



League of United Latin American Citizens (LULAC)  
Federal Training Institute (FTI)  
2022 Puerto Rico

**Monday, July 25th**

<b>7:00AM - 6:00PM</b>	<b>FTI Command Center &amp; FTI Speaker Registration</b>	<b>Room: 102C</b>
	<b>FTI Security Command Center</b>	<b>Room: 210</b>
<b>8:30AM – 12:30PM</b>	<b>FTI U.S. Patent and Trademark Office Forum</b>	<b>Room: 209A</b>
<b>8:30AM – 5:00PM</b>	<b>FTI Federal Emergency Management Agency Forum</b>	<b>Room: 208B</b>
<b>8:30AM – 5:00PM</b>	<b>FTI U.S. Department of Agriculture Forum</b>	<b>Room: 208A</b>
<b>1:00PM – 4:00PM</b>	<b>U.S. Department of Agriculture- The Research, Education, Economics Forum</b>	<b>Room: 103A</b>
<b>1:00PM – 5:00PM</b>	<b>FTI National Council of Hispanic Employment Program Managers Forum</b>	<b>Room: 209A</b>
<b>1:00PM – 5:00PM</b>	<b>FTI National Oceanic and Atmospheric Administration Forum</b>	<b>Room: 208C</b>
<b>5:30PM - 6:30PM</b>	<b>FTI Networking Meeting</b>	<b>Room: 102C</b>
<b>6:30PM – 9:00 PM</b>	<b>FTI Welcome Reception by Invitation Only Puerto Rico State Department San Juan, PR</b>	

## **Tuesday, July 26th**

**7:00AM - 8:15AM**      **FTI Registration/Check-In**

**8:30AM - 10:00AM**      **FTI Opening Ceremony & Plenary Session**

**Room: 104A-C**

Leadership Panel: Leaders, Leaders, Leaders

**Panelists:**

Honorable Judge Frank Montalvo, U.S. District Courts

Joseph Gonzalez, Special Agent in Charge, San Juan Field Office, Federal Bureau of Investigations

Honorable Gabriel Camarillo, Under Secretary of the Army

Maribel Duran, Chief of Staff, United States Department of Agriculture

Nicholas Reyes, Director, Western Hemisphere, Office of International Affairs, Federal Aviation Administration

Anthony Lopez, Founder & CEO, L&L Associates

Monserrate C. Roman, Program Manager, National Aeronautics and Space Administration

Lorena Molina-Irizarry, Senior Advisor, American Rescue Plan Team, The White House & Sr. Advisor for Puerto Rico Strategy and Implementation at Department of Commerce (invited)

**Facilitator:**

Miguel Joey Avilés, Global D&I Keynote Speaker, MJA International, LLC.

**8:30AM - 4:00PM**      **FTI Young Professional & Collegiate Symposium**

**Room: 104A-C**

This symposium is open to all recent graduates, college students, parents, career counselors, college staff, and professionals interested in a career in the Federal government. The symposium aims to provide attendees with the resources needed to be better prepared when applying for opportunities within the federal government. The symposium will cover the following topics: How to Find and Apply for Federal Employment, Building a Resume, Preparing for an Interview, and Career Opportunities.

**10:15AM – 11:45AM**      **SES-100: Leaders Needed – How About You?**

**Room: 101A**

Gain an overview of the Federal Senior Executive Service program – it’s nothing like the General Schedule – from current and former senior executives. They share the good and not so good challenging experiences in leadership positions in a variety of Departments and Agencies. This session introduces a “blueprint” for your advancement in the Federal public service – from entry to executive – GS-7 to SES.

Get a sense of the challenges in becoming a one of a kind, actually one of some 8,000 senior executives leading a federal workforce of an estimated 2.3 million. Come and ask your “burning” questions from faculty with a record of service in the Senior Executive Service of our Nation. And envision yourself as one of the few!

Note: SES-100 is an overview of the purpose and expectations in being selected into the

senior executive corps and is the first of three sessions in this track. SES-101 leads you through the Senior Executive Service Executive Core Qualifications, and SES-102 guides you in preparing your application and an interview before a senior executive panel.

**Speakers:** Lorena Orozco McElwain, EEO Officer, Drug Enforcement Administration, U.S. Department of Justice

Felicita “Feli” Sola-Carter, Former Assistant Deputy Commissioner and Deputy Chief Human Capital Officer, Social Security Administration

**Moderator:** Anaury Angeles, Reasonable Accommodation Specialist, U.S. Food and Drug Administration

**ECQ Addressed:** Leading Change, Leading People

10:15AM – 11:45AM

### **Are you fluent in Hispanic Gen Z? Strategies to Go From Great Resignation to Great Recruitment**

**Room: 101B**

*From Bad Bunny to Tik Tok, to terms like WOKE, G.O.A.T. and IYKYK (if you know you know), this session will portray the latest statistics, myths and facts and proven strategies on how to recruit and retain Hispanic Gen Zers.*

For executives and HR professionals, Covid-19 didn’t just threaten employee mental and physical wellbeing, it forever disrupted operations by the wave of employee turnover dubbed as the Great Resignation. As HR leaders deal with surprising disruptions, the great resignation can become the great recruitment. Hispanic Gen-Zers can be your solution. Hispanic is the most diverse generation to date, but did you know that 1 in 4 are Hispanic? Whether your company is big or small, Hispanic Gen Zers will play a vital role in your success. What strategies can your organization implement to recruit, and retain Hispanic Gen-Zers? Your company can’t rely on traditional tactics to recruit and keep these team members engaged. This session will provide a road map for short- and long-term recruitment and retention success.

#### **Core Learning Objectives:**

- Discover the latest demographic research on this growing market.
- Become familiar with specific techniques to effectively recruit and retain the Hispanic Generation Z.
- Debunk Myths and acquire facts about the Hispanic community.
- Learn the A, B and C to successfully engage Hispanic Gen Z.

**Speaker:** Miguel Joey Avilés, Global D&I Keynote Speaker, MJA International, LLC.

**Moderator:** Victoria Vargas, Director of Program Administration, Office of Securities Operations, U.S. Department of Housing and Urban Development

**ECQ Addressed:** Leading Change, Leading People, Business Acumen, Building Coalitions

**10:15AM – 11:45AM**

**Developing Those I Lead - A Leader Imperative**

**Room: 102A**

Individual performance fuels the ability for teams to be successful and for organizations to meet their missions. Yet few managers have found the right path to developing the talent they oversee. In today's fast paced, post-pandemic environment, leaders who know how to uncover and grow the skills of those they lead enjoy greater organizational success, individual commitment, and less turnover. This session explores key components of developing those we lead including the role of developmental coaching, creating a learning environment, and using delegation as a tool for growth.

**Speaker:** Zina B. Sutch, Ph.D. Assistant Administrator for the Office of Diversity, Inclusion, and Civil Rights, U.S. Small Business Administration

**Moderator:** Amneris Caba, SEPM & Diversity, Equity, Inclusion and Accessibility Program Manager, Office of Inclusion and Civil Rights, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading People, Building Coalitions

**12:00PM**

**LUNCH**

**1:30PM - 3:00PM**

**SES-101: Dispelling Myths, Mysteries, & Misinformation with a Blueprint & Experience**

**Room: 101A**

Explore the navigational chart leaving Port Entry to a commanding entry into Port Executive. There is a blueprint, believe it or not! Learn about the framework in building and advancing your career path and becoming competitive for selection into the Senior Executive Service or in just advancing your career. Gain an overview of the Executive Core Qualifications – experiential buoys or skill markers that chart and advance your federal journey. Learn about the competencies needed to build a federal “corporate” culture that strives for results, serves customers, and builds successful teams and coalitions within and outside the organization and in being a public service advocate. While the curriculum encourages participants at the GS 14/15 levels, the course content outlines skill set experiences valuable for GS11/12/13 as well in advancing their career paths.

**Speakers:** Lorena Orozco McElwain, EEO Officer Drug Enforcement Administration, U.S. Department of Justice

Felicita “Feli” Sola-Carter, Former Assistant Deputy Commissioner and Deputy Chief Human Capital Officer, Social Security Administration

**Moderator:** Marissa Jimenez, Senator of Carolina, Puerto Rico

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

1:30PM - 3:00PM

**Individual Development Plan (IDP)- A Custom-Tailored Career**

Room: 101B

Life gives us many choices; for example, you purchase shoes to fit and buy clothes that make you look and feel good. Better yet, custom-tailored. There is nothing like it! In each, you choose the size, color, comfort, and the benefits it will bring you at the time of purchase and future. The question becomes whether you do the same for your career development or do you just accept whatever is available, let's say, on the rack? Guess What? You simply do not have to accept just anything for your career development. You can do as you buy clothes and tailor your career to fit your needs so that you will look and feel good now and in the future. By using the Individual Development Plan, you can become the "Tailor" to your career development. An excerpt from the President's Management Agenda states, "*We will take new steps to attract, hire, involve, **develop**, support, and empower talent who can help us meet the challenges of today and tomorrow.*" A realistic, well-researched, clearly written Individual Development Plan is a valuable tool for you and your organization. Whether your agency or organization has mandatory IDPs or not, you still need to chart your own course. This workshop will give you the knowledge, resources, and strategy to develop an IDP that will yield a successful and illustrious career.

**Speaker:** Oliver C. Allen, Jr., CEO, Training & Development Strategies LLC

**Moderator:** Alba I. Nuñez, Senior HR Strategists/Program Manager, Employee Services/Strategic Workforce Planning, U.S. Office of Personnel Management

**ECQ Addressed:** Results Driven

1:30PM - 3:00PM

**Adapt or Die: A Leader's Guide to Adapting Quickly to Change and Helping Others Do the Same**

Room: 102A

Leaders who struggle with change or refuse to adapt to new ways of thinking, doing and being are in for a rude surprise and a lot of trouble. The more rapid the pace of change, the more dire the consequences of stubbornly sticking to old ways. Like most things in business (and in life), change is a two-edged sword—a threat and an opportunity. Leaders who adapt to rapid change better than their peers very often are able to achieve great things, while leaders who ignore changing circumstances or struggle to "go with the flow" can expect to go the way of the dinosaur. Adapting may be difficult, but it is not impossible. Learn how to overcome your (and other's) resistance to change to become a more flexible, resilient and successful leader.

**Speaker:** Glorimar Maldonado, Diversity Program Manager, U.S. Patent and Trademark Office

**Moderator:** Dr. Ana Valentín, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading Change

3:15PM – 4:45PM

**Intersectionality, Equity, Diversity, and Inclusion in the Workplace**

Room: 101A

We will discuss the concept of intersectionality, recognizing that an individual's identity has many dimensions. These dimensions, race, color, gender, age, etc. are not segregated. Rather these dimensions are intertwined to affect our experiences and behaviors in relation to inequality, injustice, and discrimination. When analyzed, we learn that these dimensions produce a unique and different experience of discrimination, rather than an additional issue of discrimination. Intersectionality, when effectively applied in the workplace, moves us away from single issue approaches.

**Speakers:** Virginia Andreu, Assistant Director, Special Operations Division, Office of Federal Operations, Equal Employment Opportunity Commission

Patricia St. Clair, Assistant Director, Outreach, Training, and Engagement Division, Equal Employment Opportunity Commission

**Moderator:** Gaven Green, FTI Tiger, Swarthmore College

**ECQ Addressed:** Leading Change, Leading People, Results Driven

**3:15PM – 4:45PM**

**SES-102: Can You Tell Compelling Stories about your Challenging Adventures?**

**Room: 101B**

This session builds on the blueprint for your leadership “Stories”. These will be read by Senior Executives and the U.S. Office of Personnel Management at each step of the selection journey. There are five factual stories about YOU, challenges YOU faced and results YOU accomplished in leading change, leading people, building coalitions, displaying your business acumen, and getting results. In sum, it’s your leadership autobiography. It’s about tooting your own horn to hear the sweet music and singing your way through a panel of interviewers.  
\*Tell...and write your stories.

**Speakers:** Lorena Orozco McElwain, EEO Officer Drug Enforcement Administration, U.S. Department of Justice

Felicita “Feli” Sola-Carter, Former Assistant Deputy Commissioner and Deputy Chief Human Capital Officer, Social Security Administration

**Moderator:** Damishia R. King, Records Information Management & Equal Employment/Diversity & Inclusion Specialist, Institute of Museum and Library Services

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

**3:15PM - 4:45PM**

**Building your Business Acumen Capabilities**

**Room: 102A**

Business acumen is a critical leadership skill, allowing you to make informed decisions that give you a competitive advantage (Crestcom, 2017). According to Crestcom (2017), business acumen is the understanding of how the business operates, makes money, and grows profitably. Business acumen helps you to understand how your role and your department fits into the big picture and how it contributes to the success and profitability of the organization. Crestcom (2017) indicated that every business and organization’s ability to grow profitably is affected by the four key elements of business acumen:

- (1) organizational drivers
- (2) organizational performance
- (3) external factors, and
- (4) future trends.

**Speaker:** Dr. Ana Valentín, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration

**Moderator:** Glorimar Maldonado, Diversity Program Manager, U.S. Patent and Trademark Office

**ECQ Addressed:** Business Acumen and Building Coalitions

## Wednesday, July 27<sup>th</sup>

<b>8:30AM - 4:00PM</b>	<b>FTI Young Professional &amp; Collegiate Symposium</b>	<b>Room: 104A-C</b>
<b>8:30AM – 4:00PM</b>	<b>Veterans’ Symposium - Veterans’ Affairs Clinic</b> The workshop will provide attendees with information on programs, benefits and services offered by the Department of Veterans Affairs to veterans and their families. Special emphasis will be given to the following programs: Compensation and Pension Claims  <b>Moderator:</b> Dwayne E. Campbell, Center for Minority Veterans, Hispanic Veterans Liaison, Department of Veterans Affairs	<b>Room: 209 A-C</b>
<b>8:30 AM – 4:00 PM</b>	<b>FTI EEOC Forum (open to all EEO practitioners)</b>  <b>Speakers:</b> Virginia Andreu, Assistant Director, Special Operations Division, Office of Federal Operations, Equal Employment Opportunity Commission  Patricia St. Clair, Assistant Director, Outreach, Training, and Engagement Division, Equal Employment Opportunity Commission  <b>Moderator:</b> Alberto Crespo, EEO Facilitator/Training, Defense Equal Opportunity Management Institute	<b>Room: 208B</b>
<b>8:30AM – 5:00PM</b>	<b>FTI U.S. Environmental Protection Agency Forum</b>	<b>Room: 103A</b>
<b>8:30AM - 10:00AM</b>	<b>How to Build a Network that Will Support Your Personal and Professional Goals</b> Having a strong and powerful network can mean the difference between having an influential coalition of leaders supporting your programs, and those same programs wither away from a lack of support. But, unfortunately, that’s not all. A strong network can mean the difference between being offered your dream job and continuing to remain invisible when upward opportunities arise. So why don’t most government employees effectively leverage their network to overcome challenges and advance in their careers? It’s because most of them believe that networking is too hard, not their style, not moral/ethical, or a host of other false beliefs. But you don’t have to be like most people. Alex D. Tremble’s C4 Strategic Networking Model will provide you with the skills needed to develop authentic, sustainable, and mutually beneficial relationships with leaders at any level of the organization.  <b>Speaker:</b> Alex D. Tremble, CEO and President, GPS Leadership Solutions LLC  <b>Moderator:</b> Norma Fuentes, Executive Administrative Assistant, Federal Bureau of Investigation  <b>ECQ Addressed:</b> Building Coalitions	<b>Room: 101A</b>
<b>8:30AM - 10:00AM</b>	<b>How to Prevail and/or Deal with Workplace Conflict</b> In workplaces around the country; including the federal government, workplace harassment has risen. What is a hostile environment in the workplace? Learn how to identify issues of harassment and what to do in various harassment situations. Understand management responsibilities dealing with harassment allegations and where to locate your agency anti-harassment policy. What are the differences between an anti-harassment program and the EEO federal sector complaint process? How does harassment affect the workplace environment and what are the costs to the individual, team and agency? Find	<b>Room: 101B</b>

out answers to these questions to better understand the differences and remedies. Join an interactive discussion of several scenarios to determine “is this workplace harassment?” Learning ways to be proactive and tips to help prevent a hostile environment. You can make a difference!

**Speaker:** Cynthia (Cin-dee) D. Dunn, Director, IRS, Tax Exempt and Government Entities, Equity, Diversity and Inclusion

**Moderator:** Laura E. Colón-Marrero, EEO Director, U.S. Department of Justice, Office of Justice Programs

**ECQ Addressed:** Leading People, Results Driven, and Building Coalitions

**8:30AM - 10:00AM**

**The Bounce Back**

**Room: 102A**

We all experience challenges throughout our own journeys, at work or home. In this session I will discuss how to “Bounce Back” after a difficult situation. Learn to be flexible and creative in the face of adversity. How to cope and rebound from difficult situations and learn to live in the moment.

**Speaker:** Migdalia Gonzalez, Office of Civil Rights Hispanic Employment Program Manager, Federal Aviation Agency

**Moderator:** Dr. María Mayita Meléndez, Former Mayor of Ponce, Puerto Rico

**ECQ Addressed:** Leading Change

**10:15AM – 11:45AM**

**The Magic of Leading with Love and Laughter**

**Room: 101A**

Love and laughter are magical. They have the power to build bonds, forge trust, and improve productivity. Yet many leaders are uncomfortable with letting go and connecting at the most human level. Some see it as unprofessional, others as silliness with no purpose. But this is far from the truth. From physical and emotional benefits, all the way to mission accomplishment, love and laughter are the most essential, foundational parts of our leadership. Nothing real happens without them. This session will engage attendees with the latest science supporting love and laughter and the impact it can have on our organizations and those we lead. Participants will learn how to harness love as their most effective leadership strategy and the importance of love as the foundation for any leadership approach. They will also discover how laughter can be used to build trust and camaraderie among diverse teams in the workplace.

**Speakers:** Patrick Malone, PhD, Director of Key Executive Leadership Programs, American University

Zina B. Sutch, PhD, Assistant Administrator, Office of Diversity, Inclusion, and Civil Rights

**Moderators:** Aisha Hernandez, Program Support Assistant, Animal & Plant Health Inspection Service, U.S. Department of Agriculture

Yvette R. Delgado, EEO Specialist, Office of Civil Rights, U.S. Department of Agriculture

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

**10:15AM – 11:45AM**

**The ABCs to Leading Employee Resource Groups (ERG)**

**Room: 101B**

Focused and skilled leadership is the primary ingredient for successful ERGs. Effective ERG leaders bring passion and enthusiasm to their position. However, even if the ERG leader has supervisor or manager experience, motivating, directing, and obtaining optimal productivity from a volunteer group is very different than managing a group of employees. This workshop will give ERG leaders and future leaders strategies for maximizing their team’s engagement as well as productivity. Participants will gain innovative ideas for how to promote and sell their ERGs mission and value to the organization. Participants will learn how to improve their briefing techniques by using simplified but powerful models. Additionally, participants will learn the difference between, ERGs, SEP committees, and affinity groups as well as the general purpose for each group. Participants who attend this training will have the tools necessary to build and sustain the ERG momentum.

**Speaker:** Oliver C. Allen, Jr., CEO, Training & Development Strategies LLC.

**Moderator:** Gabriela Hernandez, FTI Tiger, Swarthmore College

**ECQ Addressed:** Leading People, Results Driven, Building Coalitions

**10:15AM – 11:45AM**

**Organizational Change Through Leading People- Case Studies and Tools for Improved Performance and Retention**

**Room: 102A**

Dive into two interagency case studies to witness how you can lead change through leading people in a federal agency. This workshop will provide a clear, practical distinction between supervision and leadership and the role that each play in building a team and improving performance by implementing a deliberate approach to incorporating team member character strengths into the organization's values, performance, and awards programs. Central to this workshop is the notion that change does not happen in isolation. It requires changing the way you lead people; it requires conflict management, leveraging diversity, developing others and team building. Learn tools for how you can leverage the Federal Employee Viewpoint Survey to lead people through organizational change, increase performance and strengthen morale.

**Speakers:** Dr. Supreet Anand, Acting Assistant Deputy Secretary and Director, Office of English Language Acquisition, Department of Education

Lorena Orozco McElwain, EEO Officer Drug Enforcement Administration, U.S. Department of Justice

**Moderator:** Amneris Caba, SEPM & Diversity, Equity, Inclusion and Accessibility Program Manager, Office of Inclusion and Civil Rights, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading People, Leading Change, Results Driven, Business Acumen

**12:00PM**

**LUNCH**

**1:30PM - 3:00PM**

**Working with Positive Intelligence by Shirzad**

**Room: 101A**

Using the model of Positive Intelligence, class will discuss the saboteurs we all face, the impacts on us and our work life/career. We discuss how to identify individuals' top saboteurs using an on-line free assessment tool, which will be done in class if participants bring their laptops. For those that don't have a laptop, another separate exercise will be available.

**Speaker:** Brenda DePuy, President, DePuy HR Associates

**Moderator:** Honorable María Vega, Mayor of Vega Alta, Puerto Rico

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

**1:30PM – 3:00PM**

**Unleashing the Leader Within**

**Room: 101B**

Over the last two years, you have developed new leadership skills sets, overcome unexpected workplaces challenges, and you are now ready for the “leader within” to be called out and deployed.

How do you get started?

This workshop will help you find and unleash the leader that is within you. You will learn how to create and deploy your own “Leadership Wellness Wheel” and how you can others to be fully present and serve as supportive team members.

The workshop will focus on three key concepts:

Understanding Self-Identify and Your Leadership Journey: You will learn how to identify and detect your own leadership profile and how to recognize and apply your individual leadership experiences when developing the leadership skills of others. You will learn how to identify your “leadership signature” and how to unlock and unleash your leadership strengths when leading up, leading peers, and when entering a new leadership role.

Overcoming Leadership Challenges, Erasing Self-Sabotage and Practicing Self Forgiveness: You will learn how to overcome leadership challenges that are presented where there is a change in vision, scope, resources/funding or change in key personnel. You will learn how to identify and mitigate “self-sabotage” workplace behaviors and how to practice the act of self-forgiveness.

Developing a Customized “Unleashing the Leader Within” Leadership Plan:

You will learn how to create a leadership plan that challenge and grow one’s individual leadership capacity. You will identify specific tactical actions that you can take when deploying a 30/60/90-day individual "unleashing the leader within" leadership plan.

**Speaker:** Jeffrey Vargas, CEO Generationology, LLC.

**Moderator:** Glorimar Maldonado, Diversity Program Manager, U.S. Patent and Trademark Office

**ECQ Addressed:** Leading People, Leading Change

**1:30PM – 3:00PM**

**Leading under deep uncertainty: the need for *inclusive leadership***

**Room: 102A**

The changes we are witnessing are unprecedented in their magnitude and in the rate at which they are taking place. These include changes in our workplace, in our natural environment, in our society. These changes have led to conditions of “deep uncertainty”, i.e., situations where we are unable to make well-informed decisions based on our current

understanding, as well as conditions where we are unable to reduce uncertainty by gathering additional information. Under deep uncertainty, leadership takes on added importance. However, more significantly, deliberate attention to diversity, inclusion and belonging, becomes essential. We will discuss how inclusive leadership is necessary to jointly define ways forward under deep uncertainty.

**Speaker:** Dr. Francisco “Cisco” Werner, Acting Assistant Administrator, Office of Oceanic and Atmospheric Research, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading People, Leading Change, Building Coalitions

**Moderator:** Amneris Caba, SEPM & Diversity, Equity, Inclusion and Accessibility Program Manager, Office of Inclusion and Civil Rights, National Oceanic and Atmospheric Administration

**3:15PM – 4:45PM**

### **Transform your Leadership Style with Empathy**

**Room: 101A**

During the past two years we have adjusted to lead in a virtual work environment. As we return to work, in person or in hybrid situation, it is important that we lead with empathy. Empathetic leaders focuses on identifying with others, understanding their perspectives, and reacting with compassion. In this workshop, you will have the opportunity to interact with other participant in day-to-day cases and learn four ways to show more empathic leadership:

- Watch for signs of burnout
- Engage with your teams
- Help your team to succeed
- Show compassion

**Speaker:** Dr. Michelle Pacheco Turner, Operational Deputy, Diversity, Conflict Resolution Program Manager, Equity & Inclusion, U.S. Army Test and Evaluation Command (ATEC)

**Moderator:** Yvette R. Delgado, EEO Specialist, Office of Civil Rights, U.S. Department of Agriculture

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen

**3:15PM – 4:45PM**

### **Diversity and Inclusion: More Than Just Numbers**

**Room: 101B**

In a diverse Nation as ours, the subject of differences between the generations, races, genders, and cultures is not new. While the American workplace culture is patterned after that of Northern Europeans, the workplace itself is becoming more diverse every year. There are many more persons with diverse backgrounds whose culture, values, and behaviors may not fit that of the traditional American workplace. Unless understood, embraced, and managed well, these differences may result in a conflictive and unproductive workplace.

Using research results, humor, and the presenter’s own personal and professional experience, this workshop explores what happens when people from different cultural backgrounds work together in a workplace that has its own very distinct culture. It will identify potential areas of conflict—and ways to minimize it—as well as areas of opportunity as they work together towards a common goal.

The workshop will help participants better understand the values and expectations in the American workplace culture versus those of the cultures represented by diverse ethnic and racial minorities. After identifying common areas as well as areas of conflict, and

their consequences, the workshop presents ways of bridging the gap and making for a more productive and embracing workplace.

**Speaker:** Maria Mercedes Olivieri, Former Director, Strategic Recruitment, U.S. Department of Commerce

**Moderator:** Alba I. Nuñez, Senior HR Strategists/Program Manager, Employee Services/Strategic Workforce Planning, U.S. Office of Personnel Management

**ECQ Addressed:** Leading People

**3:15PM – 4:45PM**

**How to Be a Winner: Leadership Lessons from a Loser**

**Room: 102A**

Everyone loves a winner; but at some point, we all make mistakes. In a world defined by viral videos, cancel culture, pressure for perfection and cutthroat competition our failures can quickly become public. When the pressure is on and it seems like the whole world is watching, how can you ensure that you and your team are up to the challenge? When it feels like failure is not an option, what does it take to achieve winning results? Talent? Training? Timing? Tenacity? What does it mean to be results driven? What happens if you fail? Can you be results driven without driving results? This workshop led by an experienced loser and repeat failure will help you answer these important questions. Through an interactive format you will learn about how embracing losing leads to winning, how to distinguish between attribute-based leadership and results-based leadership, gain tools for setting and achieving personal and organizational goals, discover the importance of taking risks, learning to fail, perfecting practice, and putting points on the board. Learn from a loser how you can be a winner.

**Speaker:** Denise Viera, Senior Advisor, Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice

**Moderator:** Nydia Roman Albertorio, Acquisition Group Manager, General Services Administration, Federal Systems Integration and Management Center

**ECQ Addressed:** Results Driven

## **Thursday, July 28th**

**8:30AM - 10:00AM**

### **Inclusive Leadership: What Is It and How to Build an Inclusive Workplace**

**Room: 101A**

In this workshop, you will learn how to harness the power of inclusion to lead more effectively and build an inclusive workplace. Whether you are getting ready for a new leadership role or are an experienced manager, this workshop aims to help you develop skills to enhance diversity, equity, inclusion, accessibility and belonging for your team. The session also will help you to understand ways in which to foster an inclusive workplace culture where employees feel trusted, valued and psychologically safe.

**Speaker:** Dr. Terri A. Dickerson, U.S. Coast Guard, Director of Civil Rights

Dr. Gladys Brignoni, U.S. Coast Guard, Deputy Commander and Chief Learning Officer

**Moderator:** Anaury Angeles, Reasonable Accommodation Specialist, U.S. Food and Drug Administration

**ECQ Addressed:** Leading Change, Leading People, Business Acumen

**8:30AM – 10:00AM**

### **The Journey to Becoming a Legacy Leader**

**Room: 101B**

In this workshop, Tony will take us through the complete cycle of leadership to enable each of us to become a LEGACYMAN or LEGACYWOMAN! From understanding the non-negotiable qualities of leaders, to the fundamentals and mechanics of leadership, and exploring the greatest traits of superhero leaders, this interactive, fun, entertaining, and engaging session will challenge you to embark on your personal journey to release the great leader within you, and drive breakthrough thinking results with your teams. Tony is a sought-after speaker and expert on leadership and management topics. He has presented to audiences throughout the globe, and thousands of people have attended his presentations. He is the author of “*The Legacy Leader (1<sup>st</sup> and 2<sup>nd</sup> editions)*”, “*Breakthrough Thinking: The Legacy Leader’s Role In Driving Innovation*”, “*The Leader’s Lobotomy: The Legacy Leader Avoids Promotion Induced Amnesia*”, “*The Leader In the Mirror; The Legacy Leader’s Critical Self-Assessment*”, “*The Diversity Engagement Model: From Awareness to Action*” (published in The Journal for Hispanic Business Research, October 2008), and “*The Legacy Leader As Superhero: LEGACYWOMAN*”. His book “*Cultural Intelligence: The Legacy Leader’s Superpower*” will be released in September 2022.

**Speaker:** Anthony Lopez, Founder & CEO, L&L Associates

**Moderator:** Yvette R. Delgado, EEO Specialist, Office of Civil Rights, U.S. Department of Agriculture

**ECQ Addressed:** Leading People, Leading Change

**8:30AM – 10:00AM**

### **The Great Resignation and the New Workforce - What It Means for Leaders**

**Room: 102A**

The great resignation has had a lasting impact on the American workforce. Long gone are the days of employees accepting the status quo in their organizations. The impact of the pandemic spawned new expectations on the part of those we lead. Leaders who are prepared will have a more dedicated and committed workforce than ever before. However, it begins with understanding what these new expectations are and what’s

changed. This session will explore the new landscape and how leaders can create environments to satisfy the needs of this newly minted workforce.

**Speaker:** Patrick Malone, PhD, Director of Key Executive Leadership Programs, American University

**Moderator:** Aisha Hernandez, Program Support Assistant, Animal & Plant Health Inspection Service, U.S. Department of Agriculture

Yvette R. Delgado, EEO Specialist, Office of Civil Rights, U.S. Department of Agriculture

**ECQ Addressed:** Leading Change, Leading People, Business Acumen

**10:15AM – 11:45AM**

**Maximizing Your Potential**

**Room: 101A**

Learn how to be more effective, acquire improved interpersonal and leadership skills, and increase productivity and morale, both personally and professionally.

Utilize seven master keys to Maximize Your Potential. Learn how to integrate these practices into your daily life and how to set and achieve goals.

Purpose: Determine your purpose in life. What are your desires and what are you willing to give in return to receive what you want? Relationships: Working well with others to gain what you want from life without harming others and by helping others to acquire success as well.

Self-Image: Obtaining a healthy self-image molds your sense of self-worth to a higher level, thus enabling you to achieve greater experiences.

Fortitude: Faith in yourself to realize that you must believe before you can move forward.

Self-Discipline: Maintain discipline to ensure that you are in control of your emotions and actions.

Life Plan: Create a plan with specific and measurable goals to keep you on track of achieving your desires.

Attitude: Have a positive mental attitude. Do not get caught up in the trivial things.

**Speaker:** Milton Hunt, Consultant, Milton Hunt

**Moderator:** Victoria Vargas, Director of Program Administration, Office of Securities Operations, U.S. Department of Housing and Urban Development

**ECQ Addressed:** Leading Change, Leading People, Results Driven

**10:15AM – 11:45AM**

**Five Ethics Strategies Every Employee Needs to Know to Successfully Navigate the New Hybrid Work Environment**

**Room: 101B**

Do you know how to stand out and best promote your career path in the evolving hybrid environment? While the hybrid workplace provides amazing opportunities for Federal employees, it also creates new risks that could potentially derail your career. This training will provide you with the skills to maintain trust and engagement with your co-workers and your supervisors while helping you to avoid the pitfalls of ethical mistakes that could impact your career. As a federal employee, the stakes to maintain your reputational integrity are now higher than ever because often times you cannot just walk down the hallway to talk with your supervisor or co-workers. This presentation will provide: (1) clear examples of potential ethical problems and how to spot and avoid them, and (2) focus on innovative risk management resources that you can use immediately to improve employee engagement, and enhance public trust, effectively prevent avoidable conflicts of interest. During this workshop you will be provided with access to an array of

long-distance electronic tools and resources that you can use right away and share with your co-workers to protect your agency and your own reputational integrity.

**Speaker:** Stuart Bender, Director, USDA Office of Ethics

**Moderator:** Laura E. Colón-Marrero, EEO Director, U.S. Department of Justice, Office of Justice Program

**ECQ Addressed:** Leading Change, Leading People, and Business Acumen

**10:15AM – 11:45AM**

**Commit to Excellence by Climbing the Ladder to Career Success!**

**Room: 102A**

Are you committed to Climbing the Ladder to Career Success? Where do you see yourself in five years? 10 years? 20 years? By attending this workshop, participants will learn the tools necessary to identify barriers that may prevent them from moving forward in their career. They will learn ways to identify personal career aspirations. During the workshop, the presenter will share tips on how to become an effective leader and continue to climb the ladder to career success. Participants will gain the knowledge to not only assist themselves with climbing the ladder to career success but also to assist others.

**Speaker:** Cynthia (Cin-dee) D. Dunn, Director, IRS, Tax Exempt and Government Entities, Equity, Diversity and Inclusion

**Moderator:** Lorena Orozco McElwain, EEO Officer, Drug Enforcement Administration, U.S. Department of Justice

**ECQ Addressed:** Leading People

**12:00PM**

**LUNCH**

**2:00PM – 4:00PM**

**U.S. Environmental Protection Agency Meeting (EPA Personnel Only)**

**Room: 102B**

**1:30PM - 3:00PM**

**Can you see the Big Picture? Developing Business Acumen**

**Room: 101A**

One of the most difficult ECQ's to recognize and describe is Business Acumen. In many organizations, business acumen is a missing core competency. Business Acumen is the ability to understand and apply information with which to contribute to the organization's strategic plan. By definition, acumen is the ability to make good judgements and quick decisions. This is a skill that we use daily in our jobs but difficult to develop or demonstrate the benefits at the larger scale. When we understand this concept, we can see how important it is to consistently exercise sound judgment, have a quick mind that can assimilate information from different sources and come up with strategic alternatives. All of this will benefit not only our own professional career but also to provide quality insight to our agencies to meet their mission and goals. A leader understands how your organization makes financial decisions and the impact of those on the performance.

To improve your business knowledge, it's important to have a good understanding of the organization you work in: How it works, How it the financials work, Business strategies and Operational goals.

Leaders without a solid Business Acumen skill set are unable to understand how their actions impact the agency's execution and struggle to articulate on strategy. The pillars for a strong business acumen are understanding the business model, learning the financials of your organization, and continuously seeking education. Developing business

acumen takes time, however the sooner you start building up this competency the faster you will be able to apply it in your career.

**Speaker:** Nydia Roman Albertorio, Acquisition Group Manager,  
General Services Administration, Federal Systems Integration  
and Management Center

**Moderator:** Dr. Ana Valentín, Enterprise Service Program Manager,  
National Oceanic and Atmospheric Administration

**ECQ Addressed:** Results Driven, Business Acumen

**1:30PM - 3:00PM**

**Writing Executive Core Competencies - Part 1**

**Room: 101B**

This workshop is open to all FTIP attendees but highly recommended for GS 13-GS 15 or equivalent. It will require advanced preparation. Participants must read OPM's Guide to Senior Executive Service Qualifications at [https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosquals\\_2010.pdf](https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosquals_2010.pdf)  
Participants will be required to prepare a 1-page typed (12 font) ECQ statement in the Challenge-Context-Action-Result (CCAR ) model on Leading Change or Leading People. The CCAR model should be your friend. Not only is CCAR required for the writing of Executive Core Qualifications (ECQ), it is also useful for interviews. Using CCAR allows you to tell your story in an interesting and compelling way. The workshop will cover ECQ writing and required focus and includes practical guidance on how to critique your ECQ statement using a checklist.

**Speaker:** Brenda DePuy, President, DePuy HR Associates

**Moderator:** Amneris Caba, SEPM & Diversity, Equity, Inclusion and  
Accessibility Program Manager, Office of Inclusion and Civil  
Rights, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business  
Acumen, Building Coalitions

**1:30PM- 3:00PM  
102A**

**Authentic Leadership: What You See Is What You Get**

**Room:**

This workshop is intended to provide an overall definition and description of authentic leadership. Definitions and descriptions will not only be based on scholarly articles, books, and other literature, but will also include the presenter's views on authentic leadership through his own lens. Authentic leadership will be presented as being a leader's genuine self in all professional and personal settings. The presenter has been a federal employee since 2008 and became a member of the Senior Executive Service (SES) in 2016. His views on authentic leadership will come from his personal experience growing as a leader in the federal government, and how his upbringing molded him into the authentic leader he is today.

As part of this presentation on authentic leadership, the presenter will include experiences, anecdotes, and actions from a diversity, equity, inclusion, and accessibility (DEIA) perspective. For example, the presenter will discuss how his authentic leadership style has provided him the ability to bring DEIA into his everyday work. Working towards a more diverse, equitable, inclusive, and accessible work environment is something the presenter believes is everyone's responsibility. Diversity comes in many forms, and his ability to recognize this has made him a better leader throughout his career.

The objective of this workshop is to provide attendees with an overview of the definition of authentic leadership and what it looks like from an applied perspective. There are many workshops that provide excellent material but lack the applied aspect of what is

being presented. This workshop is intended to provide both so attendees can not only understand the material, but also how to apply it in real life situations. By presenting the workshop in this manner, attendees will be better prepared to identify situations in their professional lives that can be utilized as examples in their ECQs, especially “Leading People”.

**Speaker:** Javier E. Inclán, Assistant Inspector General for Management/CIO for the National Science Foundation Office of Inspector General

**Moderator:** Glorimar Maldonado, Diversity Program Manager, U.S. Patent and Trademark Office

**ECQ Addressed:** Leading People

**3:15PM – 4:45PM**

**Writing Executive Core Competencies - Part 2**

**Room: 101A**

This workshop is open to all FTI attendees but highly recommended for GS 13-GS 15 or equivalent. It will require advanced preparation. Participants must read OPM’s Guide to Senior Executive Service Qualifications at [https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosesequals\\_2010.pdf](https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosesequals_2010.pdf)

Participants will be required to prepare a 1-page typed (12 font) ECQ statement in the Challenge-Context-Action-Result (CCAR ) model on Leading Change or Leading People. The CCAR model should be your friend. Not only is CCAR required for the writing of Executive Core Qualifications (ECQ), it is also useful for interviewing. Using CCAR allows you to tell your story in an interesting and compelling way. The workshop will cover ECQ writing and required focus and includes practical guidance on how to critique your ECQ statement using a checklist.

**Speaker:** Brenda DePuy, President, DePuy HR Associates

**Moderator:** Amneris Caba, SEPM & Diversity, Equity, Inclusion and Accessibility Program Manager, Office of Inclusion and Civil Rights, National Oceanic and Atmospheric Administration

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

**3:15PM – 4:45PM**

**Project Management Principles for Better Results**

**Room: 101B**

The Federal government needs knowledgeable employees with project management, strategy, and leadership skills to handle complex projects. The workshop will help you develop skills and improve

- Productivity by reducing costs and workload
- Customer satisfaction by communicating openly
- Collaboration by engaging users and stakeholders
- Performance by planning objectively and realistically
- Problem resolution by managing risks, issues, and change actively

**Speaker:** Dr. Ana Valentín, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration

**Moderator:** Karina Castillo, FTI Tiger and Internal Organizer, SEIU Local99

**ECQ Addressed:** Business Acumen



## **Friday, July 29th**

**8:30AM - 10:00AM**

### **Self-Care for Leaders: How to Avoid Burnout, Increase Productivity and Exemplify Work-Life Integration**

**Room: 101A**

Many leaders remain resistant to the whole idea of self-care, no matter how beneficial it may be. Resistance often originates from feeling that self-care is a sign of weakness, there just isn't enough time in the day, it's selfish to take time out, or the whole concept is too "new age-y" for them. The reality is that leaders who actively practice healthy work-life integration and balance and take time to refresh themselves are more innovative, focused and productive than their counterparts who refuse to step away from the desk. Learn how to identify the signs of impending burnout and how the concept of self-care can work in your favor to make you a better, stronger leader and an example to those who follow you. Moreover, discover concrete strategies to incorporate simple self-care practices into your daily routine.

**Speaker:** Glorimar Maldonado, Diversity Program Manager, U.S. Patent and Trademark Office

**Moderator:** Fiorenza Herrera Diaz, FTI Tiger, The Paris Institute of Political Studies

**ECQ Addressed:** Leading Change

**8:30AM - 10:00AM**

### **Three Secrets to Becoming a Transcendent Leader: How to Develop Compassionate Leaders, Cohesive Teams, and Collaborative Cultures**

**Room: 101B**

The workshop will define transcendent leadership and present unique behavioral insights that will engage workshop participants to explore and discuss their own natural strengths and possible blind spots. During the session, each participant will be provided their personality reference profiles and have the chance to see how science plays a role in creating their team dynamics and influencing their work style. The session is highly interactive and promotes group sharing of different perspectives and professional experiences.

**Speakers:** Mali Phonpadith, Founder and CEO, SOAR Community Network

Victor Cora Nazario, Co-Owner and COO, SOAR Community Network

**Moderator:** Laura E. Colón-Marrero, EEO Director, U.S. Department of Justice, Office of Justice Programs

**ECQ Addressed:** Leading People, Leading Change

**10:15AM-11:45AM**

### **How to Experience the Dance of Opportunity & Effective Leadership**

**Room: 101A**

To be an effective leader in today's ever-changing federal workplace you have to become a master of "dance". Great leaders understand that everyone operates with their own unique rhythm, cadence and pace and how they "dance" helps them build coalitions, move projects forward, and meet anticipated and emerging challenges of the day. This workshop will help you recognize and enhance your leadership "dance moves" in order to expand your leadership strengths and maximize opportunity. The workshop will focus on four main areas:

1. The relationship between the rhythm, pace and cadence of dance and leading others in the workplace?
2. Practice and recognize "your dance style" so that others know how you lead and how you follow.

3. Modify your “dance style” to improve how you collaborate with others.
4. Learn a “new dance” to increase your partnership with others

**Speaker:** Migdalia Gonzalez, Office of Civil Rights Hispanic Employment Program Manager, Federal Aviation Agency  
Jeffrey Vargas, President/CEO, Generationology LLC

**Moderator:** Alba I. Nuñez, Senior HR Strategists/Program Manager, Employee Services/Strategic Workforce Planning, U.S. Office of Personnel Management

**ECQ Addressed:** Leading Change, Leading People, Results Driven, Business Acumen, Building Coalitions

**10:15AM – 11:45AM**

**What is Diversity, Equity, Inclusion and Accessibility? What can I do?**

**Room: 101B**

The intent of this presentation is to provide an overview of Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce and the Government-Wide Strategic Plan to Advance DEIA in the Federal Workforce. Information provided will include the federal government-wide Diversity, Equity, Inclusion, and Accessibility (DEIA) Vision and Mission Statements, definitions of diversity (D), equity (E), inclusion (I), and accessibility (A), priorities included in the executive order, and elements included in the government-wide strategic plan. Lastly, the presentation will focus on what we can all do to advance DEIA efforts within our respective agencies/organizations.

**Speaker:** Javier E. Inclán, Assistant Inspector General for Management/CIO for the National Science Foundation Office of Inspector General

**Moderator:** Yvette R. Delgado, EEO Specialist, Office of Civil Rights, U.S. Department of Agriculture

**ECQ Addressed:** Leading Change, Leading People

**1:30PM - 3:00PM**

**SES Roundtable & Speed Mentoring Session: The Importance of Mentorship**

**Room: 101A**

The event will open with the Deputy Under Secretary of the Army, Mario Diaz, who will talk about the importance of mentorship. Afterward, the roundtable/speed mentoring session will provide attendees with the opportunity to engage with Senior Executives and experienced managers. The participant will be able to learn more about the SES competencies, and the performance expectations for senior leaders, and maximize current opportunities to advance their skills as public leaders.

**Keynote Speaker:** Mario Diaz, Deputy Under Secretary of the Army

**Mentors:** Senior Executives and Corporate Leaders

**Moderator:** Dr. Michelle Pacheco Turner Operational Deputy, Diversity, Conflict Resolution Program Manager, Equity & Inc