out numerous opportunities to share her experiences from the private sector with the Government. Her presentations across GSA and with other agencies have centered around topics such as culture, diversity, motivation, leadership, communications and collaboration. Her private sector experience comes from working for numerous Fortune 500 companies in either a strategic marketing, business development or finance. She has worked in over 6 different, complex industries such as Healthcare, Chemicals, Energy, Medical Products and Manufacturing. Win Cayo earned an International M.B.A. in Finance and Management from the Monterey Institute of International Studies, a Middlebury College located in Monterey, California. She also

received her Triple-major B.A. degree from Michigan State University in International Economics, Mandarin Chinese and Asian History. Win speaks five languages and has traveled to over 20 countries for both business and personal reasons.

Dr. Zina B. Sutch

**Director, Office of Diversity and Inclusion
Office of Personnel Management (OPM)**

As Deputy Associate Director of Outreach, Diversity and Inclusion at the Office of Personnel Management (OPM), Dr. Sutch leads OPM's Government wide functions and responsibilities related to Recruitment, Policy and Outreach, Veterans Services, and Diversity and Inclusion. In this role, she leads efforts to maximize and coordinate resources, delivering to Federal agencies, guidance, policies and technical assistance toward effectively, efficiently and optimally reaching Federal agency and Government wide goals. Prior to this position, she also held the position of Director of the Office of Diversity and Inclusion at OPM.

Before joining OPM, she was Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat. While there she led that office's oversight of all correspondence for USDA Secretary Vilsack. Prior to holding that position, Dr. Sutch served as USDA's Director of Diversity, Recruitment, and Work/Life, in the Office of the Assistant Secretary for Administration. In that role, she led the Department in the development and implementation of programs and policies that help foster a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading that Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began in 2006 when she joined the Federal Government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service. She has been with the Federal government for close to 15 years and has more than 20 years of experience in the field of education and training in both the public and private sectors.

Before joining Federal service, Dr. Sutch worked with the Commonwealth of Virginia's Public School System assessing and developing improvement plans for low performing schools and was a faculty member at George Mason University, Bowie State University, and Baltimore University, is currently Adjunct Faculty for American University. Dr. Sutch has a doctorate degree from the College of Education at the University of Maryland, College Park and a master's degree from the Graduate School of Education and Human Development at the George Washington University. She currently also serves as Adjunct Faculty at American University, has two daughters and currently splits her time in Falls Church, Virginia and on a sailboat on the Chesapeake Bay.

