

LEAGUE OF UNITED LATIN AMERICAN CITIZENS

2021

LULAC Federal
Training Institute
Partnership (FTIP)

Virtual Senior Executive Service & Leadership Development

Leadership Development Training Series



July 27 through
September 15

AT A GLANCE SCHEDULE: 2021 LULAC Virtual FTIP Leadership Development Training Series

July 27 – September 15, 2021

Date	Time (EST)	#	Workshop Title
WEEK 1			
Tues., July 27	11:30 AM – 1:00 PM	1	Opening Ceremony; Leadership Panel
	1:30 PM – 3:00 PM	2	SES 100 - Wanted: A Few Exceptional Leaders
Thurs., July 29	11:30 AM – 1:00 PM	3	SES 101 - It's NOT A Mystery! - There's a Blueprint
	1:30 PM – 3:00 PM	4	SES 102 - Tell Us Your Story of Accomplishment - In a Paragraph! It's not Easy!
WEEK 2			
Tues., August 3	11:30 AM – 1:00 PM	5	Managing and Mediating Workplace Conflict
	1:30 PM – 3:00 PM	6	Building Resilience – Grit
Thurs., August 5	11:30 AM – 1:00 PM	7	5 Ethical Strategies Leaders and Managers Must Take to Safeguard Your Career
	1:30 PM – 3:00 PM	8	Emotional Intelligence as a Core Diversity, Equity & Inclusion Leadership Strategy
WEEK 3			
Tues., August 10	11:30 AM – 1:00 PM	9	Love and Laughter: Not a Fad, a Leadership Imperative
	1:30 PM – 3:00 PM	10	Refine Your Resume and Navigate Through USAJobs
Wed., August 11	11:30 AM – 1:00 PM	11	EEOC: Federal Sector Update: Executive Orders
	1:30 PM – 3:00 PM	12	EEOC: Federal Sector Updates
Thurs., August 12	11:30 AM – 1:00 PM	13	Maximizing Your Potential
	1:30 PM – 3:00 PM	14	Mentorship: The Art and Science
WEEK 4			
Tues., August 17	11:30 AM – 1:00 PM	15	Building and Developing Successful Virtual Teams
	1:30 PM – 3:00 PM	16	Building Up Your Business Acumen
Thurs., August 19	11:30 AM – 1:00 PM	17	Transiting from a Manager to a Leader
	1:30 PM – 3:00 PM	18	Boosting Morale in a Virtual Workplace
WEEK 5			
Tues., August 24	11:30 AM – 1:00 PM	19	How to Experience the Dance of Opportunity and Effective Leadership
	1:30 PM – 3:00 PM	20	Leading Change: The Future is in Your Hands
Thurs., August 26	11:30 AM – 1:00 PM	21	The Art of Interviewing
	1:30 PM – 3:00 PM	22	How to Become a Next-Level Listener and Communicator
WEEK 6			
Tues., August 31	11:30 AM – 1:00 PM	23	Creating an Equitable Workplace
	1:30 PM – 3:00 PM	24	Leadership Secrets
Thurs., September 2	11:00 AM – 1:00 PM	25	Executive Core Qualification (ECQ) Statement Writing
	1:30 PM – 3:00 PM	26	Eliminating Barriers for First-Generation College Graduates & Professionals
WEEK 7			
Tues., September 7	11:30 AM – 1:00 PM	27	The Art of Inclusive Leadership: Leveraging Your Role as a Leader...
	1:30 PM – 3:00 PM	28	Let's Talk About Disability Awareness
Thurs., September 9	11:30 AM – 1:00 PM	29	Your Reputation Precedes You: A Primer for Building Your Personal Brand
	1:30 PM – 3:00 PM	30	Disaster Preparedness and Resilience Through a Pandemic and Beyond
WEEK 8			
Tues., September 14	11:30 AM – 1:00 PM	31	Big Rocks, Little Rocks: Getting Results
	1:30 PM – 3:00 PM	32	The Well-Rounded Leader: Mastering the Technical, Strategic, and Soft Skills Required to Successfully Lead Others
Wed., September 15	1:00 PM – 1:30 PM		LULAC Opening of Hispanic Heritage Month
	1:30 PM – 4:00 PM		SES Roundtable and Speed Mentoring

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2022 LULAC National Convention
Save the Date!



Welcome

LULAC Chief Executive Officer

Dear Federal Training Institute Partnership Participants,

Welcome to the 2021 Virtual Federal Training Institute Partnership (FTIP). This year's FTIP will once again be held virtually due to the current situation.

The FTIP is a public non-profit partnership between federal agencies and the League of United Latin American Citizens (LULAC) and for the first time ever corporate sponsors. The focus of the event is to promote diversity and inclusion in the workforce. The FTIP is an extension of LULAC's Federal Training Institute (FTI), which has been an integral component of the LULAC annual convention for over 40 years.

LULAC extends its appreciation to the National Council of Hispanic Program Managers, participating federal agencies, sponsors and leadership consultants for their support in hosting this event and bringing these critical programs to help create a leadership pipeline. In addition, we are grateful to all that have partnered with LULAC in the past.

This year's virtual program is offered to attendees free of charge. The program includes development workshops, designed to enable government and corporate employees to enhance many skills to prepare them for leadership positions and the many opportunities that may exist in work.

LULAC is committed to ensuring that the federal government and corporate workforce represents the population it serves, and the FTIP plays a critical role in this effort. The training is also a benefit to federal agencies and corporations committed to ensuring a diverse workforce.

Together we can effectively foster a more diverse and highly trained workforce!. A special note of gratitude to the FTIP planning committee members for their time and dedication to ensuring our virtual FTIP is as successful as last year's event.

Thank you again for your participation and commitment to diversity, inclusion, and equity.

Together We Rise,

Sindy M. Benavides
LULAC Chief Executive Officer



In Memory of Emma T. Moreno

Emma Tamez Moreno (age 84) of Upper Marlboro, MD passed away on April 23, 2021. She was born on September 3, 1936 in San Antonio, TX.

She married her high school sweetheart, David, in March 1955 and embraced the life of a military family. Her first two children were born while stationed in France; the third while stationed at March AFB, CA. Moves were made to multiple California bases, Panama City, FL, the Philippines, and Andrews AFB, MD.

After moving to MD, she worked for the Census Bureau from 1972-2000, where she served as the Deputy director of the Census Bureau's Congressional Affairs Office 1992-1996 and as a Special Assistant to Director of the Census Bureau, 1997-2000. After retirement from the federal government she was the Director of Federal Affairs for the League of United Latin American Citizens from 2000-2008.

Emma was an avid volunteer, serving as a troop leader for the Girl Scouts and den mother for the cub scouts when her children were young. She continued to volunteer throughout her life for a variety of nonprofits, including multiple Presidential Inaugural Committees, LULAC, her local senior center, and her church, Brookfield United Methodist Church. She and David travelled extensively both during his military service and after. Exploring new places was her favorite hobby.

Emma is survived by her loving husband, David, her three children, Cynthia Moreno (JP Dunn), Michael Moreno, (Sharon), and Peter Moreno, her two grandchildren, Kathleen and Marisa Dunn, and her sister, Eileen Laskowski.



2021 LULAC Virtual Federal Training Institute

Co-Chairs



League of United Latin American Citizens

Sara E. Clemente Sosa
Director of Federal Affairs, LULAC

FTI Tigers

Ramiro A. Hernandez
LULAC FTI Intern, Swarthmore College '23

Gabriela Hernandez
LULAC FTI Intern, Swarthmore College '22

Fiorenza Herrera Diaz
LULAC FTI Intern, Swarthmore College '21

Alfonso Martinez
LULAC FTI Intern, Marquette University '21

Yarethzia Ponce Gallegos
LULAC FTI Intern, University of California, Santa Cruz '20



National Council of Hispanic Employment Program Managers (NCHEPM) Board

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Ana Peña, DOT-FAA



2021 LULAC Virtual Federal Training Institute Partnership

Federal Training Institute Advisory Board

"The Dream Team"

Brenda DePuy

IPMPA-CP Principal
DePuy HR Associates

Patrick Malone

Director of Key Executive Leadership Program,
American University

Joseph Mancias, Jr.,

Former Senior Management Counsel to the Director,
U.S. Citizenship and Immigration Services,
Department of Homeland Security

Lorena McElwain

EEO Officer
Drug Enforcement Administration

Felícita Solá-Carter

Former Assistant Deputy Commissioner for Human Resources
Social Security Administration
Executive Coach
Felicitia Sola-Carter Consulting

Jeffrey Vargas

President and CEO
Generationology LLC



2021 LULAC Virtual Federal Training Institute Partnership

FTIP Host ~ Champions

*You are the Champions... my FTIP Workshop Hosts
We thank you for your dedication, time, and leadership!*



Tuesday, July 27 & Thursday July 29, 2021

Lorena McElwain

Equal Employment Opportunity Officer
Drug Enforcement Administration
U.S. Department of Justice



Tuesday, August 3, 2021, 11:30am-1:00pm EST

Supreet Anand, Ph.D.

Acting Assistant Deputy Secretary and Director
Office of English Language Acquisition (OELA)
Department of Education



Tuesday, August 3, 2021, 1:30pm-3:00pm EST

Edgar Delgado

Center for Broker Services (PRAA), Office of Leasing
General Services Administration Agency



Thursday, August 5, 2021 & Thursday, August 12, 2021

Tuesday, August 24, 2021, 1:30pm-3:00pm EST

Thursday, August 26, 2021

Laura E. Colón-Marrero M.P.A.

EEO Director

Office of Justice Programs

U.S. Department of Justice



Tuesday, August 10, 2021

Charmaine McDaniel

EEO Program Manager (HEPM)

U.S. Department of Treasury

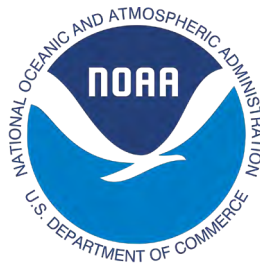


Wednesday, August 11, 2021

Virginia Andreu Abreu

Assistant Director of Special Operations Division

United States Equal Employment Opportunity Commission (EEOC)



Tuesday, August 17, 2021
Thursday, August 19, 2021

Amneris Caba

EEO and Diversity Specialist; Hispanic Employment Program Manager
NOAA Office of Inclusion and Civil Rights
National Oceanic Atmospheric Administration



Tuesday, August 24, 2021, 11:30am-1:00pm EST
Tuesday, September 14, 2021, 11:30am-1:00pm EST

Migdalia Gonzalez

Supervisory Management Analyst
Office of Housing's Training Center
U.S. Department of Housing and Urban Development



**National
Transportation
Safety Board**

Tuesday, August 31, 2021
Thursday, September 2, 2021, 11:00am-1:00pm EST

Yvette R. Delgado

EEO Specialist Office of EEO, Diversity and Inclusion
National Transportation Safety Board (NTSB)



Tuesday, September 7, 2021, 11:30am-1:00pm EST
Thursday, September 9, 2021, 11:30am-1:00pm EST
Tuesday, September 14, 2021, 1:30pm-3:00pm EST

Glorimar Maldonado

Diversity Program Manager
U.S. Patent & Trademark Office



Tuesday, September 7, 2021, 1:30pm-3:00pm EST

Ana Peña

Statistician & (A) EEO Program Manager (HEPM)
National EEO Policy and Compliance, Office of Civil Rights
Federal Aviation Administration



Thursday, September 9, 2021, 1:30pm-3:00pm EST

Robyn Cadwallader

Intergovernmental Affairs Specialist
Congressional and Intergovernmental Affairs Division
Office of External Affairs
Federal Emergency Management Agency



2021 LULAC Virtual Federal Training Institute Partnership

Partners

Leadership Consultants

Thank you for your time, efforts, and contribution!



Miguel J. Aviles

MJA International Solutions



AMERICAN UNIVERSITY
WASHINGTON, DC

Patrick Malone, PhD

Key Executive Leadership Program

Felícita Solá-Carter Consulting

Felícita Solá-Carter

Felícita Solá-Carter Consulting



Pratibha Kuamr, Ph.D.

Sungh Consultancy LLC



Brenda DePuy
DePuy HR Associates



Dr. J. Bruce Stewart
Small World Solutions



Marisa Rivera
Mpowerment Works





**MOTOROLA SOLUTIONS
FOUNDATION**

Tinisha Agramonte
Motorola Solutions



Oliver C. Allen, Jr.
Training and Development Strategies



PROSPANICA
THE ASSOCIATION OF HISPANIC PROFESSIONALS

Jimmy Ortiz, PhD
Prospanica DC



Jeffrey Vargas
Generationology LLC

Partners

Federal Agencies

Thank you for your time, efforts, and contribution!

Equal Employment Opportunity Commission

Federal Communication Commission

Federal Deposit Insurance Corporation

Federal Reserve Board

General Services Administration

Internal Revenue Service

National Institutes of Health

National Transportation Safety Board

Small Business Administration

Office of Diversity, Inclusion and Civil Rights

U.S. Department of Agriculture

National Oceanic and Atmospheric Administration

U.S. Department of Education

Federal Emergency Management Agency

U.S. Department of Housing and Urban Development

U.S. Department of Justice

Office of Justice Programs

Federal Aviation Administration

U.S. Department of Treasury

U.S. Environmental Protection Agency

U.S. Office of Personnel Management

U.S. Patent and Trademark Office

U.S. Department of Veterans Affairs



Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

JUNE 25, 2021 • PRESIDENTIAL ACTIONS

By the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 1104, 3301, and 3302 of title 5, United States Code, and in order to strengthen the Federal workforce by promoting diversity, equity, inclusion, and accessibility, it is hereby ordered as follows:

Section 1. Policy. On my first day in office, I signed Executive Order 13985 (Advancing Racial Equity and Support for Underserved Communities Through the Federal Government), which established that affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. To further advance equity within the Federal Government, this order establishes that it is the policy of my Administration to cultivate a workforce that draws from the full diversity of the Nation.

As the Nation's largest employer, the Federal Government must be a model for diversity, equity, inclusion, and accessibility, where all employees are treated with dignity and respect.

Accordingly, the Federal Government must strengthen its ability to recruit, hire, develop, promote, and retain our Nation's talent and remove barriers to equal opportunity. It must also provide resources and opportunities to strengthen and advance diversity, equity, inclusion, and accessibility across the Federal Government. The Federal Government should have a workforce that reflects the diversity of the American people. A growing body of evidence demonstrates that diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations.

[Read More](#)



[Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#)



[White House Fact Sheet: President Biden Signs Executive Order Advancing Diversity, Equity, Inclusion, and Accessibility in the Federal Government](#)



NOAA

SCIENCE. SERVICE. STEWARDSHIP.

National Oceanic and Atmospheric Administration

The National Oceanic and Atmospheric Administration (NOAA) is an agency that enriches life through science. Our reach goes from the surface of the sun to the depths of the ocean floor as we work to keep citizens informed of the changing environment around them. From daily weather forecasts, severe storm warnings, and climate monitoring to fisheries management, coastal restoration and supporting marine commerce, NOAA's products and services support economic vitality and affect more than one-third of America's gross domestic product. NOAA's dedicated scientists use cutting-edge research and high-tech instrumentation to provide citizens, planners, emergency managers and other decision makers with reliable information they need when they need it. NOAA employs some of the world's top Scientists supported by a vast array of Administrative Support Professionals to accomplish this mission and we welcome you!

Join the NOAA team!

Hispanic Employment Program (HEP) Point of Contact: Amneris.Caba@noaa.gov,
HEP Manager, Office of Inclusion and Civil Rights, NOAA - *Hablo Español*

On the Web: <http://www.noaa.gov/> | On Twitter: @NOAA | On Facebook: NOAA

Opening Ceremony



Opening Remarks

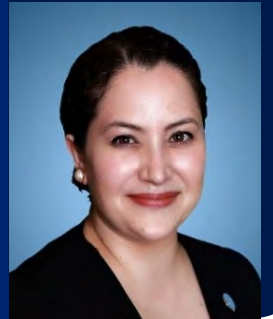
Sara E. Clemente Sosa, Director of Federal Affairs, LULAC

Sara E. Clemente Sosa is a retired Federal employee currently serving as the LULAC Director of Federal Affairs. She coordinates the Federal Training Institute, Federal Training Institute Partnership and represents LULAC at the Hispanic Council on Federal Employment. Sara also assists and collaborates with NCHEPM and Federal agencies in addressing their diversity challenges in recruiting, retaining, and developing Hispanics.

LULAC Welcome Remarks

Sindy M. Benavides, Chief Executive Officer, LULAC

Sindy Benavides is the Chief Executive Officer for the League of United Latin American Citizens, this country's largest and oldest Hispanic organization. Benavides manages the operations of the LULAC National organization regarding national policy, legislative advocacy, program development, and resource development.



Leadership Panel

The Right Leadership is Synonymous to Success

Moderator

Miguel Joey Avilés, D&I Keynote Speaker, Consultant & Coach
- MJA International Solutions | Keynote Speaker, 2021 Top 15
Champions of Diversity by Diversity Global Magazine and one the
Top 100 D&I Executive Leaders by Diversity MBA Magazine



Panelists:

Tinisha Agramonte, Chief Diversity Officer, Motorola Solutions

John Cortinas, Ph.D., Director, Atlantic Oceanographic and
Meteorological Laboratory, National Oceanic and Atmospheric
Administration, U.S. Department of Commerce

Honorable Nellie Gorbea, Secretary of State of Rhode Island

Patrick Malone, Ph.D. Director of Key Executive Leadership Program,
American University

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



National Council of Hispanic Employment Program Managers (NCHEPM)

The National Council of Hispanic Employment Program Managers (NCHEPM) consist of an executive board and membership from multiple federal agencies and other organizations across the United States. We serve as a principle advisory body to senior officials on Hispanic employment issues.



Howard Caro-Lopez



Amneris Caba



Charmaine McDaniel



Brandy Perez



Michelle Pacheco-Turner



Ana Pena



Jimmy Ortiz



Damishia King



Yvette Delgado

*** JOIN THE NCHEPM TEAM ***

Receive support for all Special Emphasis Program Managers

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For more information and to become a member of NCHEPM,

Please visit our website <https://nationalcouncilhepm.org/>

or email us at nationalcouncilhepm@gmail.com



Welcome NCHEPM Chair

On behalf of the National Council of Hispanic Employment Program Managers (NCHEPM), I would like to welcome all of you to the 2021 LULAC Virtual Federal Training Institute Partnership (FTIP). We are excited to partner with LULAC and the various federal agencies involved in this effort, to bring you quality educational opportunities to develop and enable participants to realize their potential by strengthening their knowledge, skills, and professional competencies, in order to support strong leadership in our federal workforce.

The past year and a half has been filled with major adversities for the world and our nation. In addition to the global struggle to overcome the COVID-19 pandemic, the toll this pandemic has taken on human lives and the devastation of our collective well-being, our country continues to be confronted with a reckoning on systemic racism, and most recently threats to our democratic institutions that culminated in the January 6 insurrection at the U.S. Capitol.

The convergence of all these major events has been challenging for our public servants. At the same time, however, this period of crisis has also revealed the vital importance that they have in addressing the needs of all communities across the United States. Our dedicated federal workforce has risen in this moment to meet their commitment to serve the nation in a period of great need. Most have gone above and beyond the call of duty to serve the public, and many have risked and even sacrificed their lives to help our nation endure and overcome the myriad of challenges the country has faced since early 2020.

While there may be no way to fully acknowledge the level of dedication and sacrifice that our federal government employees have taken on, the NCHEPM has and remains fully committed to supporting our fellow public servants in both their personal and professional success and wellbeing. The NCHEPM's involvement in the 2021 Virtual FTIP reflects our continued commitment to foster a diverse, well-educated, and informed workforce that will be able to adapt and better respond to the future challenges of their agencies and the public they serve. This objective takes on even greater importance, as our federal workforce continues to lead the way in our nation's recovery.

We are honored to support the work that our federal employees achieve daily, and in helping ensure our nation has leaders who are prepared to meet the mission that lies ahead. Once again, we welcome you to the 2021 Virtual Federal Training Institute Partnership and thank all of you for your continued commitment to serve the American public.

Sincerely,

Howard Caro-López, PhD

Chair, National Council of Hispanic Employment Program Managers (NCHEPM)

Tuesday, July 27, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series

WEEK 1

11:30 AM – 1:00 PM EST

Opening Ceremony

Welcome Remarks:

Sara E. Clemente Sosa, LULAC Director of Federal Affairs

Sindy M. Benavides, CEO, LULAC

Leadership Panel: The Right Leadership is Synonymous to Success

Moderator: **Miguel Joey Avilés**, D&I Keynote Speaker, Consultant & Coach-MJA International Solutions | Keynote Speaker, 2021 Top 15 Champions of Diversity by Diversity Global Magazine and one the Top 100 D&I Executive Leaders by Diversity MBA Magazine

Panelists: **Tinisha Agramonte**, Chief Diversity Officer, Motorola Solutions

John Cortinas, Atlantic Oceanographic and Meteorological Laboratory, National Oceanic and Atmospheric Administration, U.S. Department of Commerce

Honorable Nellie M. Gorbea, Secretary of State of Rhode Island

Patrick Malone, Ph.D. Director of Key Executive Leadership Program, American University

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

Tuesday, July 27, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by Drug Enforcement Administration (DEA)

WEEK 1

1:30 PM – 3:00 PM EST

ECQ:

✓ Leading People

SES-100* - Wanted: A Few Exceptional Leaders

It's a fact. The successful delivery of our nation's Federal Governmental services relies on the replenishing of executive leadership within the normal rotation of our two million staffed federal workforce. Come and learn first-hand about the service from current and former senior executives, the required qualifications, and how to prepare to be competitive for selection. Get a sense of the challenges in becoming a one-of-a-kind applicant. This is also a blueprint for your advancement in federal service. Come and ask your "burning" questions from faculty who serve or have served in the Senior Executive Service. *

Speakers: Joseph Mancias, Jr., Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

Lorena McElwain, EEO Officer, Drug Enforcement Administration

Felícita "Feli" Solá-Carter, Executive Coach, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration

*Note: This is the first of 3 sessions in the Senior Executive Service track (SES 100-102) with an overview of the Senior Executive Service for all interested in learning about the Service. This track is open to all attendees. However, it is highly recommended for GS 13-15 level employees and/or those corporate employees who may be interested in a leadership position or joining the Senior Executive ranks.



THE **NATIONAL
TRANSPORTATION
SAFETY BOARD (NTSB)**
IS AN INDEPENDENT
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THAT INVESTIGATES
ACCIDENTS TO
DETERMINE THEIR
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ISSUES, AND DEVISE
RECOMMENDATIONS
TO PREVENT THE
OCCURRENCE OF
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OUR MISSION

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Since 1967, the NTSB has investigated nearly 150,000 aviation accidents and thousands of accidents in other modes of transportation—railroad, highway, marine, and pipeline. Always on-call, our investigators travel throughout the country and to every corner of the world in response to transportation disasters.

The NTSB is an equal opportunity employer. A majority of opportunities are at the NTSB's headquarters in Washington, D.C. Limited opportunities also exist at the NTSB's regional offices throughout the country. To learn more about NTSB vacancies, visit us on the Web and find the link "Employment" at the bottom of our home page.

NTSB | National
Transportation
Safety Board

490 L'Enfant Plaza East, SW
Washington, DC 20594

Web: www.ntsb.gov
Email: careers@ntsb.gov



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Contract Specialist
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Materials, Mechanical)
Human Factors Investigator
Human Resources Specialist
IT Specialist
Marine, Railroad, Highway
Accident Investigator
Operating Accountant
Pipeline and Hazardous
Materials Investigator
Writer/Editor



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SAFETY**

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- ▶ A challenging environment in which to work
- ▶ Opportunities in a variety of transportation safety and related occupations
- ▶ Many ongoing professional development opportunities
- ▶ A comprehensive federal benefits package that includes competitive salaries, health and life insurance, annual and sick leave, transit subsidies, and opportunities to telework



Thursday, July 29, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by Drug Enforcement Administration (DEA)

WEEK 1

11:30 AM – 1:00 PM EST

ECQ:

✓ Leading People

SES 101 – It's NOT A Mystery! – There's a Blueprint

Interested in becoming a SES member? Learn about the experiences that you will need that make up a successful framework. Learn what you will need to stand out in a competitive field and uncover the process to become a member of the Senior Executive Service Corps. Gain an overview of the Executive Core Qualifications (ECQs), which define 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.

Speakers:

Joseph Mancias, Jr., Former Senior Management Counsel
Director, U.S. Citizenship and Immigration Services,
Department of Homeland Security
Lorena McElwain, EEO Officer, Drug Enforcement Administration
Felícita "Feli" Solá-Carter, Executive Coach, Former Assistant
Deputy Commissioner & Deputy Chief Human Capital
Officer, Social Security Administration

1:30 PM – 3:00 PM EST

ECQ:

✓ Leading People

SES 102 – Tell Us Your Story of Accomplishment – In a Paragraph! It's not Easy!

This session provides you guidance for preparing your application. You'll hear from former and current Senior Executives who have served on the Office of Personnel Management's SES Qualification Review Board. They will also share what to expect during an interview by senior executives.

You will be asked to share stories about you! Specifically, stories that include what challenges you have undertaken and solved, factual stories about yourself, and stories including why you are ready to be a member of the Senior Executive Service. This session provides a glimpse on the journey your stories may take to eventually be presented to OPM's SES Quality Review Board of Career Senior Executives for certification. This is the final step for selection once nominated by your department or agency. This session is about tooting your own horn to hear the sweet music.

Speakers:

Joseph Mancias, Jr., Former Senior Management Counsel
Director, U.S. Citizenship and Immigration Services,
Department of Homeland Security
Lorena McElwain, EEO Officer, Drug Enforcement Administration
Felícita "Feli" Solá-Carter, Executive Coach, Former Assistant
Deputy Commissioner & Deputy Chief Human Capital
Officer, Social Security Administration



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PROGRAMS

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Tuesday, August 3, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Department of Education &
General Services Administration Agency

WEEK 2

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading People

Managing and Mediating Workplace Conflict

Conflict is a natural and inevitable part of human interaction, especially in the workplace where workers are socialized to practice emotional restraint. Perceived scarce resources and mismatched goals among other factors can engender misunderstanding, disagreement, estrangement, and eventually expressed conflicts. For an organization and its employees to function optimally, measures to recognize early signs of contention and conflict can be extremely useful. In case of implicit or explicit conflict, it is imperative for peers and supervisors to manage and mediate conflict before matters get out of control and human resource gets involved. This presentation will identify types of conflict, discuss the factors that lead to it, and introduce attendees to workplace conflict grid. Apart from defining conflict communication styles and presenting cultural, ethnic, and gendered nuances of conflict, it will offer constructive conflict management skills and strategies to mediate conflict among employees and colleagues.

Speaker: Pratibha Kumar, Ph.D. Diversity Consultant, Sungh Consultancy
LLC Associate Professor of Communication Mount St.
Mary's University

1:30 PM – 3:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Building Resilience – Grit

In these times we can see how some individual leaders thrive while others merely survive. How do we build resilience to both survive and thrive during difficult times? Looking at research and tools to help us so we can lead others.

Speaker: Brenda DePuy, President, DePuy HR Associates



Thursday, August 5, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. DOJ, Office of Justice Programs

WEEK 2

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Five Ethical Strategies Leaders and Managers must take to Safeguard Your Career

Federal leaders, and aspiring leaders, who are moving fast to rapidly implement important government actions need to be especially careful to avoid preventable ethical mistakes that can undermine public trust and confidence. The stakes are even higher considering that an ethical mistake by you or your staff can result in increased Congressional oversight and GAO or OIG investigations of your own and your co-workers' actions. This workshop will provide attendees with five effective strategies that you can put to immediate use to proactively educate yourself and your staffs to prevent conflicts of interest and avoid other ethical missteps so you can accomplish your mission and maintain the public's trust. During this workshop you will be provided with access to free long-distance electronic resources that you can immediately share with your staff to better understand Federal Ethics rules.

Speaker: **Stuart Bender**, Director, United States Department of Agriculture, Office of Ethics

1:30 PM – 3:00 PM EST

ECQ:

- ✓ Leading People

Using Emotional Intelligence as a Core Diversity, Equity & Inclusion Leadership Strategy

Today, embracing and incorporating diversity into the workplace and in our life, is not an optional, but imperative. Leadership and Diversity must go hand in hand if we want to succeed and be at the cutting edge of innovation and competition. Effective leadership and the management of diversity in the workplaces are key to successful operations and productivity. Diversity and inclusion drive growth, it increases innovation, increases employee engagement and in return it increases performance. Self-awareness and empathy are also core to Leadership and Diversity. Learn how to use emotional Intelligence as a key skill of leading diversity, equity, and Inclusion. This workshop is designed to serve the needs of professionals and executives eager to better build and sustain diversity among their workforce and a culture of inclusion in order to increase effective communication and collaboration. Come join us for a dynamic presentation about the need for courageous leadership and Diversity and Inclusion in the workplace with Marisa Rivera, a motivational speaker, Leadership, Diversity and Empowerment expert.

Speaker: **Marisa Rivera**, President, Mpowerment Works



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Tuesday, August 10, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Department of Treasury

WEEK 3

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Love and Laughter – Not A Fad, A Leadership Imperative

There is certainly no shortage of leadership models and matrices on the learning landscape. But the untold truth is it matters not if we are conversant in such approaches. Nor is it relevant whether we have read or if we are intellectually knowledgeable on all of the breakthrough “new” theories. What matters most as leaders is that we start with the human side. This session will explore the powerful impact of love and laughter in creating a mission-focused, accountable, and successful work environment. Attendees will hone practical skills for tapping into something already at the root of all human beings, the capacity to love and laugh – the bridge to true connection.

Speakers: Patrick Malone, Director of Key Executive Leadership Program,
American University
Zina Sutch, Assistant Administrator for the Office of Diversity,
Inclusion, and Civil Rights

1:30 PM – 3:00 PM EST

ECQ:

- ✓ Leading People
- ✓ Results Driven
- ✓ Building Coalitions

Refine Your Resume & Navigate Through USAJobs

Have you applied for several positions and can't get that interview? When was the last time you updated your resume? It may be time to Refine Your Resume – This workshop will take you through the application process and teach you how to review vacancy announcements properly. Then we will Navigate through USAJOBS teaching you how to update the resume builder, manage your account, submit applications, and download documents. This workshop is highly recommended for employees in entry level and mid-level positions.

Speakers: Charmaine McDaniel, Diversity & Inclusion Program Manager, U.S.
Department of Treasury
Towana Gooch, EEO Program Manager, Drug Enforcement
Administration



Wednesday, August 11, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Equal Employment Opportunity Commission

WEEK 3

The U.S. Equal Employment Opportunity Commission Forum What's New in the EEO Federal Sector?

11:30 AM – 1:00 PM EST

Executive Orders

Since January 20, 2021, the President Biden signed a historic [Executive Order](#) advancing diversity, equity, inclusion, and accessibility (DEIA) in the Federal workforce. Please join us in learning about these Executive Orders, its significance for Federal workforce, and its key upcoming milestones and deliverables. The session will discuss the significance of the Orders and what to expect in its implementation.

Speaker: **Virginia Andreu**, Assistant Director, Special Operations Division, Office of Federal Operations. Equal Employment Opportunity Commission
Elyssa Santos-Abrams, Senior Attorney Advisor, Training and Outreach Division, Equal Employment Opportunity Commission

1:30 PM – 3:00 PM EST

Federal Sector Updates

This interactive discussion will focus on EEOC's recent activities affecting the federal sector, including select case updates and complex or nuanced EEO issues. This workshop will provide guidance and promising practices on how to handle some of the most difficult EEO issues in processing EEO complaints.

Speaker: **Virginia Andreu**, Assistant Director, Special Operations Division, Office of Federal Operations. Equal Employment Opportunity Commission
Elyssa Santos-Abrams, Senior Attorney Advisor, Training and Outreach Division, Equal Employment Opportunity Commission



Thursday, August 12, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. DOJ, Office of Justice Programs

WEEK 3

11:30 AM – 1:00 PM EST

Maximizing Your Potential

Learn how to be more effective, acquired improved interpersonal and leadership skills, and increased 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.

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven

- Purpose
- Relationships
- Self-Image
- Fortitude
- Self-Discipline
- Life Plan

Speaker: **Milton Hunt**, Owner, Leadership Consultant, MH

1:30 PM – 3:00 PM EST

Mentorship: The Art and Science

Successful leadership journeys begin with successful mentoring relationships. Understand the why, what, and how to engage as a mentor and with a mentor.

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Speaker: **Felícita “Feli” Solá-Carter**, Executive Coach, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration




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A large commercial airplane is shown from a low angle, flying directly towards the viewer. The plane is silhouetted against a bright, hazy sky at sunset or sunrise. The wings and engines are clearly visible. In the foreground, a dark, flat landscape stretches out, with a small figure of a person standing on the horizon line to the left of the plane's tail.

**Federal Aviation
Administration**

Tuesday, August 17, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by National Oceanic Atmospheric Administration

WEEK 4

11:30 AM – 1:00 PM EST

ECQ:

✓ Leading People

Building and Developing Successful Virtual Teams

Coronavirus (COVID-19) continues to impact close to two million federal employees. This pandemic has made it challenging for leaders to provide team members opportunities to learn and build team dynamics. Through this interactive workshop we will share tools that today's leaders can use to facilitate collaboration and provide opportunities for individuals to develop their abilities, which not only contribute to their growth, but contributes to the organization's success.

Speakers: Jimmy Ortiz, President Emeritus, Prospanica
Sandra Rivera, Environmental Protection Specialist, U.S.
Environmental Protection Agency

1:30 PM – 3:00 PM EST

ECQ:

✓ Business Acumen

Building Up Your Business Acumen

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 (Crestcom, 2017)

Attendees will have a better understanding on how:

- 1- Each position influences helps focus in your thinking on the key drivers that may affect your organization's ability to create value, grow, and remain competitive.
- 2- Financial health of the department's budget and individual financial goals within the organization depends on your team.
- 3- External factors that happen outside of your organization may affect the organization without your control and future trends.

Speaker: Jamie M. Krauk, Director, Program Integration Office, National Oceanic and Atmospheric Administration
Dr. Ana Valentin, Senior Technical and Strategic Advisor, National Oceanic and Atmospheric Administration

Thursday, August 19, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by National Oceanic Atmospheric Administration

WEEK 4

11:30 AM – 1:00 PM EST

Transitioning from Manager to Leader

ECQ:

- ✓ Leading People

This session will address the necessary steps to take to evolve from manager to a leader. Discussion points will include the process of shifting from tactical thinking to becoming a strategic thinker. Participants will learn commonly discussed traits of a good leader as well as the secret traits of a great leader. This session will also provide participants with tools to motivate, influence, build top-performing teams, and learn how to accelerate their individual transition from a manager to a leader and from an average leader to a leader that is superior.

Speaker: Kenneth M. Bailey, Director, Office of Inclusion and Civil Rights,
National Oceanic and Atmospheric Administration

1:30 PM – 3:00 PM EST

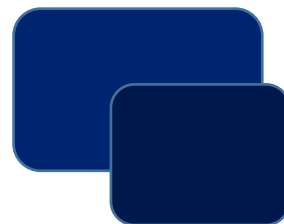
Boosting Morale in a Virtual Workplace

ECQ:

- ✓ Leading People
- ✓ Team Building
- ✓ Developing Others

This session provides practical suggestions about understanding how to boost office morale in the current virtual environment we are all experiencing. The focus of this presentation will be to discuss the meaning of workplace morale, relate it to working from a home office location, and how this has a direct effect on all of us. We will discuss the benefits and impact that morale has on the workforce and various ways to improve morale while working in a virtual world.

Speaker: Cynthia D. Dunn, Director, Internal Revenue Service, Tax Exempt
and Government Entities, Equity, Diversity, and Inclusion



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Tuesday, August 24, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Department of Housing and Urban
Development & U.S. DOJ, Office of Justice Programs

WEEK 5

11:30 AM – 1:00 PM EST

ECQ:

✓ Building Coalitions

How to Experience the Dance of Opportunity and Effective Leadership

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**, Supervisory Management Analyst, U.S.
Department of Housing and Urban Development
Jeffrey Vargas, President/CEO Generationology LLC

1:30 PM – 3:00 PM EST

ECQ:

✓ Leading Change

Leading Change: The Future is in your Hands

Today's workforce professionals involved in organizational initiatives know that creating sustainable workplace change is often challenging and complex. Change has been, and always will, be constant. The role of a leader is to identify the uncertainty that surrounds change and create the context for talking about and managing it. How leaders navigate the transitions that result from change has a direct impact on outcomes. Organizational change efforts stall when leadership neglects to focus on the impact change will have on employees. Managing the "people side" of change is often the most challenging and critical component of organizational transformation. Getting people engaged in the change will greatly enhance the likelihood of new structures and approaches being implemented successfully. As a leader, you should be expecting change and more so, prepared for its arrival in a way that will give your organization the competitive edge. Using lecture, case studies, and various learning activities, this interactive workshop will show participants not only how to survive, but to thrive on ongoing change. Additionally, participants will learn how to collaboratively work with others when implementing change. Supervisors and managers will learn effective strategies and core competencies for change management.

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

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WEEK 5

11:30 AM – 1:00 PM EST

ECQ:

✓ Results Driven

The Art of Interviewing

Are you ready to join the labor force? Are you ready for a promotion or a career change? No matter where you are in your career, if you are pursuing your first or next professional opportunity, don't miss this workshop! Let's reflect on your personal mission, values, technical skills and accomplishments to craft memorable interview responses. Whether you are interviewing for an internship or a senior executive position, be prepared to leave a lasting impression and stand out from the competition by communicating performance and impact in a variety of interview settings! In this workshop you will:

- Learn how to leave a lasting impression in traditional and behavior event interviews for career, executive, and political appointments.
- Craft interview responses that highlight your personal mission and values.
- Communicate your accomplishments in a way that conveys technical credibility, accountability, performance and impact.

Speaker: **Lorena McElwain**, Equal Employment Opportunity Officer,
U.S. Drug Enforcement Administration

1:30 PM – 3:00 PM EST

ECQ:

✓ Leading Change

How to Become a Next-Level Listener and Communicator

Today's world is filled with a multiplicity of distractions. Research tells us that people are spending more time alone, and online than they have any other point in history. Communication has been reduced to simple sound bites and abbreviations – in short, we live in a challenging time where many individuals have lost, are losing, or who have never truly honed the necessary skills of a Next Level Listener/a Next Level Communicator. This workshop will provide participants with the skills, strategies, and tools that they need to enhance and expand their listening skills and broaden how they communicate with different audiences. Specifically, this workshop will help participants:

- Understand the importance of listening with their head and their heart and how they can develop greater people-centered listening skills that will help to power effective employee engagement.
- Identify the four levels of listening in government
- Learn how to listen and communicate with greater empathy
- Learn how to be a fully present listener and fully engaged communicator
- Learn how to effectively communicate verbally and non-verbally with peers, near peers and senior leadership
- Learn how to “trade places” as a communicator and listen from the vantage point of others.
- Learn how to identify and address their own communication tone
- Learn how to communicate through open-ended questions
- Learn how to communicate gratitude and appreciation of others.

Speaker: **Jeffrey Vargas**, President and Chief Executive Officer,
Generationology LLC

Tuesday, August 31, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by National Transportation Safety Board

WEEK 6

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading People

Creating an Equitable Workplace

A training session to sharpen participants' skills and strategies to address structural racism and advance racially fair organizations. This session uses cognitive-based strategies to encourage participants to better understand the ill effects of racialism and the exclusive systems it produces to the detriment of societal health and organizational performance. Participants will engage in a series of dialogues, exercises, and scenarios that uncover the roots of racialism and how through collective effort to dismantle these systems of exclusion.

Training Components:

- Racial Justice Values & Vision
- Key Concepts: Different Dimensions of Racism / Structural Racism
- Implicit Bias and Systems Analysis
- Opportunities to Advance Racial Justice

Participants will:

- Build a clear understanding of key concepts such as racial equity and structural racism
- Learn to talk about race constructively within their organizations and with their constituents
- Gain tools and practices for counteracting racial bias in their work and practices

Speaker: **Dr. J. Bruce Stewart, CEO, Small World Solutions**

1:30 PM – 3:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Leadership Secrets

The Federal Reserve Board is an independent federal agency with a unique mission and culture. This workshop describes the inner workings of the Board and demonstrates the types of leadership competencies required to be successful there. Two seasoned executives with a broad range of federal experience explore essential leadership skills needed to navigate agency cultures and be successful in the federal government. The presenters will draw on their experiences to illustrate skills such as executive presence, negotiating ability, political savvy, and strategic thinking in a case study approach. The cases will be interactive and involve participants in understanding the complexities of leading process, culture, and technological change. In addition, participants should be prepared to provide perspectives on their own experiences and challenge preconceived notions related to leading change, achieving mission goals in times of stress, and influencing policy decisions. Focus areas will include the mission of the Federal Reserve Board, public engagement, and leveraging the special relationship the Board maintains with the Federal Reserve Banks. In addition, the session will explore some aspects of leadership in other government agencies unrelated to the Federal Reserve.

Speakers: **Ricardo Aguilera, Chief Financial Officer,**
Federal Reserve Board of Governors
Anna Alvarez, Senior Associate Director,
Federal Reserve Board of Governors

Thursday, September 2, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by National Transportation Safety Board &
Federal Training Institute Tigers

WEEK 6

11:00 AM – 1:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Business Acumen
- ✓ Building Coalitions

Executive Core Qualification (ECQ) Statement Writing

Executive Core Qualification (ECQ) Statement Writing on Leading Change and/or Leading People *This 2-hour workshop will require Pre-work to get the most out of the session.

Roll up your sleeves and let's get to work!

Pre-Work

1. Participants are asked to read [Executive Core Qualifications \(opm.gov\)](https://www.opm.gov)
2. Participants will prepare a 1-page typed (12 font) ECQ statement in the CCAR model on Leading Change or Leading People.
3. Participants should use/have their resume or performance accomplishment for inspiration

The workshop will cover executive core qualifications writing and focus and include guidance on how to critique your example using a checklist.

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

1:30 PM – 3:00 PM EST

ECQ:

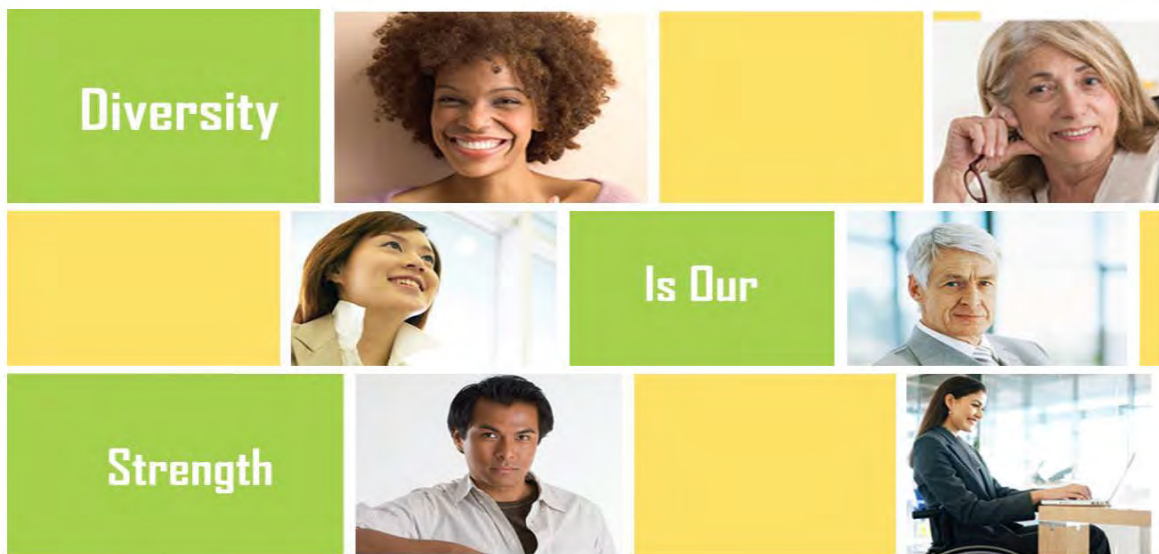
- ✓ Leading People

Eliminating Career Barriers for First Generation College Graduates & Professionals

America benefits when it has a workforce representative of the diversity in our American society, including socio-economic diversity. Yet, many people from low-income backgrounds who are in the first generation of their family to graduate college and enter into the professional workforce face barriers. To ensure they have equitable access and opportunities, and that we are able to benefit from their talents and perspectives, we must bring awareness and attention to this often-overlooked dimension of diversity and demographic group. We need them in our workforce.

Speaker: **Tinisha L. Agramonte, Chief Diversity Officer, Motorola Solutions**





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Inclusion

Tuesday, September 7, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Patent and Trademark Office &
Federal Aviation Administration

WEEK 7

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Building Coalitions

The Art of Inclusive Leadership: Leveraging Your Role as a Leader to Develop and Sustain an Empowered and Diverse Workforce

The most effective and successful leaders leave a legacy through people, not processes. They know the value and importance of developing and sustaining an empowered workforce that welcomes differences in thought, backgrounds, perspectives, education, and experience levels, and more. In fact, they know that inclusivity is the key to getting things done. So how inclusive are you? Learn how to reframe your thinking to better influence others and leave your mark on the world.

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

1:30 PM – 3:00 PM EST

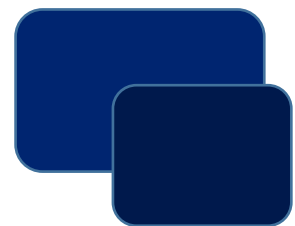
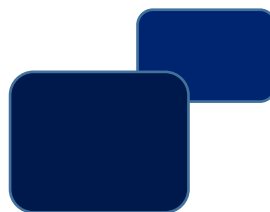
ECQ:

- ✓ Leading People
- ✓ Building Coalitions

Let's Talk About Disability Awareness

People with disabilities represent a significant and largely underrepresented and underutilized resource in federal agencies. They also face many barriers in the workplace including attitudinal barriers. In this course, you will explore the stereotypes, misconceptions, and barriers for people with disabilities. Then, you will learn ways to communicate and work with people with disabilities to create an accessible and diverse workplace for everyone.

Speaker: **Michael Looney**, National People with Disabilities Program
Manager, Federal Aviation Administration



Thursday, September 9, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Patent and Trademark Office &
Federal Emergency Management Agency

WEEK 7

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Building Coalitions

Your Reputation Precedes You: A Primer for Building Your Personal Brand

Do you want to stand out and position yourself for career success? Personal branding is how you package yourself and communicate your unique skills and the value you bring to an organization. Strategically building your brand and taking control of it will effectively position you as an authority in your field and as a person of influence. A strong brand will open myriad opportunities, ultimately resulting in career acceleration. In this workshop, you will:

- Build an impactful offline presence through a portfolio and positive first impressions
- Build a powerful and impressive online presence
- Develop and practice communicating your 30-second elevator pitch
- Be able to encapsulate who you are and what you bring to the table in a word or phrase
- Create a resume that shines
- Discover how to successfully navigate any interview format

Learn the practical steps you can take to start building and communicating who you are and what you bring to the table both online and offline.

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

1:30 PM – 3:00 PM EST

ECQ:

- ✓ Leading Change
- ✓ Leading People

Disaster Preparedness and Resilience Throughout a Pandemic and Beyond

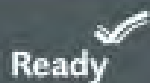
Creating a community that is prepared for disaster, especially during and after a pandemic, takes everyone. It calls for every individual, family, business, organization, and all levels of government to work together to build and expand the resilience of our entire nation. The narrative about how communities and a nation prepare for and build our resilience has changed with the pandemic and it will take everyone working together to continue to ensure that we increase our resiliency and ability to prepare for disasters. This workshop will focus on building resilience during a pandemic and expanding our resilience through preparedness beyond the pandemic. We will discuss the concept of whole community approach to preparedness and building local resilience and how everyone in every community needs to be involved. Workshop participants will greatly benefit from the emergency preparedness resources and other information provided during this workshop. Please join us, so that you can help your community become more disaster resilient.

Speaker: **Michael J. Sharon**, Deputy Superintendent, Emergency
Management Institute, National Preparedness Directorate

Los desastres no esperan por
que termine el Coronavirus.

Usted tampoco debe hacerlo.

PLANIFICA AHORA



Tuesday, September 14, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series
Hosted by U.S. Department of Housing and Urban Development &
U.S. Patent and Trademark Office

WEEK 8

11:30 AM – 1:00 PM EST

ECQ:

- ✓ Results Driven

Big Rocks, Little Rocks: Getting Results

This session will discuss the importance of getting and staying organized. It will provide tips & best practices on how to prioritize and organize your time and calendar. Great leaders know how to identify priorities, schedule accordingly and still take the time to care for themselves. As you progress through your government career ladder, it is extremely important that you learn to prioritize your demands. This does not only pertain to your work life but also to your personal life. As a leader you need to prioritize, learn to say No and when to pause to get back on track. It happens to all of us but to be effective and efficient we need to identify the Big Rocks and the little rocks that demand or undermine our time.

Speaker: Migdalia Gonzalez, Supervisory Management Analyst,
Department of Housing and Urban Development

1:30 PM – 3:00 PM EST

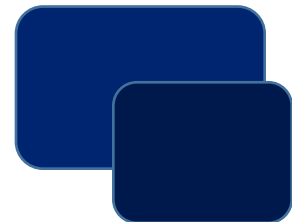
ECQ:

- ✓ Leading Change
- ✓ Leading People
- ✓ Results Driven
- ✓ Building Coalitions

The Well-Rounded Leader: Mastering the Technical, Strategic and Soft Skills Required to Successfully Lead Others

Good leaders are savvy—great leaders are well-rounded. In this workshop, you will learn about the common traits well-rounded leaders possess, and the importance of Emotional Intelligence to identify skill gaps/areas of growth and cultivate the characteristics that will catapult you to higher levels of authority and performance.

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



Wednesday, September 15, 2021

2021 Virtual LULAC Federal Training Institute Partnership
Leadership Development Training Series

WEEK 8

10:30 AM – 11:15 AM EST

Opening of Hispanic Heritage Month
Esperanza: A Celebration of Hispanic Heritage and Hope



1:30 PM – 3:00 PM EST

SES Roundtable and Speed Mentoring

**HISPANIC
HERITAGE
MONTH IS
AROUND THE
CORNER!**

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A SPEAKER?**

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Miguel brings real-life experience, research, powerful storytelling, and a refreshing and entertaining style that will make your Hispanic Heritage Month event remarkable. As a former Chief of Diversity & Inclusion, President of a National Employee Resource Group, a Top 15 Global Champion of Diversity and a Top 100 D&I Executive under 50 Miguel can help your organization unleash the power of Diversity, Equity and Inclusion. Check out Miguel's Hispanic Heritage Month Keynote Collection by visiting:

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LULAC FTIP Speakers

“A Wealth of Knowledge”

Biography – Tinisha L Agramonte



Tinisha Agramonte
Chief Diversity Officer
Motorola Solutions

Tinisha Agramonte currently serves as the Chief Diversity Officer for Motorola Solutions. She is the Architect of the First Generation Professionals Initiative, a first of its kind Federal government diversity and inclusion program, is a highly regarded Civil Rights and Diversity Champion whose personal and professional mission is to advance equitable opportunities for all. She has 25 years of experience in the Equal Employment Opportunity (EEO), diversity, civil rights, and human relations arenas as a civil servant, consultant, university instructor, and trainer/facilitator.

Throughout her 23-year federal career, Agramonte held leadership positions with various Federal agencies, including the Departments of Commerce, Veterans Affairs, Army, and Air Force, and the U.S. Small Business Administration. As a principal advisor, she provided executive leadership, strategic direction and guidance, leading agencies through transformation efforts, strategically embedding and integrating innovative and forward thinking EEO, civil rights, and diversity programs into day-to-day agency operations. She led and implemented policies and programs that impacted workforces up to 300,000 employees and were recognized as best practices in the federal government.

Agramonte was appointed to the Senior Executive Service (SES) in 2013 and served in SES capacities for seven years before taking her current position in the private sector.

Early in her life, Agramonte was identified as an at-risk youth. With the help of mentors and educators who saw potential in her, she was able to overcome significant challenges. Because of their guidance, she realized the potential they saw in her and was encouraged to reach unimaginable heights. For this reason, and as a First Generation Professional, Tinisha is compelled to “pay it forward” by ensuring ALL people have the access, opportunities, encouragement and support needed to realize their fullest potential.

Agramonte received her Bachelor’s degree in Mass Communications from California State East Bay and her Master’s degree in Human Relations from the University of Oklahoma.

Biography – Ricardo A. Aguilera



Ricardo Aguilera
Director/CFO
Federal Reserve Board of Governors

Ricardo A. Aguilera serves as Chief Financial Officer (CFO) and Director of the Division of Financial Management at the Board of Governors of the Federal Reserve. As CFO, Mr. Aguilera advises the Governors and Chief Operating Officer of the Federal Reserve Board on all matters related to directing the Board's financial operations, strategic planning, procurement, and risk management activities. Prior to this, the Honorable Mr. Aguilera served as the Assistant Secretary of the Air Force for Financial Management and Comptroller in the administration of President Obama. From 2010 until his Air Force appointment in 2016, he was the Director of the CFO Academy at the National Defense University. From 2006 to 2010, Mr. Aguilera was a senior executive at the U.S. Department of Defense and earlier in his career, he served in the Office of Management and Budget and in the U.S. Government Accountability Office. Mr. Aguilera has an MA from the George Washington University and a BA from New York University. He is a Naval War College graduate and is certified in defense financial management.

Biography – Oliver C. Allen, Jr.



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
- Deterring 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.

Biography - Anna Alvarez-Boyd



Anna Alvarez-Boyd
Senior Associate Director
Federal Reserve Board of Governors

Anna Alvarez Boyd is a Senior Associate Director in the Division of Consumer and Community Affairs at the Federal Reserve Board. Ms. Boyd is responsible for directing the Board's policy and community development programs, consumer and community development research, and public engagement. Before joining the Board, she served as Vice President of Programs for the Congressional Hispanic Caucus Institute overseeing the organization's leadership development initiatives and educational services. She also held the position of Director, Community and Multicultural lending at Fannie Mae where she managed affordable housing initiatives serving minority communities through national non-profit housing and realtor associations. Ms. Boyd also served as Deputy Comptroller for Community Affairs at the Office of the Comptroller of the Currency where she directed a nationwide team of community development professionals. Anna is a graduate of San Francisco State University, School of Social Welfare and the Georgetown School of Continuing Education, Executive Leadership Coaching program.

Biography – Virginia Andreu Abreu



Virginia Andreu Abreu

Assistant Director of Special Operations Division
United States Equal Employment Opportunity Commission (EEOC)

Virginia Andreu is the Assistant Director of Special Operations Division, Federal Sector Programs within the Office of Federal Operations, United States Equal Employment Opportunity Commission (EEOC), Washington, D.C. Special Operations Division has a unique role in providing legal and technical advice to internal and external EEO stakeholders on complex legal issues in accordance with applicable Federal EEO laws and regulations.

Ms. Andreu's EEOC career began in 1999 as an Attorney Advisor in the Office of Equal Opportunity (OEO). During her tenure with the EEOC, Ms. Andreu has served in several roles, including Acting Branch Chief and Attorney Advisor within Federal Sector Programs; and General Attorney in Appellate Review Program.

In addition, Ms. Andreu is a senior trainer, presenter, and educator, who has presented on behalf of the EEOC 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.

Biography – Miguel J. Avilés Pérez



Miguel Joey Avilés

Global D&I Keynote Speaker, Coach, Consultant

Miguel Joey Avilés served as the first civilian in the history of the US Coast Guard to become the Chief of Diversity and Inclusion. Recognized as a 2021 Top 15 Champion of Diversity by Diversity Global Magazine, as a Top 100 Executive Leader by Diversity MBA Magazine, and featured as an Inclusion Innovator by the Society of Human Resources Management (SHRM). He is a D&I Thought Leader with over a decade of experience at the Department of Defense (DOD), the Department of Interior (DOI), and the Department of Homeland Security (DHS). Miguel Joey Aviles is a TEDx speaker, Author of the e-book “Hispanics 101: How to Recruit, Manage and Grow your Hispanic Workforce” and has been featured at the Washington Post, the Chicago Tribune, Telemundo, the Change Management Conference, the Human Capital Institute, the SHRM Talent Management and D&I Conferences, Fortune 500 companies, and other global organizations. Architect of D&I interventions that equip global organizations to build a captivating business case for Justice, Equity, Diversity and Inclusion, exponentially increase D&I budgets and manage D&I related national scandals involving domestic terrorism, United Congress progress convenings and high stake televised cases.

After almost 15 years in the Federal Government Miguel said farewell to public service to lead MJA International, a consulting firm focused in creating transformational learning experiences. Mr. Avilés held several other key positions at DOI and DOD. He served as the Division Chief of the Office of Recruitment and Retention Programs at BLM. He was responsible to lead 5 enterprise-wide programs: The BLM White House Executive Orders Program; the Direct Hire Authority – Resource Assistant Internship Program; the BLM Pathways Programs; the BLM D&I Program to include 500 Diversity Change Agents and the Diversity Talent Acquisition Pilot; and the BLM Employee Engagement and Retention Program to include the BLM Employee Engagement Ambassadors and the BLM Exit Interview Process. He served as the Deputy Program Manager of the Executive Leadership Development Program, the Defense Civilian Emerging Leaders Program, the DoD Managerial and Supervisory Training Program and the DoD-wide Mentoring Resource Portal. He started his federal career as a GS-4 Diversity Recruiter in Mayaguez, PR and served as an HR Specialist in the DOD's Recruitment Assistance Division. Mr. Avilés is the former Chair of the Young Government Leaders (YGL) Advisory Panel and past President.

Miguel is a graduate of Yale School of Management Fostering Inclusion and Diversity Certificate, the Excellence in Government Fellows Program, the DoD Defense Civilian Emerging Leaders Program (DCELP). In addition, he is a certified Professional Diversity Coach by the Coach Diversity Institute. He has a bachelor's degree in business administration from the University of Puerto Rico in Mayaguez. He is the winner of the HR Leadership Award of Greater Washington for Excellence in Mentoring 2014. Miguel is a proud Millennial Latinx from San Sebastián, Puerto Rico. He recently relocated to Puerto Rico to pursue his dream of becoming a full-time thought leader, with his wife and best friend Michelle Rosa, a Cyber Security Risk Senior Manager at the U.S. NAVY, and his two rescued puppies Bella and Stella.

Biography – Kenneth M. Bailey



Kenneth M. Bailey

**Director of the Office of Inclusion and Civil Rights
National Oceanic & Atmospheric Administration**

Kenneth M. Bailey joined NOAA as the Director of the Office of Inclusion and Civil Rights in November 2016. He is a retired enlisted Army combat veteran with more than 23 years of military service. His Federal civil service career began in 2006 with the U.S. Nuclear Regulatory Commission after which he transitioned to U.S. Immigration and Customs Enforcement agency.

He is a leading practitioner in the arenas of Diversity and Inclusion (D&I), Equal Employment Opportunity (EEO), Organizational Development, Strategic Recruitment, Affirmative Employment, Disability, Anti- Harassment, Special Emphasis, Mentoring, and Outreach programs.

Mr. Bailey is an executive coach who provides expert strategic advice and guidance to organization's senior executives. He is a transformational leader and results oriented change agent who has helped to increase individual and organizational capacity. His reputation as an expert on a broad range of topics has led to his selection as a guest lecturer or keynote speaker at a vast array of Federal Agencies, conferences, Non- Governmental Organizations, and on broadcast radio.

He has received many awards including military Combat Campaign Medals, Federal Performance Awards, Diversity and Inclusion Awards, and Community Service Awards. He was also once selected as Outstanding Young Man of America!

Mr. Bailey holds a Master of Business Administration in Human Resources from Strayer University and a Bachelor of Science in Management Studies from the University of Maryland University College. He holds many training certifications relevant to the fields of EEO, D&I, Leadership and Organizational Development. He highlights his completion of the Defense Equal Opportunity Management Institute's Equal Opportunity Advisors Course and his attendance at the Harvard School of Government – Kennedy School.

Mr. Bailey serves as a member of the Harvard Business Review Advisory Council.

Biography – Cindy M. Benavides



Sindy M. Benavides
LULAC Chief Executive Officer

Sindy Marisol Benavides is a Honduran-American immigrant who has experienced the American dream, and now devotes her career to public service, ensuring that countless young people, women, and immigrants have the same opportunity. She is currently Chief Executive Officer for the League of United Latin American Citizens (LULAC), the oldest Hispanic civil rights organization in the country. She previously served as the Chief Operating Officer and National Director for Civic Engagement and Community Mobilization for LULAC, Vice President of Field & Political Operations for Voto Latino and as Northern Virginia Political Director for the 2012 Kaine for Virginia senatorial campaign. She has also been National Director of Community Outreach for the Democratic National Committee, and Latino Liaison and Director of Gubernatorial Appointments for Governor Timothy M. Kaine.

She received her Bachelor of Arts from Virginia State University in Petersburg, Virginia, where she graduated Valedictorian of her class and studied Political Science with a minor in Spanish. She has also attended American University for her Master's degree in International Affairs and is working on submitting her substantial research paper. Sindy is the founder, co-founder, or founding board member of LULAC Council 4611, VA Latino Higher Education Network (VALHEN), VA Coalition of Immigrant Rights (VACIR), and the Hispanic Organization for Leadership and Action (HOLA). Sindy serves on numerous civic boards and can be found on Twitter @SindyBenavides. She lives in northern Virginia with her beloved family.

Ms. Benavides is an alumna of the Sorenson Political Leadership Program through the University of Virginia and the Virginia Executive Institute and Minority Political Leadership Institute through Virginia Commonwealth University. She is an alumna of the 2009 class of the National Hispana Leadership Institute. Sindy obtained her Certificate on Executive Management and Leadership from Harvard Kennedy School in April 2009 and attended the Center for Creative Leadership in July 2009. She was also named top 20 People to Watch in 2009 (Richmond magazine) and named top 20 Latina Women of Excellence in 2010 (Hispanic Business magazine). In 2010, Sindy was selected by the American Jewish Committee to travel to Israel with a delegation of 13 national Latina leaders. In 2013, Sindy was selected as part of the class of 2013-2014 for New York University's IGNITE Fellowship for Women of Color in the Social Sector. In 2014, Ms. Benavides was selected for Emerge Virginia, the premier training program for Democratic women to run for public office. Lastly, in 2016, Sindy was selected for Hispanics in Philanthropy (HIP) Next Generation Latino Philanthropy Fellowship program.

Biography – Stuart Bender



Stuart Bender

Designated Agency Ethics Official (DAEO) &
Director of the Office of Ethics at the U.S. Department of Agriculture (USDA)

Stuart Bender serves as the Designated Agency Ethics Official (DAEO) and Director of the Office of Ethics at the U.S. Department of Agriculture (USDA). In 2016, Mr. Bender was awarded a Presidential Rank Award for Meritorious Service in recognition of his work in significantly strengthening USDA's ethical compliance program. Building upon that success, in 2017, Mr. Bender led the creation of USDA's Ethics Mobile Application, a free, multimedia Ethics App available to the public by searching "USDA Ethics" on any smart phone's app store. In 2018, Mr. Bender led the creation of the Federal government's first animated Ethics Video, entitled: "Ethics Illustrated: How to Avoid Conflicts of Interest" publicly available on USDA's official YouTube page. In 2019, Mr. Bender led the upgrade of USDA's Ethics App to include a new interactive Ethics Game (The "Test Your Knowledge Game") as well as additional video ethics training resources created by his Office. In 2020, Mr. Bender led the creation of the Federal government's first animated Hatch Act Video, entitled: "The Hatch Act Illustrated and Explained" on USDA's official YouTube page. Before joining USDA, Mr. Bender was the DAEO and Assistant General Counsel at the Executive Office of the President's Office of Management and Budget (OMB). At OMB, Mr. Bender served as a Co-Chair of OMB's Employee Diversity Council. He also served as the General Counsel and Ethics Officer for the U.S. Holocaust Memorial Museum during its first decade. Mr. Bender has served as an attorney and Alternate DAEO in the Executive Office of the President's Office of Administration, and was a civilian procurement attorney with the U.S. Navy. Mr. Bender was awarded his J.D. degree at the George Washington University School of Law, with honors, and was awarded his B.A. degree, with honors, from Brandeis University. Mr. Bender has presented at numerous past LULAC FTIP Conferences and looks forward to sharing his insights with this year's attendees.

Biography – Sara E Clemente Sosa



Sara E Clemente Sosa
Director of Federal Affairs, LULAC

Sara E. Clemente Sosa is a retired Federal employee currently serving as the League of United Latin American Citizens' National Director of Federal Affairs and CEO of the Herencia-Heritage LLC. As such, she coordinates all activities under the Federal Training Institute (FTI). The FTI offers intensive and structured career development programs for government and public sector employees. In partnership with the Office of Personnel Management (OPM) and other Federal agencies, the Institutes offer workshops that enable attendees to enhance their leadership skills and develop the Executive Core Qualifications required for entry to the Senior Executive Service. Sara also assists and collaborates with NCHEPM and Federal agencies in addressing their Diversity challenges in recruiting, retaining and developing Hispanics.

Sara started her career with the Federal Government in 1980, during which time she held numerous positions of special programs management within the Department of Labor, Department of Defense and the United States Postal Service.

Sara began as a United States Postal Service (USPS) employee. Her experiences with the Postal Service included program management and coordination. The business acumen and sales experience she acquired working alongside her father “en el ventorillo aquel de mil recuerdos” provided her with the required skills to be immediately promoted from a Distribution Clerk to the first Hispanic Account Representative, a supervisory position in the Marketing & Communications Department in the Newark District. She served as an International Marketing Specialist where she developed and implemented the first USPS ethnic marketing action plan and campaign which addressed the needs of the Hispanic consumer and created awareness of the untapped revenue potential of the Hispanic Market in the US and Latin America. She served as a liaison between USPS and foreign postal administrations and represented the USPS at International meetings in the US and abroad.

Sara received her Baccalaureate in Education from the University of Puerto Rico, where she was recruited to teach for the Newark Board of Education. During her ten-year career with the Newark School system, she served as a role model and mentor for Hispanic students and others. Her greatest achievement in this endeavor is seeing her former students and recognizing that they are now serving as role models and are an integral part of their community.

Sara is the recipient of numerous awards, including the Department of Labor Secretary, Exceptional Award; the USPS National Individual Award for Successful Accomplishments in Celebrating Diversity; the National Hispanic Employment Managers Council Award and DoD awards. Sara is a co-founder of the University of Puerto Rico Alumni & Friends Association (UPRAA); implemented the UPRAA scholarship program and served on the UPRAA and the National Hispanic American Educational Fund Boards. She currently sits and represents LULAC at the Hispanic Council on Federal Employment.

Biography – Dr. John Cortinas



Dr. John Cortinas

Atlantic Oceanographic and Meteorological Laboratory Director
U.S. Department of Commerce

A member of the federal government's senior executive service, Dr. Cortinas has served nine years as director of OWAQ, NOAA Research's program to improve NOAA National Weather Service products and services for high-impact weather events. In this office, he also oversaw NOAA's U.S. Weather Research Program (USWRP), the Joint Technology Transfer Initiative (JTTI), and hosted the National Earth System Prediction Capability project office. Cortinas has extensive experience transitioning research to operations, particularly through USWRP and JTTI. Prior to joining OWAQ in 2010, Cortinas directed NOAA Research's Cooperative Institute program, overseeing the administration of a program that supported more than 1000 scientists and students at United States universities working with NOAA. In this position, he oversaw administration, grant management, and science policy development for cooperative institutes across the United States and led the development of NOAA's first Administrative Order governing CIs and its accompanying handbook.

From 1992-2003, Cortinas was a research scientist at NOAA's Cooperative Institute for Mesoscale Meteorological Studies at the University of Oklahoma, working with scientists at NOAA Research's National Severe Storms Laboratory to improve winter weather products and services at NOAA's National Weather Service Storm Prediction Center. In 2000, he became the first CIMMS assistant director of NOAA Relations, overseeing NOAA-supported activities at CIMMS.

Biography – Brenda DePuy



Brenda DePuy
President
DePuy HR Associates
FTI Advisory Board Member

Brenda is the owner of DePuy HR Associates, which provides Executive training and HR consulting to federal agencies. She has trained thousands of federal executives in leadership competencies and as a Leadership Coach; she has helped over 500 executive clients.

DePuy HR Associates provides consulting services, program assistance and training to government agencies in the areas of Executive Resources, SES CDP Programs, staffing, diversity programs, RIF, workforce analysis, strategic workforce planning, organizational structures, classification, and career development strategies. Her agency clients include NGA, NIH, DOL, DHS, VA, HHS, DOE, AG, DHS, PBGC, CNCS, FEC, NASA, DoD, and EPA. While working at OPM Executive Resource, she advised agencies on all aspects of their executive programs, and administering the OPM Qualifications Review Boards (QRB) as they reviewed and approved/disapproved the Executive Core Qualifications (ECQ) of agencies tentative SES selections. She also eventually led the Executive Resources' portion of OPM Director James' "Fix the Hiring Processes" initiative and personally developed and delivered government-wide workshops for HR Executive Resources staff on all new executive hiring and evaluation strategies.

Biography – Cynthia D. Dunn



Cynthia D. Dunn

Director, Internal Revenue Service,
TE/GE, Office of Equity, Diversity & Inclusion

Cynthia D. Dunn currently serves as the Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and Governmental Entities, within the Internal Revenue Service (IRS). Cynthia has held this position in Washington, DC since 2004. She started her federal government career in 1980 as a GS-01 Clerk Typist under the Stay-in-School Program. She began her career in the field of Equal Employment Opportunity and Diversity in 1992.

Before her exciting career in the IRS, Cynthia also held several employment positions at agencies such as Export-Import Bank, Department of Agriculture, and the Department of Defense. Cynthia attended the University of Maryland - College Park and the European Division, Nuernberg, West Germany. She honorably holds life memberships with the following National organizations: Blacks in Government, Federal Asian Pacific American Council, Federally Employed Women, National Image, Inc. and Society of American Indian Government Employees. Cynthia is also an active member of LULAC.

Cynthia is a proud recipient of the 2018 “Woman of the Year” award given by the National Image, Inc. (NII), the recipient of the 2018 “Champion for Diversity” award given by Federally Employed Women (FEW), and the recipient of the 2019 “Spirit” award given by the Society of American Indian Government Employees (SAIGE). Cynthia resides in Waldorf, MD. She has two sons and five grandchildren.

In addition to Cynthia Dunn’s multiple years in the federal government, her hard work and dedication has given her opportunity to present and provide resourceful information for those who are looking for guidance in their careers. Cynthia has conducted training sessions consistently since 2004. Those who attend the sessions will gain amazing insight on how to be successful in the workplace.

Biography – Migdalia Gonzalez



Migdalia Gonzalez
Supervisory Management Analyst
Office of Housing's Training Center

Migdalia Gonzalez is the Supervisory Management Analyst for the Office of Housing's Training Center. The Office of Housing is one of the largest program offices within the department. In this role, she is responsible for the development, execution and delivery of employee and leadership development for the entire office. Prior to this current position, she has held a variety of other positions and tasked to lead special projects like the development of the FHA 80th Anniversary documentary for the Commissioner's office.

In addition, Migdalia serves as a Housing Recovery Support lead for the department, when disasters occur. In this role, she works diligently to help individuals and families impacted by the disaster obtain the services they need, like Housing. During her deployment for Hurricane Maria, she directly assisted over 6500+ families obtain the assistance they needed. For this work she received the "Gears of Government" Award for the execution and delivery of services for those impacted by Hurricane Maria in Puerto Rico. Her latest deployment was to help the state of Louisiana to recover from 3 different disasters by creating and implementing disaster recovery virtual information sessions to the impacted areas. In this role, she works with Federal, State, and local partners and community organizations to ensure the services are delivered to those who need it the most.

Prior to joining the Federal government in 2008, Migdalia held several senior level positions in the private sector. She worked extensively in the real estate and mortgage industries. She was a Vice President for Neighborhood Lending in the Consumer Real Estate Division at Bank of America where she facilitated team initiatives nationally to expand homeownership. She was also credited with creating the first Latino-owned real estate Franchise, UNIcasa Franchising where she served as the Vice President for Business Development.

Migdalia is committed to helping others and is the founder of the JMN RISE Foundation which she created in honor of her son. The mission of the foundation is to help any individual or family impacted by a catastrophic event along with a scholarship fund for young adults to go or stay in college.

Biography – Towana Gooch



Towana Gooch

EEO Program Manager (FWP & LGBT)
Drug Enforcement Administration

Towana Gooch is an Equal Employment Opportunity (EEO) Program Manager at Drug Enforcement Administration. Ms. Gooch began her career in law enforcement in 2009 as a Human Resources Assistant for Drug Enforcement Administration (DEA) Washington DC field division. After one year she was promoted to HR Specialist at DEA Headquarters in 2010 with the Intelligence, Forensic Science and Foreign recruitment unit. She transitioned to HR Special Agent Recruitment in 2014; traveling to DEA domestic field offices throughout United States to qualify applicants for special agent process. She provided expert HR guidance to management on a variety of HR processing, evaluations of the hiring program, knowledge of administrative laws and policies. In 2019, she began a detail with the DEA Equal Employment Opportunity division for 6 months, which opened up another career opportunity. As of March 2020, she accepted the position as the EEO Program Manager for the Federal Women, American Indian/Alaskan Native, LGBTQ and Hispanic Employment programs. She is also the liaison for several agency affinity groups. She presents and organizes training programs and national conferences. Ms. Gooch holds a bachelor's degree in Mass Communications. She resides in Maryland with her daughter, Cherelle.

Biography – Nellie M. Gorbea



Nellie M. Gorbea
Secretary of State
Rhode Island
Department of State

Secretary of State Nellie M. Gorbea made history when she was sworn in on January 6, 2015, becoming the first Hispanic elected to statewide office in New England. She was re-elected to serve a second term in November of 2018.

Secretary Gorbea believes government should work for people. She has promoted increased civic engagement and government accessibility, and has streamlined the state's Business Services Division to make it easier for entrepreneurs to start a business in Rhode Island. Perhaps most notably, Secretary Gorbea has modernized the state's election systems to increase access to the ballot box while protecting the integrity of every vote. Those improvements were on full display in the November general election, when a record number of Rhode Islanders were able to vote safely and securely despite the pandemic.

Originally from Puerto Rico, Gorbea is a graduate of Princeton University's School of Public and International Affairs and holds a master's degree in public administration from Columbia University.

Biography – Milton Hunt



Milton Hunt
Owner
Milton Hunt, LLC

Milton Hunt Employee Training • Motivational Speaking • Employee Coaching For more than 20 years, Milton Hunt has lived all that he teaches and speaks in his Employee Training, Motivational Speaking, and Employee Coaching services and programs. Hunt is a Native American, a member of the Lumbee tribe, the ninth largest in the United States. Having embraced his heritage, the principles, methods, and messages he utilizes and shares with clients and audiences are a blend of both professional expertise and personal experience. Hunt possesses a unique perspective and remarkable ability to recognize vulnerabilities among populations and unify cultural and generational differences among individuals and groups of all ages. Those who engage with Hunt easily identify with him and they sense, “He understands me.” And he does. In combination, these qualities are distinctions that position Hunt at the forefront of industry leaders. Hunt has trained and coached in the corporate, government and private sectors. He also is a keynote and motivational speaker, an “edu-tainer,” known for delivering powerful and proven ideas in informative, captivating, and exciting ways. In all endeavors, Hunt performs with high energy and immense dedication. Milton Hunts: • Employee Training: Engaging your finest resources, employees, to meet and exceed their potential and accelerate your business success • Motivational Speaker: Providing solutions-based keynote addresses, workshops, and seminars in a one-of-a-kind “edu-tainer” style • Executive Coaching: For all types of Professionals, providing customized tools that enable you to achieve both personal and professional goals • Business Development Guidance: Strategic and tactical planning to grow your company/organization and significantly improve your bottom line.

Biography – Jaime Krauk



Jaime Krauk

Director of Program Integration Office
The National Oceanic and Atmospheric Administration

Ms. Jamie M. Krauk returns to NOAA after 5+ years at the Department of Commerce to establish the Program Integration Office (PIO). PIO will be responsible for planning and managing the development, implementation, and transition of key cross-cutting Departmental and NOAA enterprise systems.

Before Jamie joined the Department to help stand up Enterprise Services, she was here at NOAA for fifteen years, serving in a variety of capacities, including Senior Advisor to the Deputy Under Secretary and Deputy Chief Financial Officer/Chief Administrative Officer for NOAA's Office of Oceanic and Atmospheric Research, as well as multiple scientific and communications positions, including at the National Sea Grant College Program and the Office of External Affairs.

Jamie is excited to bring her love of mission, systems transformation, and budgetary experience back home to NOAA OCFO. Throughout Jamie's career, organizational change, and the ability to foster mission work – both in the scientific as well as mission-enabling arenas – have been a hallmark. As an extension of her ability to bring together mission-enabling and mission work, Jamie was detailed from NOAA to serve as a Legislative Assistant to Senator Daniel K. Inouye of Hawaii, with responsibilities ranging across the spectrum of NOAA's ocean and coastal issues.

She serves as Co-Chair of the Community Relations Advisory Board for her City of Greenbelt, Maryland, and Vice-President of the Board for her daughter's competitive Sportsplex Gymnastics team. Jamie is a graduate of Bucknell University with a degree in Biology. She also holds a Master's Degree in Environmental Microbiology from the University of Maryland. She lives with her husband (also an NOAA employee), daughter (age 9), one dog, and one cat.

Biography – Pratibha Kumar



Pratibha Kumar
Founder and CEO
Sungh Consultancy LLC

Dr. Pratibha Kumar is the Founder and CEO of Sungh Consultancy LLC, a diversity, equity, and inclusion company in the Baltimore-Washington D.C. metro region. She is an Associate Professor and Chair of Communication at Mount St. Mary's University in Maryland, and her teaching and research interests include interpersonal and intercultural communication, multiculturalism, and gender. Her academic philosophy is to apply theoretical concepts to practical settings beyond the niche circles of academia. A primary goal of Sungh Consultancy is to take her expertise from a university campus into the “real world” and help organizations achieve their full potential. She delivers talks and presentations to local SHRM chapters as way to give back. She also provides training, talks, seminars, and consulting to organizations on DEI and communication issues.

Dr. Kumar holds a Ph.D. in Communication and Public Discourse from the University of North Dakota, and she has been teaching and doing research for the last 16 years. Her research has focused on cultural differences among astronauts on the International Space Station, social change and reform in developing countries, immigration issues, Muslims and Islamophobia, etc. She has written and presented papers at regional, national, and international academic conferences as well as spoken at non-academic, community settings. Recently, her chapter titled, “Intersection of Race and Gender: Women of Color Leading Groups” was published in an edited book, *Examining Social Identities and Diversity Issues in Group Therapy: Knocking at the Boundaries*.

Her terminal degree and academic appointments have given her access to the latest research on topics of diversity and inclusion. Oftentimes, organizations not only use the phrase “diversity and inclusion” in a clichéd manner, but they also address such issues to check a box or receive funding. Dr. Kumar approaches diversity from the perspective of competence. She advocates the shift from attitudinal to behavioral changes—how organizational culture needs to move beyond awareness and apply information to tangible actions.

Biography – Michael Looney



Michael Looney

National People Disabilities Program Manager
Department of Transportation/Federal Aviation Administration

Michael Looney recently returned to the Federal Aviation Administration (FAA) as the National People with Disabilities Program Manager. In his role, he will be responsible for ensuring the agency creates an inclusive environment for people with disabilities. Prior to the FAA, he was the Disability Program Manager for the Federal Emergency Management Agency (FEMA), where he was responsible for ensuring FEMA creates an inclusive environment for individuals with disabilities. His primary responsibility was ensuring FEMA provides reasonable accommodations for employees and applicants with disabilities. Prior to working at FEMA, Michael was the Disability Program Manager for the Transportation Security Administration (TSA), where he worked to increase the hiring of individuals with disabilities, creating an inclusive work environment for individuals with disabilities and providing guidance to the workforce on disability related matters. Prior to TSA, Michael was employed as the National People with Disabilities Program Manager for the FAA, where he was instrumental in increasing the hiring of individuals with disabilities, providing guidance on the reasonable accommodation process and ensuring awareness about disability related matters. Previously, Michael was employed by the US Census Bureau as the Reasonable Accommodation Coordinator in the Office of Disability Programs. In his role, he played a key part in supporting employees with disabilities during the 2010 Decennial Census, the largest peacetime mobilization in history. Michael's career in the disability field began in 2007, when he accepted a position as a Vocational Rehabilitation Counselor with the Pennsylvania Office of Vocational Rehabilitation. Michael has a Master of Arts degree in Rehabilitation Counseling from Edinboro

Biography – Glorimar Maldonado



Glorimar Maldonado
Diversity Program Manager
U.S. Patent and Trademark Office

Glorimar Maldonado is the Diversity Program Manager for the U.S. Patent and Trademark Office at the U.S. Department of Commerce in Alexandria, VA. In this role, she provides policy review, technical guidance, data-driven analyses, and strategic leadership to recruit, retain and engage a prepared, diverse, and sustainable workforce. Further, as an instructor, she conducts employment and professional/leadership development workshops and K-12 activities that promote careers in mathematics and the sciences.

Previously, Ms. Maldonado was the Interim Deputy Director for Talent Acquisition and the Chief Recruitment Officer for the U.S. Department of Health and Human Services. In this role, she developed, reviewed, and implemented policies, programs, and initiatives to streamline and improve federal hiring and retention practices, promote Diversity and Inclusion, and provide employment and professional development training to federal employees in various agencies.

Ms. Maldonado has also been a senior advisor for the Strategic Programs Office at the Centers for Disease Control and Prevention, where she developed, implemented, and managed Hispanic recruitment and outreach programs and initiatives. Additionally, prior to joining the CDC, she was the chief of staff for the White House Initiative on Educational Excellence for Hispanics. In this role, she supervised the daily operations of the office, including strategic planning, social media campaigns, management of staff, and the development and implementation of Presidential outreach programs.

Ms. Maldonado holds a B.A. in English, history and psychology and an M.S in leadership.

Biography – Patrick S. Malone, PhD



Patrick S. Malone, Ph.D.

Department of Public Administration and Policy

American University

FTI Advisory Board Member

Patrick is the Director, Key Executive Leadership Programs at American University. He is a frequent guest lecturer on kindness, gratitude, emotional intelligence, compassion, ethics, mindfulness, and leadership at various organizations, professional associations, and universities including the Fulbright Scholars Program. His research and teaching interests include human motivation, kindness, leadership, ethics, and organizational behavior. Dr. Malone is a retired Navy Captain. While in the Navy, he served in a number of leadership and policy roles including as a professor of biometrics and preventive medicine at the Uniformed Services University of the Health Sciences; Academic Director; and Dean of Academics for Navy Medicine. His most recent publications include: *"The Way Leaders Think," "The Trusting Leader," "Selfies in the Workplace," "Kindness and Survival of the Fittest," "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 at <http://tedxtalks.ted.com> and his co-edited book, *The Handbook of Federal Leadership and Administration*, was published in November 2016. His co-authored book *Leading with Love and Laughter* was released in Spring 2021. His new book *Emotional Intelligence for Talent Development* will be available in Fall 2021.

Biography – Joseph Mancias



Joseph Mancias

Former Member of the Senior Executive Service
FTI Advisory Board Member

Mr. Joseph Mancias, Jr. is a former 25-year member of the career Federal Senior Executive Service that included executive and leadership positions at the Departments of Labor, Commerce, Justice, Homeland Security, Veterans Affairs, the Executive Office of the President – Pay Board and Cost of Living Council, the U.S. Commission on Civil Rights, Census Bureau, and U.S. Office of Personnel Management. He led a variety of programs that included agency wide oversight, enterprise-wide human capital and training services, management counsel to agency heads, establishing private and nonprofit sector partnerships, and initiating national marketing and creative communication services. He also served 37-years in the Navy – active and reserve – having been both enlisted and an officer completing his service as a Navy Captain and as commanding officer of six commands. He is a past Chairman of the Board of the Senior Executives Association and a co-founder of the Association of Naval Services Officers and the Executive Networking Forum and on the Board of Advisors of the Federal Training Institute, League of United Latin American Citizens (LULAC). Mancias is a Principal with NashNogales, LLC, a management consulting practice.

Biography – Charmaine McDaniel



Charmaine McDaniel
EEO Program Manager (HEPM)
U.S. Department of Treasury

Charmaine McDaniel is the Diversity and Inclusion (D&I) Program Manager for the Department of Treasury, Office of Civil Rights and Diversity. In this role she develops and monitors D&I strategies and initiatives for Treasury. She works with Treasury Bureaus to promote and implement programs which include Training, Special Emphasis initiatives, Employee Resource Groups. Charmaine has a key role in developing, implementing and evaluating the Treasury D&I Strategic Plan. Until April 2021, Charmaine was an Equal Employment Opportunity (EEO) Program Manager at Drug Enforcement Administration (DEA) where she provided leadership and guidance for the Federal Women, Asian American, Black Affairs and Hispanic Employment Programs. She was an EEO Counselor, Reasonable Accommodations Coordinator, Diversity Committee Program Manager, as well as, managed several DEA Employee Resource Groups. Charmaine is an avid trainer that developed and facilitated EEO training to over 1000 senior leaders and employees on EEO Rights/Laws, Diversity and Inclusion, Team Building, Preventing Harassment/Bullying, Reasonable Accommodations and Sexual Harassment... to name a few.

Charmaine began her federal career in 1994 at Drug Enforcement Administration (DEA), as a DynCorp Contractor. She accepted a federal position with DEA in 1998 as a Human Resources Office Assistant (GS-5) and was promoted in 2000 to the Intelligence Division as an Intelligence Program Assistant. Charmaine's desire to grow beyond St. Louis resulted in her promotion that landed her at the DEA Headquarters in Arlington, Virginia in 2013, where she became the Hispanic Employment and Federal Women's Program Manager. In 2015, Charmaine became a member of the National Council of Hispanic Employment Program Managers (NCHEPM), where she collaborated on various Hispanic employment initiatives. In 2017, the NCHEPM recognized the excellent service Charmaine provided to the Council and elected her as Chairperson. As Chairperson, she provided leadership, supervision, support, and guidance to the NCHEPM Executive Board. Charmaine currently serves as Vice-Chairperson for the Council.

Charmaine specializes in mentoring programs and flash mentoring events. She has presented and organized training programs for different agencies and national conferences. She is a Certified EEO and ELI trainer, Diversity Trainer and EEO Counselor. Charmaine has a passion for EEO, Diversity, Inclusion, Belonging and Employee Engagement. Charmaine holds a bachelor's degree in Business Management. She lives in Maryland with her fiancé and four of their children.

Biography - Lorena McElwain



Lorena McElwain
Equal Employment Opportunity Officer
Drug Enforcement Administration
FTI Advisory Board Member

Ms. Lorena McElwain serves as the Equal Employment Opportunity Officer for the Drug Enforcement Administration where she leads the agency's civil rights, diversity, equity and inclusion programs. She is a transformational purpose driven leader who leverages a visionary mindset and a data driven approach to navigate civil rights and cultural landscapes for immediate and long-term program impact and success.

Prior to her current role, Ms. McElwain served as Assistant Deputy Secretary in the Department of Education's Office of English Language Acquisition, where she led efforts to remove equal access barriers for the nation's five million English learners and shifted national dialogue about bilingualism toward an asset-based perspective, emphasizing language as a dimension of American diversity.

Ms. McElwain joined the career Senior Executive Service in 2010 and has served in various executive civil rights and administrative positions, overseeing the execution compliance of agency budgets up to \$60B, leading offices with a staff up to 400 employees, and managing administrative functions serving up to 110,000 employees. Highlights of Ms. McElwain's senior executive appointments include Chief of Staff in USDA's Office of the Assistant Secretary for Civil Rights, Director of Business Management and Planning for the Commodity Futures Trading Commission, and Deputy Assistant Administrator for the USDA's Food Safety and Inspection Service Office of Management.

Ms. McElwain is a first-generation college graduate, holding a master's and bachelor's degree in political science from the University of Texas at El Paso. Since 2008, she has served as Executive Board Member of the League of United Latin American Citizens Federal Training Institute, a partnership with OPM and more than 60 Federal agencies to diversify the pool of executive candidates by strengthening leadership competencies in OPM's five executive core qualifications.

Biography – Jimmy Ortiz, PhD



Jimmy Ortiz Ph.D.

Manager, International Postal Relations
United States Postal Service (USPS) &
President Emeritus of Prospanica DC

Dr. Jimmy Ortiz is the Manager, International Postal Relations for the United States Postal Service (USPS) in Washington, DC and President Emeritus of Prospanica DC.

Dr. Ortiz started his career as a Letter Carrier on the night shift in New York City. He has held numerous operational, managerial and business development positions in New York, Puerto Rico, and Washington, DC.

In 2009, Dr. Ortiz was endorsed by the Department of State and the USPS and took a leave of absence to serve as the Regional Coordinator for Latin America for the United Nation's Universal Postal Union in San Jose, Costa Rica.

He recently completed an assignment as the Executive Director, International Postal Affairs where he advised the Deputy Postmaster General on developing and implementing legislative proposals and policies.

Dr. Ortiz is Lean Six Sigma Green Belt certified and holds several degrees and certificates in Accounting, International Administration, International Protocol & Business Etiquette and Latin American & Hemispheric Studies.

Biography – Marisa Rivera



Marisa Rivera
President
Mpowerment Works

Marisa Rivera is a social entrepreneur, a motivational speaker, an innovative consultant, and a filmmaker. Ms. Rivera is President of Mpowerment Works, a training and consulting firm designed to impact global change by empowering people. She is producing *Latina Voices: Leadership Journeys*, an educational video showcasing Latina Leaders sharing their secrets to success. Her dynamic presentations on leadership and empowerment captivate the audience to take charge of their lives and follow their dreams!

Ms. Rivera extensive leadership training experience includes over 30 years of combined educational, consulting, international, and community development experience. Her work has always been used to resolve justice and equality issues facing the world today. Prior to starting Mpowerment Works, Ms. Rivera was the President of the National Hispana Leadership Institute (NHLI). She also worked in higher education at Western Illinois University and Black Hawk College. Her work experience has taken her globally to Panama, Spain, Peru, Ecuador, Argentina, Colombia, Mexico, Curaçao, and Paraguay. Marisa also traveled to Africa to work with Women's Groups in Kenya and Rwanda with the World Pulse Organization, which she is an Advisory Board Member.

Ms. Rivera is the recipient of many awards including the Cesar Chaves Community Service Award, the 21 Leaders for the 21st Century Award and Esa Soy YO, Soy Latina award. She has been featured in *Hispanic Magazine*, the *Women MBA Magazine*, the TV show *Hispanics Today*, *Lifetime Television for Women*, *Champions of Change*, and *LatinaStyle Magazine Entrepreneur of The Year Award 2020*.

Marisa Rivera is a strong advocate for Women leadership, Leading with the Heart, Diversity, Equity and Inclusion, youth empowerment, women entrepreneurship, and global activism. You can reach Marisa Rivera at (703) 999-4122 or at Marisa@MpowermentWorks.com. Visit their website at: WWW.MpowermentWorks.com.

Marisa Rivera: Digital Bio: <https://www.youtube.com/watch?v=RNvbe8EQU8s>

[LinkedIn| Marisa Rivera](#)

Biography – Sandra Rivera



Sandra Rivera
Environmental Protect
Environmental Protection Agency

Ms. Rivera Sandra is a diversity leader with 20+ years of experience in managing the development of business technology solutions to support organizational programs and objectives, IT Management and implementation, budget administration, certified contract administrator and an advocate for diversity and inclusion outreach. She has industry experience in management consulting with top 4 firms, government, military, financial services and not-for-profit organizations. Sandra has been with EPA since January 2005, where she has held a variety of positions in different program offices. Currently, she manages IT projects for the Agency's Central Data Exchange (CDX) in support of EPA's mission and program areas such as air, water, waste and toxic substances and functional areas such as enforcements, compliance, technical assistance and permitting. She recently completed a promotional detail as the Acting Associate Director for the Customer Advocacy & Communications Division overseeing the division responsible for communicating effectively to a range of communities and customers. Sandra has a MBA degree from Trinity Washington University and a BS in International Business Management from the University of New Haven.

Biography - Elyssa Santos-Abrams, Esq.



Elyssa Santos-Abrams, Esq.

Appellate Review Attorney

EEOC Office of Federal Operations

Ms. Elyssa Santos-Abrams has been employed at the Equal Employment Opportunity Commission (EEOC) since 2001, following her graduation from the Georgetown University Law Center. She is a member of the New York State Bar. As a senior appellate review attorney, Ms. Santos-Abrams is assigned to work at the EEOC's Office of Federal Operations, where she is responsible for drafting administrative decisions in federal sector discrimination complaints. She has drafted decisions in cases covering the entire spectrum of legal bases of alleged discrimination, with particular emphasis on cases involving the Rehabilitation Act and the Equal Pay Act. Ms. Santos-Abrams also provides training at EEO conferences and to government agencies in a variety of topics including EEO case updates, providing reasonable accommodation and understanding the Rehabilitation Act, training for Disability Program Managers, and understanding and preventing harassment. She is currently detailed to the position of Attorney Advisor with the Training and Outreach Division.

Biography – Michael S. Sharon



Michael S. Sharon
Deputy Superintendent
Emergency Management Institute, FEMA

Michael Sharon is the Deputy Superintendent at the Emergency Management Institute (EMI) in Emmitsburg, MD. EMI is part of FEMA's National Preparedness Directorate (NPD). He oversees FEMA training and education programs that prepare emergency managers and citizens to respond to, recover from, and mitigate the effects of disasters. Mike directly supports FEMA's disaster response efforts as Chief of the National Response Coordination Center's Gold Team. Prior to joining EMI, Mike was FEMA Region III's Federal Preparedness Coordinator, Operations Planning Branch Chief, and Regional Integration Branch Chief. He was also assigned as Chief of the Regional Response Coordination Center and as an Incident Management Assistance Team Leader during multiple disasters and National Special Security Events. Mike entered Federal service with the U.S. Department of State, where he helped develop the Department's all-hazards emergency management and business continuity programs. His emergency management career began in Maryland, where he was the state's lead disaster exercise planner before becoming the Maryland Emergency Management Agency's Assistant Director for Operations. Mike subsequently led the Maryland Department of the Environment's Emergency Response Division, with responsibility for statewide hazardous materials response and nuclear power plant emergency preparedness. Mike earned a Master of Strategic Studies degree from the U.S. Army War College, a Master of Public Administration degree from the University of Baltimore, a Master of Arts in military history from Norwich University, and a Bachelor of Arts degree from LaSalle University with dual majors in sociology and criminal justice. He is a veteran of Operation Iraqi Freedom and completed a combined 28 years of service in the Regular Army, Maryland National Guard, and Army Reserve.

Biography – Felícita Solá-Carter



Felícita Solá-Carter

Former SSA Assistant Deputy Commissioner
Human Resources
FTI Advisory Board Member

Felícita Solá-Carter Consulting Ms. Solá-Carter established Felícita Solá-Carter Consulting in 2009. Through her business, she is a senior advisor to government leaders, and offers executive coaching, as well as consulting and training on leadership and diversity strategies. Prior to starting her successful consulting business, Ms. Solá-Carter was employed with the Social Security Administration (SSA) from 1971 through 2009. During her career with the SSA, she advanced from her first position as a claim's representative in the Washington Heights neighborhood of New York City through the ranks to attain the position of assistant deputy commissioner for human resources. In this role, Ms. Solá-Carter provided leadership of human resources areas including training; personnel; civil rights and equal opportunity; labor, management, and employee relations; human capital planning; and executive services support. Ms. Solá-Carter has also been an active community leader. Her service to the community includes president of Conexiones, Horizon Foundation trustee, a member of various Howard County councils and advisory councils and committees, graduate of Leadership Howard County (2011), Howard County General Plan Task Force member, founding board member of the Bright Minds Foundation, and a member of the Howard County Library System's Choose Civility Campaign. A highly respected leader and executive in the State of Maryland, Ms. Solá-Carter has been honored with several recognitions. In 2014, she was inducted into the Howard County Women's Hall of Fame and received the Leadership Howard County Unsung Hero Award. Other recognitions include recipient of the Governor's Hispanic Non-Profit of the Year (2009), The Daily Record Maryland's Top 100 Women (2008), U.S. Hispanic Youth Entrepreneur Education Hispanic Hero Award (2008), SSA Human Resources Leadership Award (2006), and Presidential Rank Awards for Distinguished Executive (2004) and Meritorious Executive (2003). Ms. Solá-Carter received a Bachelor of Arts degree from the College of Mount Saint Vincent, Riverdale, New York. She also attended the Federal Executive Institute's Leadership for a Democratic Society program.

Biography – Dr. J. Bruce Stewart



Dr. J. Bruce Stewart
Founder and CEO
Small World Solutions

Dr. J. Bruce Stewart currently serves as CEO of Small World Solutions, a management consulting firm specializing in inclusive diversity. Bruce was formerly the Deputy Director Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) and was responsible for the coordinated implementation of the President Obama's Executive Order on Diversity and Inclusion. He also cochaired the White House Committee on Increasing Diversity in the STEM Workforce by Reducing the Impact of Bias. Dr. Stewart designed, developed, and implemented several initiatives to ensure government-wide progress on diversity and inclusion. These initiatives included authoring the first-ever government-wide diversity and Inclusion strategic plan as well as the associated 47-page implementation guidance. He was the chief architect of an innovative new way to measure inclusion (The New IQ) that has been adopted government-wide, developed a 6- step change management process course with over 600 government-wide change agents graduates, and designed, implemented, and managed the first-ever Feedback Assistance Roundtables (FAR). A government-wide diversity and inclusion accountability audit process. Dr. Stewart retired as a Lt Colonel from the United States Air Force in October 2007, after 23 years of service. During his service he was attached to Air Force Special Operations, served as a Management Engineer, and was a Computer and Communications Commander. His last assignment was as the Air National Guard's (ANG) Director of Cultural Diversity Transformation. Dr. Stewart has served and been involved in numerous Leadership and Diversity initiatives at the local, state, and national levels. He has lectured on diversity at several educational institutions including MIT, Harvard, and West Point. He has a Bachelor of Science degree from Southern Illinois University, a Master of Science degree in Computer Science from Friends University, and a Doctorate in Law and Policy from Northeastern University. Dr. Stewart serves as an Adjunct Professor at American University in the KEY Leadership Program. Dr. Stewart authored a book on diversity leadership titled, "Cultural Leadership: The New Chemistry of Leading Differently." And, has a second book scheduled to publish next titled, "The Plus Effect: Why Some Team(s)Work and Others Don't".

Biography – Zina B. Sutch, Ph.D.



Zina B. Sutch, Ph.D.
Assistant Administrator
US Small Business Administration

Dr. Sutch serves as the Assistant Administrator at the Small Business Administration, leading Diversity, Inclusion and Civil Rights efforts for SBA employees and Small Business Owners across the country. She previously led the efforts of developing government-wide policies and guidance to assist Federal agencies in building diverse workforces and inclusive and engaged organizational cultures that leverage diversity, and provided expert advisory services to Federal agencies undergoing cultural transformation in her role as Director of Diversity and Inclusion and then Deputy Associate Director of Outreach, Diversity Inclusion at the Office of Personnel Management. Prior to serving in this capacity, Dr. Sutch held the position of Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat leading the Office in the oversight of all correspondence for USDA's Secretary Vilsack. Prior to holding this position, Dr. Sutch served as USDA's Director of Diversity, Recruitment and Work/Life, in the Office of the Assistant Secretary for Administration. In this role, she led the Department in the development and implementation of programs and policies that help ensure a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data across categories that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading this Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began when she joined the Federal government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service in 2006 and progressed to the Department level when she served as a Training Officer for the International Technology Services in the Office of the Chief Information Officer. She has been with the Federal government for over 10 years and has over 20 years of experience in the field of education and training in both the public and private sectors. Prior to joining Federal government service, Dr. Sutch worked with the Commonwealth of Virginia's Public School System assessing and developing improvement plans for low performing schools. She was a faculty member and taught graduate and undergraduate courses at George Mason University, Bowie State University, and currently teaches for American University's Key Executive Leadership Programs. Prior to joining George Mason University, Dr. Sutch was the Associate Director of the K-16 Partnership Development Center at the University of Maryland in College Park, providing teacher training, leadership development, and certification courses to classroom teachers and administrators. Dr. Sutch started her education career as a classroom teacher and moved into leadership positions serving as Education Director then School Principal and Director in the private and public school sectors.

Dr. Sutch possesses a Ph.D. from the College of Education at the University of Maryland, College Park, and a Masters degree from the Graduate School of Education and Human Development at the George Washington University.

Biography – Ana Valentin



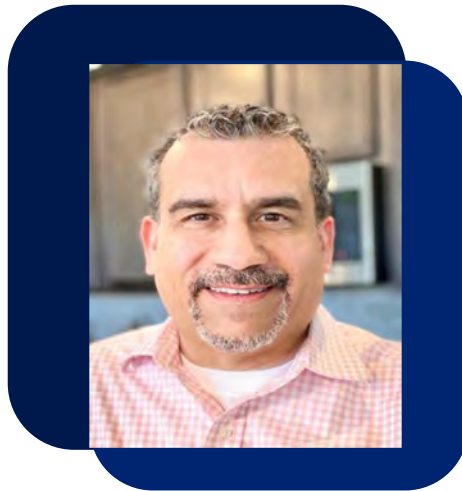
Ana Valentin
Senior Technical and Strategic Advisor
National Oceanic and Atmospheric Administration

Dr. Ana Valentín is a Senior Technical and Strategic Advisor for the Program Integration Office of the Office of Chief Financial Officer under the National Oceanic and Atmospheric Administration (NOAA). In her position, Dr. Ana is developing the NOAA change management framework for the Department of Commerce Business Application Solution effort. The establishment of the NOAA change management framework will ensure the Program Integration Office integrates financial, budget, property, and purchase business processes in compliance with the DOC Business Application Solution.

Prior to this role, Dr. Ana led various technology project teams critical for the Office of Chief Information Officer as an Enterprise Service Program. In collateral duties, Ana promotes diversity and inclusion through the Latinos@NOAA Employees Resource Group, an organization that she co-founded in 2014. The Latinos@NOAA Employees Resource Group serves as a resource for the NOAA Civil Rights, Education, and Workforce Management Offices. In 2018, Ana and the Latinos@NOAA ERG received the 2018 NOAA's Administrator Award for providing mentoring and coaching opportunities to a diverse audience while encouraging inclusiveness in the organization's culture.

Ana has various college degrees in math education, biostatistics, information security management, and program management. In December 2020, Ana recently completed her doctorate in science degree in cybersecurity within 26 months while working as a full-time employee and part-time Adjunct Professor for undergraduate and graduate courses in the Department of Business, Innovation, Leadership, and Technology at Marymount University. In May 2021 Commencement, Dr. Ana received the first Academic Excellence Award of the Doctor of Science in Cybersecurity Program for her superior academic performance and contributions to their department or field of study through curricular and curricular activities and an induction to the International Honor Society Upsilon Pi Epsilon from the Association of Computing Machinery and Institute of Electrical and Electronics Engineers for Computer Society. Dr. Ana and her husband, a federal employee and retired United States Army, live in Virginia.

Biography – Jeffrey Vargas



Jeffrey Vargas
President/CEO
Generationology LLC

Jeffrey Vargas loves empowering people and has devoted his professional life to helping companies and federal agencies cultivate talent and unleash leadership potential – but don't get it twisted, before anything else, he is a son, a father, a husband and a servant of the most high. In 2018 he founded Generationology LLC – a talent management and intergenerational leadership development consulting firm. His firm provides more than 26 online and in-person cutting-edge dynamic and interactive leadership training workshops for individuals, corporate clients, and federal agencies. Under his direction Generationology has been able to help more than 35 multimillion and multibillion dollar organizations build a more effective intergenerational leadership culture through self-reflection, introspection and improving their intergenerational collaborative intelligence. 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. Jeff has been speaking professionally since 1995 and has served as a keynote speaker at more than 85 major human capital and workforce conferences and at hundreds of seminars, programs, and events. Before started his own consulting practice, Jeff enjoyed a 22-year career in the federal service, serving in numerous senior-level human capital roles. He spent more than a decade at the Department of Energy where he designed, developed and deployed strategic hiring and workforce development programs. He then spent a decade as a Federal Chief Learning Officer (CLO) first with the National Nuclear Security Administration (NNSA) and then with the Commodity Futures Trading Commission (CFTC). As a CLO Jeff led the agencies learning and leadership development practice and helped to build enterprise-wide executive education, mentoring, and peer-to-peer learning programs. His undergraduate degree is in Economics from the University of Maryland, College Park, and he's a graduate of Georgetown Universities Training Specialist Program and the prestigious Federal Executive Institute in Charlottesville, Virginia. He also is the founder of the "Chief Learning Officers Network" on LinkedIn, a past instructor at the Brookings Institution, and an advisor to the George Mason University Chief Learning Officers Certification Program. Today Jeff resides with his family in the suburbs of Denver Colorado where he also serves on the board of Globalminded, a Denver-based non-profit organization that helps first generation college students and young professions overcome bias, learn the hidden workplace curriculum and become world-class leaders.

Biography – Love and Laughter



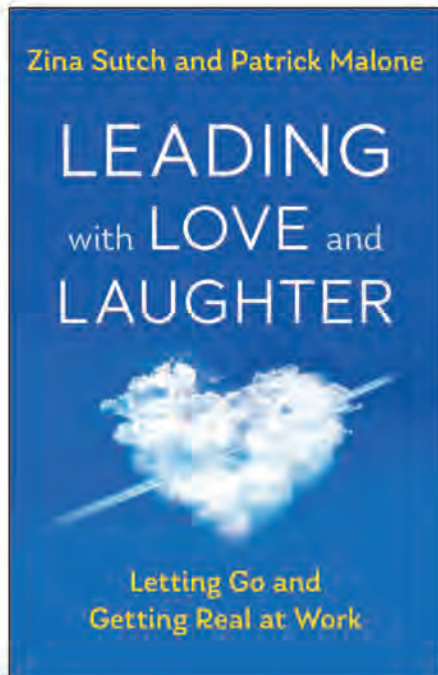
Joint Bio Information – Love and Laughter

Zina was born and raised in New England where she earned her bachelor's degree from Clark University, in Massachusetts. She enjoyed spending her leisure hours in Boston and NYC until she moved to the Washington, DC area to pursue her master's degree in Special Education from The George Washington University. While working in the field of education she earned her Ph.D. from the University of Maryland studying behavioral disorders. She believes this is why she can pretty much get along with everybody. She taught in public and private schools and served as the Director of a private school for students with emotional and behavioral disorders before joining the Federal Government and leading development and diversity programs in the Senior Executive Service. Currently, while continuing in the Senior Executive Service, she serves as faculty in the Key Executive Leadership Program in the School of Public Affairs at American University teaching courses on leadership, team-building, and succession planning.

Patrick was born and raised in Texas, and enjoyed his leisure hours in Austin while earning his bachelor's degree at Texas State University studying Health Care Administration. After graduating and working as a surgical technician, he moved to San Antonio to complete his master's degree at Trinity University. After working in the health care industry in the private sector, he joined the Navy and served as a Hospital Administrator in the Medical Service Corps. He earned his Ph.D. in Public Administration and American Government from the School of Public Affairs at American University and retired from the Navy after 23 years of service. He now teaches at American University as an Executive in Residence and is the Director of the Key Executive Leadership Program.

**BK**

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- **Deeply needed:** Compassion and humor are vital but unrecognized aspects of leadership. This book puts them front and center.
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Business

Rights: world

Zina Sutch and Patrick Malone

Leading with Love and Laughter

Letting Go and Getting Real at Work

Leadership has for too long been treated as a function and not as a relationship. Zina Sutch and Patrick Malone argue that successful leadership must be based on love (altruism and empathy) and laughter (positive emotions and joy).

Science tells us that humans are deeply wired for empathy and compassion and that our emotional selves help us make better decisions and motivate others. However, the tactics we use to train leaders bear little reflection of these advancements; we're still creating competent but emotionally distant leaders who "manage human assets" and lead by setting goals, deadlines, and deliverables.

Zina Sutch and Patrick Malone hope to flip a light switch and illuminate, above all else, that leadership begins with heart and soul. Too many training programs reduce leadership to an equation, matrix, or acronym. But leadership is a relationship. It's one human helping another. The most successful leaders show they genuinely care about their employees and are, well, fun. It's just like any relationship.

In seven succinct chapters, the authors show that people lead best when they tap into their genetically driven human nature to love and nurture, connect and trust. Leading with love and laughter offers powerful dividends: tighter teams, stronger performance, improved morale, greater trust, more creativity, and even better health. While Sutch and Malone cite the science and offer examples, tips, and practices, their larger purpose is to reintroduce the warmth of human interaction and emotion as the foundation of what leadership is all about.



Zina Sutch is a faculty member in the Key Executive Leadership Programs in the School of Public Affairs at American University. She was formerly deputy associate director of the Office of Personnel Management, the federal agency that manages the government's 2.1 million

civilian employees. **Patrick Malone** is director of Key Executive Leadership Programs at American University and a frequent speaker at organizations nationwide, including the Fulbright Scholar Program.

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Senior Executive Service

EXECUTIVE CORE QUALIFICATIONS

Overall Chart

Leading Change	Leading People	Results Driven	Business Acumen	Building Coalitions
<i>Definitions</i>				
This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.	This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.	This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.	This core qualification involves the ability to manage human, financial, and information resources strategically.	This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.
<i>Competencies</i>				
Creativity and Innovation External Awareness Flexibility Resilience Strategic Thinking Vision	Conflict Management Leveraging Diversity Developing Others Team Building	Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility	Financial Management Human Capital Management Technology Management	Partnering Political Savvy Influencing/Negotiating

Fundamental Competencies

Competencies are the personal and professional attributes that are critical to successful performance in the SES. The fundamental competencies are the attributes that serve as the foundation for each of the Executive Core Qualifications. Experience and training that strengthen and demonstrate the competencies will enhance a candidate's overall qualifications for the SES.

Interpersonal Skills	Oral Communication	Integrity/Honesty	Written Communication	Continual Learning	Public Service Motivation
Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.	Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed.	Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high standards of ethics.	Writes in a clear, concise, organized, and convincing manner for the intended audience.	Assesses and recognizes own strengths and weaknesses; pursues self-development.	Shows a commitment to serve the public. Ensures that actions meet public needs; aligns organizational objectives and practices with public interests.

Executive Core Qualifications

Overview

OPM has identified five executive core qualifications (ECQs). The executive core qualifications define the competencies needed to build a federal corporate culture that drives for results, serves customers, and builds successful teams and coalitions within and outside the organization. The Executive Core Qualifications are required for entry to the Senior Executive Service and are used by many departments and agencies in selection, performance management, and leadership development for management and executive positions. The ECQs were designed to assess executive experience and potential-not technical expertise. Successful performance in the SES requires competence in each ECQ. The ECQs are interdependent; successful executives bring all five to bear when providing service to the Nation. Announcements of individual SES vacancies and SES Candidate Development Programs (CDPs) generally include the ECQs.

ECQ 1: Leading Change

Definition: This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

Creativity and Innovation	Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.
External Awareness	Understands and keeps up-to-date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.
Flexibility	Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.
Resilience	Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
Strategic Thinking	Formulates objectives and priorities, and implements plans consistent with the long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.
Vision	Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.

ECQ 2: Leading People

Definition: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

Conflict Management	Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.
Leveraging Diversity	Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.
Developing Others	Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.
Team Building	Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Executive Core Qualifications

ECQ 3: Results Driven

Definition: This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

Accountability	Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.
Customer Service	Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.
Decisiveness	Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
Entrepreneurship	Positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services. Takes calculated risks to accomplish organizational objectives.
Problem Solving	Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
Technical Credibility	Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.

ECQ 4: Business Acumen

Definition: This core qualification involves the ability to manage human, financial, and information resources strategically.

Financial Management	Understands the organization's financial processes. Prepares, justifies, and administers the program budget. Oversees procurement and contracting to achieve desired results. Monitors expenditures and uses cost-benefit thinking to set priorities.
Human Capital Management	Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.
Technology Management	Keeps up-to-date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.

ECQ 5: Building Coalitions

Definition: This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

Partnering	Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.
Political Savvy	Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.
Influencing/Negotiating	Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.

¡Muchísimas Gracias!

Thank you for your hard work, support, and commitment!

Special Thanks!

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The Right Leadership is Synonymous to Success

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Thank you for your dedication, guidance, and willingness to share your knowledge!

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SAVE THE DATE

Monday, July 25 – Saturday, July 30, 2022

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