



Emerging Leaders Alliance

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.



Taya R. Cohen, Ph.D.

Taya R. Cohen is a tenured Associate Professor of Organizational Behavior and Theory at Carnegie Mellon University's Tepper School of Business and is currently serving as President of the International Association for Conflict Management (2020-2022). She conducts research on honesty, moral behavior, negotiation, and conflict, and is known in particular for her research on moral character in the workplace.

Professor Cohen is an author of more than 50 publications. Her work is highly cited and has received international media attention, with coverage from the New York Times, Wall Street Journal, and BBC News Magazine among other outlets. Her paper "Moral Character in the Workplace" published in 2014 in the Journal of Personality and Social Psychology received the Outstanding Publication Award from the International Association for Conflict Management (IACM) in 2016, and her paper "Shame Proneness and Guilt Proneness: Toward the Further Understanding of Reactions to Public and Private Transgressions" published in the journal Self and Identity received the Best Paper of the Year award in 2010 from the International Society for Self and Identity. Professor Cohen has been awarded numerous research grants to fund her work, most recently as a co-investigator of a \$4.4 million grant from the John Templeton Foundation to fund research on honesty.

Professor Cohen teaches graduate courses and executive education seminars on negotiations, organizational behavior, and research methods in behavioral science. She also provides negotiation and conflict management training to professional development groups, startup incubators, and other organizations in the Pittsburgh region. She currently serves on the editorial boards of Negotiation and Conflict Management Research, Negotiation Journal, and Self and Identity, and previously served on the editorial boards of the Journal of Personality and Social Psychology, and Personality and Social Psychology Bulletin.

In recognition of her scholarly achievements, the Tepper School recognized Professor Cohen with the Xerox Junior Faculty Chair in 2012, and the Carnegie Bosch Junior Faculty Chair in 2015. In 2020, she was recognized as a Best 40 Under 40 Professor by Poets & Quants.

Professor Cohen earned a B.A. in Psychology from the Pennsylvania State University, an M.A. and Ph.D. in Social Psychology from the University of North Carolina at Chapel Hill and worked as a postdoctoral fellow in the Dispute Resolution Research Center at Northwestern University prior to joining the faculty at Carnegie Mellon University in 2010.



Jamie Lewis Smith, PhD

Dr. Jamie Lewis Smith brings 20 years of experience guiding the growth and development of individuals, teams, and organizations. Jamie uses her training as a Clinical Psychologist to apply behavioral science principles and techniques to help leaders align their daily practices with their core values, support and accelerate successful leadership transitions, overcome roadblocks to career success, and bring about positive change in their organizations.

Jamie has spent her career as a human resources leader, coach, and advisor helping leaders to successfully navigate and lead private sector, nonprofit, and government agencies. She currently provides leadership development and executive coaching to a number of Fortune 100 and 500 organizations and has worked extensively in the technology and healthcare industries; however, her broad experience spans many sectors, including financial services, insurance, retail, construction, and manufacturing. She is also a published author and international speaker on the topics of leadership, assessment, and change.

She possesses deep expertise in leadership development, executive assessment, strategic talent management, and organization development. She enjoys assisting leaders to align their organization's strategy and daily work with their desired culture and values to produce an engaged workforce with exceptional organizational outcomes.

Jamie is passionate about helping leaders leverage their strengths to maximize their impact and meet their full potential. Thousands of leaders have benefited from the leadership development solutions she has designed and delivered, as well as through her one-on-one assessment, development planning, and coaching services.



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.



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.