

Midwest and Eastern USA Certified Coaches
Certified in Appreciative Inquiry, Positive Change and Leadership, and Whole System IQ™ (Whole System Intelligence)



Lois Campbell, Vice President and Senior Consultant with Dave Fleck & Associates, specializes in facilitating leadership and group effectiveness. She assists organizations to effectively manage change and growth through stronger work relationships, increased communication skills, viable organizational plans, and enhanced leadership capacity. Lois teaches in Carlow College's Masters in Professional Leadership Program. She holds a Masters in Applied Behavioral Science from Seattle's City University/LIOS and is a certified mediator with the Pittsburgh Mediation Center.

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Toni Cantalupo has more than 25 years experience assisting manufacturing, pharmaceutical, telecommunications and service organizations successfully design, deliver and deploy tailored strategies and solutions to gain competitive advantage. Toni has worked with small, medium, and Fortune 500 companies and has coordinated efforts involving all levels of management, specializing in the areas of business process redesign, performance improvement, and change management. In her role as Project Manager, she has successfully led multi-million dollar initiatives with goals that were achieved on-time and within budget. She is currently a Principal Consultant with Chaucer Consulting. Contact: toni.cantalupo@chaucer.com



John Cassimatis With over 25 years of management and consulting experience. John's areas of focus include strategy formulation, business process improvement, organizational re-design, change management, and IT strategy and effectiveness. He has experience in Finance and Information Technology, as well as R & D, Manufacturing and Operations, Marketing and Sales, and Human Resources. He has held leadership positions at Kepner-Tregoe and in Ernst & Young's Performance Improvement Practice in New York City. Prior to forming TayganPoint Consulting Group, Mr. Cassimatis led the U.S. Business Transformation Practice for First Consulting Group's Healthcare and Life Sciences consultancy. Contact: jcassimatis@tayganpoint.com

N. Dini Checko, MA, offers an appreciative and intuitive approach to coaching, training and development, and organizational effectiveness. She uses her diverse background, education, training in human systems health, and multi-cultural experience to aid her clients in being more effective as individuals within an organization or system. Dini holds a Bachelor of Science from the School of Business at Rutgers University and a Masters in Organizational Psychology from Columbia University. She is a member of the NJ Organizational Development Network and currently is revamping the training programs for an environment focused New Jersey non-profit
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Donni Perry, M.Ed, with 30 years' experience teaching general and special education students, works at the College of William and Mary with the Virginia Department of Education (VDOE) Training and Technical Assistance Center (T/TAC) to conduct professional development sessions and provide technical assistance and coaching to teachers and administrators. She partners with school teams to implement systems change initiatives to enhance student and staff performance. She guides faculties, parents and students through an Appreciative Inquiry (AI) process to discover themselves at their best. Donni is a faculty member for Evocative Coaching training at the Center for School Transformation and Lead Learner. Contact: ddavisperry@wm.edu

Julie DeSot, DM., has 20 years project management, consulting, and coaching experience, in both the public and private sector. For the past 11 years, her experience has focused on supporting the TSA, the Marine Corps, and the Navy. Her skills and knowledge include providing consult, services, and leadership in Information Technology projects and lifecycle management, knowledge management, and process definition and evaluation, plus coaching senior leaders in the development and implementation of business and financial strategies. Julie utilizes best business practices in meeting clients' needs. She earned her Doctor of Management at the University of Maryland, University College.
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Dave Fleck, MA, began his Executive Coaching and Team Development business in 1998, incorporated in 2012 as the Center for Organizational Success, Inc. with Dave serving as CEO and Principal Advisor & Executive Coach. Prior to that, Dave was Director of Organizational Effectiveness with Johnson & Johnson and Team Leader of Organization Development (OD) with AT&T Consumer Communications. He gained management/ leadership experience on the management team at AT&T Bell Laboratories and Raytheon Company, as well as in a 6-year assignment with the US Government as a senior specialist supporting counter-espionage/ counter-terrorism efforts. He taught Leadership & Collaboration as an Adjunct Professor in the graduate engineering program at Polytechnic Institute of New York University (NYU). Dave has a graduate degree in Leadership and Organizational Development from City University/ The Leadership Institute of Seattle. Contact: dave@c4os.com.



Associate Vice President and Senior Consultant with TayganPoint Consulting Group, **Amy Flynn, M.Ed and MBA**, has worked in the Pharmaceutical and Medical Device/Diagnostic industries for over 18 years across a variety of functional areas, including operations, marketing and business development. She has led major change initiatives, including mergers, acquisitions and partnership start-ups. She combines a strong process orientation with an interest in internally driven motivation to shift organizational action toward a long-term vision. Amy holds an M.Ed. in Counseling Psychology, Temple University, an MBA from Rutgers Graduate School of Management, and a BS from Rutgers College of Engineering.
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Mary Ann Jackson founded LTC Consulting & Training to focus on developing high performing individuals and teams. She brings over 25 years of experience in operations, executive leadership, and organization development consulting. Mary Ann holds an MA in Applied Behavioral Science, with an emphasis on consulting and coaching in organizations, from Bastyr University/LIOS. She is thus uniquely qualified to assist leaders in team development, resolving conflict, strategic planning, and operations improvement. Currently she was the Asst. General Manager for the transit authority in Atlanta, GA and now works in the Seattle/ Tacoma area.
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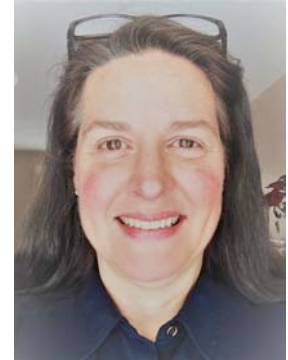
Clay Jacobs, Lead Coach with FutureCoachNow, is an ordained United Methodist minister with forty years experience in working with churches and pastors in developing an intentional ministry of transformation. Clay received a Master of Divinity from Candler School of Theology at Emory University. He served for seven years as Executive Director of The office of Church Development, and four years as a District Superintendent. Clay has found his greatest joy in coaching pastors, churches and individuals to live out their God-given calling with intentionality and excellence. He believes that our journey though life is best lived in the company of those who call forth the best from us, help us to discover, clarify, and align ourselves with our desired future, and holds us accountable for arriving at our destination. Contact: clayjacobs@bellsouth.net





Butler Knight, M.Ed., Ed.S., with 21 years of experience working with students and professionals at the elementary, middle, and high school levels in both general and special education, joined the College of William and Mary, Virginia Department of Education (VDOE) Training and Technical Assistance Center (T/TAC) in 2006. She earned her B.A. in Sociology and Elementary Education from Hollins University and her M.Ed. and Ed.S. in Counseling from the College of William and Mary. She specializes in assisting with schoolwide-, classroom-, and individual-level positive behavioral interventions and applying Positive-Change/ Appreciative Inquiry technologies in her work to support systems change in education.
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Catherine Learmonth, MBA, PSyM, PsyD abd, is an OD consultant with 15 years of internal and external OD experience. Her expertise includes assessing and intervention design in executive coaching, team dynamics, conflict resolution and culture change. Her clients have included diverse Johnson & Johnson companies such as Cordis, Ortho-McNeil Pharmaceuticals and J&J Corporate Finance, Rutgers University, Honeywell, Distinguished Programs, Adventist Healthcare, Roche, and others. She is currently resides in Canada, outside Toronto.
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Everett Marshall, MBA, brings over 20 years experience in both the public and private sectors. A graduate from the U.S. Naval Academy, Everett served as a Surface Warfare Officer on U.S. Navy warships and as a Diversity Admissions Counselor for the U.S. Naval Academy. He also worked in the private sector with a global business consulting /IT services company focused on the development of recruiting and training programs. Everett completed the Executive MBA program at Loyola College in Maryland, and is a Senior Consultant with the Center for Organizational Excellence, where he has worked in the areas of organizational change, facilitation, team building, and stakeholder engagement/ alignment. He is also actively involved in supporting community and non-profit groups as a Certified Strengthening Families Program facilitator.
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Marsha Montgomery, MBA, a Principal Consultant with TayganPoint Consulting Group, has 25 years experience working in the automotive, consumer, financial and pharmaceutical industries. She has held managerial and consulting leadership positions in major transformation initiatives, including a high-performance organization start-up and a company-wide strategic redirection. She has helped numerous organizations achieve enhanced results through process improvement, organization redesign and strategy implementation. She brings a focus on achieving results as well as a passion for engaging the best in each individual. Marsha holds a BBA from the College of William and Mary and an MBA from the University of Virginia's Darden School.
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Applying his Rutgers University graduate degree in Labor Relations for the first 10 of his 25 years working in organizations, **John Prins** represented both the interests of labor, and, as an internal consultant, management. He has consulted with companies, associations, school districts and non-profit organizations employing a strength-based approach to strategic planning in a process that has been called “refreshingly free of rancor.” Since 2003, John has served as Director of Human Resources for the Clifford W. Beers Clinic, the nation’s oldest community-based children’s mental health clinic in New Haven and has occupied leadership positions at the local board and statewide association of school boards. Contact: prins.assoc@comcast.net.



As a performance improvement consultant, **Anne Papinchak, MBA**, has a passion for achieving strategic goals through people, process, and systems development. She builds capacity in others through her consulting practice, while her successful team leadership, strategic agility and critical thinking skills enhance her work in organizational and personal effectiveness. Anne has served as a coach for the Coro Center for Civic Leadership/Women in Leadership program, has been a Malcolm Baldrige National Quality Program Examiner and is known for sustainable innovative results, on-time and within budget, often through cross-functional and global remote teams. She completed the Carnegie Mellon Executive Management program, Duquesne University Non-Profit Leadership training, and is a graduate of Syracuse University and the University of Pittsburgh. Contact: anne.papinchak@gmail.com



Rosaline Rajan, MS, MBA, has over 20 years experience in providing business coaching and support services to Fortune 100 and other companies in the areas of corporate and operational strategy development and alignment, business process improvement and organizational transformation and realignment. She is an experienced project and portfolio manager, having worked with several consulting organizations, and is the founder of Artha Group, a Princeton, NJ-based consulting firm. Rosaline has an MBA, and an MS in Personnel Management and Industrial Relations. She is a very generous listener and learner and has a great passion for working with people in their day-to-day challenges in forming strong teams, resolving conflicts and making good decisions.
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Karen Ray, MA, has 25 years of experience working in the public sector. As a training and organization development consultant, she specializes in innovation and problem-solving in non-profit, community and government agencies. Most of her current work focuses on inter-agency collaboration; her time is split between on-going, in-depth consultation with organizations, and training workshops on how to build successful partnerships. She's known for active, highly participative sessions that focus on real-time problems and potential solutions. She authored the award-winning book "The Collaboration Handbook." (Fieldstone Publications). Learn more about her work at www.karenrayassociates.com.
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As an executive coach and consultant, **Scottie Reeves, Ph.D.**, specializes in performance enhancement in organizations going through major change. She has had experience in sales and management with two major insurance companies, and has an extensive background in counseling and human relations. She currently teaches graduate students advanced counseling skills and, participates with other coach/consultants on large scale, whole system performance improvement projects. Scottie completed her Ph.D. at New York University in Counseling Psychology.

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Tina Sutton, MA, leverages her strategic, analytical, and creative skills, to engage with passion in the areas of organizational development, change management, and empowering individuals and teams to achieve beyond their existing personal limits. In Tina's work with Boards, she coaches senior leaders on leading change, building organizational capacity, and connecting with employees. She has over 20 years experience as a Psychologist, Trainer, Facilitator, and Program Developer and served as an Army Reserve Officer for 9 years and as an Executive Officer for two years, in an Institutional Training Division leading 700+ troops. Tina holds a Master's Degree in Clinical/Community Psychology, and begins a Doctoral Program in Coaching and Strategic Leadership in May 2012.
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Greg Wagner, MSA, SPHR, CFGD, offers 30 years diverse professional experience to clients to assist them in paying attention to those things producing exceptional and innovative results. He has worked and consulted on organization design and workforce engagement across a broad spectrum of industries. His clients include public agencies (local, state, military, federal and foreign), private businesses (small, medium, Fortune 500 and international) and organizations (non-profits, churches and civic). A graduate of William and Mary (BS, Government) and Central Michigan University (MSA, HR Administration), he also holds a senior professional certification in HR and focus group moderation. He has worked with Booz Allen Hamilton, IBM Global Business Services, and The Center for Organizational Excellence, served over 20 years in the U.S. Army, and serves as a local, elected official. Contact:

Donna Weiss, Ph.D., OTR/L, FAOTA, is a coach, trainer and facilitator in the areas of interpersonal communication, group dynamics and leadership and an associate professor emeritus in the Department of Rehabilitation Sciences, College of Health Professions and Social Work at Temple University in Philadelphia, PA where she also served as Associate Dean for Academic and Student Affairs from 1998-2008. She holds occupational therapy licensure in New Jersey and Pennsylvania and is a Fellow of the American Occupational Therapy Association. Dr. Weiss has served as a consultant to school systems, state departments of education, university programs and health organizations.

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Currently managing Organizational Transitions at Johnson & Johnson, a global corporation, **Elizabeth M. Young** is an effective team-oriented leader with practical experience applying governance concepts, leadership enablement skills, team building and project management skills in her work. Liz has expertise in data architecture and SAP implementations, global teaming initiatives. She holds an MBA from Boston College. Recently returned from a two-year global assignment in J & J's Belgium office, she resides in Yardley, PA.

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