



Emerging Leaders Alliance

2016 Conference Trainers



Bob Heavers

Bob has been developing leaders and helping teams succeed for the past 35 years. He was mentored to believe that ordinary people are fully capable of delivering extraordinary results. After running some wonderful companies in the beverage industry, as well as some 'turnarounds', he started a training business and has been Associated with **Priority Management** and **Tracom Group** (founders of SOCIAL STYLE) since 1988. Their 'best practices' are employed by thousands of companies globally and of every size.

Bob's team development retreats, manager/leader training and productivity improvement workshops center around two essentials for inspired performance: 1) Everyone is onboard and fully engaged in a shared Vision; and 2) Everyone knows how much they matter. His passion is helping people bring out the best in themselves and to make a bigger difference in the world by becoming more and more useful, even indispensable, to others.

As a motivational speaker, Bob's talks include ***The Leader in the Mirror***, ***Everybody Matters***, ***Gladly Indispensable*** and ***Overachieving without Feeling Overwhelmed***. He has a unique ability to relate with just about anyone at a heart level. Through personal stories and practical examples, he empowers his audiences to think right and to live and work with greater passion. For more information, visit www.prioritydenver.com/

For more information or to schedule an event, contact Bob Heavers at bob@prioritydenver.com or 303.680.5015 or cell 303.552.1025, www.prioritydenver.com



Rahul Dogra

Rahul Dogra has over twenty years senior management experience running an international math software company working with a variety of industries including water, chemical and oil and gas.

Rahul currently works as an international management and leadership instructor and as a curricula instructional designer, working with clients across Europe, Africa, Middle East, India, North and South America. He has developed and delivered programs on a wide array of management topics by working with customers to design and tailor solutions that enable attendees to access practical tools and approaches to common issues and problems faced. He has delivered programs to clients in five continents to date.

Some courses developed include: working and leading in global teams, developing cultural awareness, business ethics, leading in a matrix organization, influencing without direct authority, implementing an employee performance system and maximizing organizational performance. Other courses delivered include essential MBA, applying strategic thinking to operations, management skills for IT professionals, knowledge management, managing information overload, effective business decision making, leveraging emotional intelligence, strategic planning and delivering effective feedback.

Rahul has worked with large and small organizations, for and not for profit organizations including: BP, Shell Global Solutions, Food and Agricultural Organization, International Fund for Agriculture and Development, Emerson Electric, Islamic Development Bank, World Wild Life Fund, HP, NATO, UNICEF, King Faisal Specialist Research Hospital, Axa Rosenberg, JP Morgan, Pepsico, Sunrise Communications, Clear2 Pay, Kuwait Oil Petroleum, Autodesk, Societe Generale, Ford Credit, Deloitte UK, World Food Program and US Federal Government Social Security Administration.

Qualifications include a MBA completed in February 2006 with a first class distinction, a Masters in Quality Management and a BEng in Mechanical Engineering. Continual learning never ends, and Rahul writes on a Blog at www.rahuldogra.com and is a co-author of two books on Executive Leadership.

Rahul is based in the UK but spends a lot time travelling and has established a deep knowledge of getting around airports and saying hello and thank you in a variety of languages.

For more information, visit

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Doug Harris

Doug Harris is the Chief Executive Officer of The Kaleidoscope Group, with over 20 years of experience in the field of diversity & inclusion consulting. Prior to joining Bea Young Associates in 1993, Doug worked for several years as a consultant and trainer for Harbridge House, Inc. where he facilitated diversity & inclusion education sessions with senior executives of Fortune 500 organizations. Today, as the leader of The Kaleidoscope Group, Doug empowers organizations to achieve their diversity and inclusion goals. His knowledge and expertise guides organizations through the creation of customized strategies that address the specific diversity needs of the business. He has extensive experience working with senior executives to champion diversity and develop commitment and enthusiasm across all employee groups. His energy and passion for the work is contagious and people seldom walk away without a memorable experience. Some of Doug's clients include: Blue Cross Blue Shield, Coca-Cola Enterprise, CNA, Gulfstream Aerospace Corporation, John G. Shedd Aquarium, Farmer's Insurance, McDonald's Corporation, Nationwide Insurance, Northwestern Memorial Hospital, Northwestern University Kellogg School of Management, Provena Health, The Federal Reserve Banks, The Wharton School Watson Wyatt Worldwide, and several nonprofit social service/government agencies.

Doug's extensive experience in managing cultural differences extends into the global arena. He has designed and delivered global strategic consulting solutions and cultural education workshops for Caterpillar, Dana Corporation, Duracell, Hewlett-Packard, Northrop Grumman, and Owens Corning. Doug is also called upon as an Executive Coach to assist leaders in understanding their role in championing diversity & inclusion. His engaging style and unique ability to give diversity meaning at all levels of the organization has made him a sought after and renowned diversity expert, presenter and facilitator.

Doug's roots in diversity began with Procter & Gamble and Scott Paper where he served as an employee relations specialist, sales trainer and sales professional. His diversity journey continued as Founder and President of Samuel Roberts & Associates, where he capped ten years of experience as an executive search consultant specializing in minority recruitment. His work in executive search spanned from entry-level professional assignments to senior executive level positions.

He also serves as a subject expert for local and national newspapers and radio stations, on issues Relevant to diversity & inclusion. Along with numerous presentations Doug delivers for clients worldwide, he is also in demand as a speaker for various organizations and associations such as the Conference Board, the Society for Human Resource Management (SHRM), local SHRM Chapters, Linkage, Inc., etc.

In keeping with his personal commitment to serve the community, Doug works actively to develop mentoring programs for students that promote education and build self-esteem. He assisted in designing diversity curriculum for the Chicago Catholic Schools and also acts as a mentor to students at Learn Charter School. He recently developed and launched The Kaleidoscope Group Youth Practice to assist underserved youth in the Chicagoland and surrounding communities and is working with Tufts University to design and implement a student leadership development program. Doug holds degrees in Economics and Sociology from Tufts University.

For more information, visit <http://kgdiversity.com>



Jan Ferri-Reed, Ph.D.

Jan is the President of KEYGroup® and a seasoned consultant for a 30+ year international speaking, training and assessment firm. She is a sought after speaker and thought leader on the Millennial generation, managing a multi-generational workforce, and leadership. Regularly featured on national media, Jan's expertise is sought after by Industry Week, TIME, Diversity Executive, NPR and Forbes, and a contributor for the American Society of Quality magazine – Journal for Quality and Participation. She is the bestselling co-author of *Keeping the Millennials: Why Companies are Losing Billions in Turnover to This Generation and What To Do About It*. And her sequel, *Millennials 2.0 – Empowering Generation Y* was released in the fall of 2014.

Jan is an in-demand speaker and has presented a variety of programs and keynotes to thousands of managers and employees in a diverse range of organizations across the globe. Jan's work focuses on creating productive workplaces and retaining multi-generational talent while increasing the bottom line. Her energy and sense of purpose translate into winning presentations that audiences applaud. Packed with plenty of take-home value and on-the-job applicability, you can count on Jan's presentations to provide you with the keys to unlock the leader within you, your team, and your organization.

Jan also provides executive consultation, facilitation of senior level, planning and team building retreats and keynoting at corporate and association events. She is certified in PXT Select, Everything DiSC & Five Behaviors of a Cohesive Team, Hermann Brain Dominance Instruments, LIFO and various other workplace solutions tools.

Representative clients for whom Jan provides services include GlaxoSmithKline, MARC Advertising, DelMonte Foods, The Bank of New York Mellon Corporation, US Steel Corporation, Danone, Pitney Bowes, MTV Networks, Merrill Lynch, Mitsubishi Electric Power Products, Inc., UBS-AG and University of Pittsburgh Medical Center (UPMC). Additionally, she was an adjunct professor to the Human Resources Management program at LaRoche College.

Jan is a member of the Association for Talent Development (ATD), the HR Leadership Forum and Pittsburgh Human Resources Association (PHRA). She has also served on the Board of the Association for The Arc and on the Advisory Board of the Association for Children and Adults with Learning Disabilities. She is also founder of Managing Multiple Generations in the Workplace, an 8,600 plus LinkedIn member group. Her doctoral work was completed at the University of Pittsburgh where her studies focused in the areas of consultant ethics and organization development.

For more information visit: www.JanFerriReed.com.



Brent Darnell

Brent Darnell is a mechanical engineer and a graduate of the Georgia Institute of Technology and worked as an engineer in the construction business for 30 years. He is a leading authority on emotional intelligence and a pioneer of its use in the construction and engineering industries. Since 2000, Brent has helped to improve the social competence, physical and mental performance, and leadership skills of thousands of people in over 70 companies in more than 20 countries around the world. He is an adjunct professor at Auburn and Penn State, teaching emotional intelligence to their technical students.

His book, *The People-Profit Connection, How Emotional Intelligence Can Maximize People Skills and Maximize Your Profits*, has received rave reviews throughout the industry, including *Engineering News Record*, and has been read by over thirty thousand people worldwide. His “Tough Guy” books have garnered rave reviews because their no nonsense way of teaching people skills to technical people. He was recently named one of the Top 25 Newsmakers for 2012 by *Engineering News Record* for “transforming alpha males into service focused leaders” and “connecting his emotional intelligence training approach to business success”. He believes in a holistic approach to personal development, creating fundamental and lasting change. He is certified in Applied Improvisation the EQi 2.0. He practices yoga, plays guitar, and is an avid reader. He lives in Atlanta, Georgia with his wife, Andrea and his dog, Jethro.

For more information, visit www.BrentDarnell.com