

Item J
HLC Criterion 3
Center for Professional Development
Webster University



the Center for Professional Development

Webster University – Old Post Office Campus • 815 Olive Street • St. Louis, Missouri 63101 • 800-515-1306

Center for Professional Development Spring 2007 Instructors

Name: Gail Hinshaw

Degrees: B.S., Education, M.S., Industrial Technology, Fort Hayes State University

Expertise: Leadership, Motivation and Ethics

About Gail:

Gail Hinshaw has been an educator for more than two decades. He delivers his seminars with enthusiasm and clarity, presenting practical, proven methods for managing in the real world. Participants relate to his experiences and appreciate the insight he brings to everyday management situations. Gail has extensive private industry management experience in virtually every aspect of manufacturing and he effectively combines theory and practical techniques in his presentations.

Name: Dr. Drew Stevens

Degree: Ph.D., Organization and Management, Capella University

Expertise: Sales, Time-Management and Motivation

About Drew:

Drew Stevens has 25 years of sales and marketing experience. He was involved in selling data and technology solutions to leading financial institutions (including Standard and Poor and Dow Jones) for more than a decade. Drew first began to mentor and coach others while working on Wall Street. While serving as Director of Sales and Global Sales Manager for such prestigious accounts as The Bank of Tokyo and Morgan Stanley he was also responsible for training his staff in customer relations and sales.

Drew went on to start his own business, Getting to the Finish line, which specializes in Sales Training and teaching the art of Professional Speaking. Drew has a talent for connecting with others and building relationships. Drew has trained thousands of sales professionals as far away as South Africa and Singapore.

Name: Dick Weiss

Degree:

Expertise: Communications

About Dick Weiss:

Dick Weiss is an award-winning writer and editor with more than three decades of experience at American newspapers. At the Post-Dispatch, Weiss was a metro editor and writing coach. He oversaw the development of enterprise stories with a particular emphasis on narrative writing. He also held training seminars for a newsroom staff of 300 reporters and editors, and coached reporters one-on-one.

While keeping his day job at the Post Weiss started his own business, WeissWrite LLC, in 2003 as writing, editing and coaching service for anyone with a story to tell.

Weiss is a frequent speaker at the American Press Institute and was site director for the National Writers' Workshop in St. Louis from 2001-2004. He is currently touring as a speaker for the Washington-based Reynolds Center for Business Journalism where he shows business writers how to weave their facts and figures into compelling tales. He has also served on the faculty for the Neiman Narrative Program at Harvard University.

Name: Wendy Werner

Degree: B.A., DePauw University; M.A., Personnel Administration, Indiana University

Expertise: Career Management

About Wendy:

Wendy L. Werner is the founder of **Werner Associates**, specializing in the areas of career management, coaching and attorney practice management. She also works with other types of professional service firms and individuals from the private and public sectors. **Werner Associates** also works with law firms and businesses to develop effective recruiting and retention plans, marketing strategies, development and supervision models.

Wendy has studied with Richard Bolles, author of the best selling career book, **What Color is Your Parachute**, and utilizes many of his methodologies in her work. She has co-written a monograph on alternative careers for lawyers called, "The Road Not Taken," published and sold by the National Association for Law Placement. She has written multiple columns for the association on counseling, and conducted workshops at the association's annual meetings. She writes a column on careers and law practice management for **The St. Louis Lawyer**, the monthly publication of the Bar Association of Metropolitan St. Louis.

Name: Barbara Hethcote

Degree: M.B.A., Maryville University; B.S., Education, University of Tulsa

Expertise: Leadership

About Barbara:

Ms Hethcote, co-founder of L.I.F.E. Leadership Connections, supports the Webster University Center for Professional Development as a program manager and learning coach for a specialized leadership seminar series. She worked for the Boeing Company (Heritage McDonnell Douglas Corporation), from 1996 to 2003. For 5 years she worked as a project manager and leadership development program designer at the Boeing Leadership Center. In her career at Boeing she was also an internal total quality management consultant, business analyst and educator in a variety of areas including customer satisfaction, 7 Habits for Highly Effective People®, and process management.

She is certified in a number of areas including organizational development from NTL (National Training Labs), Buzan's mind mapping®, and the Franklin Covey's 7 Habits for Highly Effective People® and Principle Centered Leadership®. Barb also is co-owner of a new business venture, H&H Equine Comfort Solutions, which has designed and patented a cold and hot therapy for horses.

Name: Denise Tegel

Degree: B.A., Secondary Ed.; M.A., Counseling

Expertise: Leadership Development, Emotional Intelligence, Mentoring

About Denise:

Denise is an Organizational Effectiveness Executive Coach, working with leaders at all levels within The Boeing Company. As an executive coach, her expertise includes helping teams and leaders manage change, 360° feedback and leadership development, interpersonal skills, emotional intelligence and strategic career mapping. In addition, she is the program manager for the External Executive Coaching Program, with responsibility to manage the process of hiring external executive coaches for Boeing executives and maintain oversight of the program. Her particular area of focus is to help leaders develop a “coaching style of leadership”, and to that end she has developed and facilitated modules featured in various leadership development programs targeted towards first-level, mid-level and senior managers. She has also been involved in the design and delivery of numerous team-learning experiences using peer coaching as a learning mechanism. She is also passionate about helping executives in global assignments maximize their leadership potential in order to achieve desired business results.

Name: Benedict Dumonceaux

Degree: B.S., Learning Psychology, St. John's University; M.S., Systems Management, University of Southern California

Expertise: Strategic Planning, Professional Development

About Ben:

Benedict Dumonceaux has more than 26 years of experience in creating and leading the strategic training initiatives of national companies and organizations. He has led the strategic planning efforts in the development of training programs for several national organizations, most recently a \$2.4 billion construction management company. He has experience in design, development, implementation and evaluation of professional development programs for organizations specializing in communications, leadership, management development, time management, sales, negotiating, stress reduction and team development. His outstanding speaking style and real-world experience make him a highly effective seminar leader and facilitator. In addition to his degrees Mr. Dumonceaux has completed doctoral studies in Adult Education through the University of Missouri. He is an adjunct instructor with several local colleges and universities where he teaches courses in business communication, management and leadership skills. Mr. Dumonceaux is a certified trainer of Achieve Global, Development Dimensions International, Associated General Contractors, and DiSC programs.

Name: Bill Binder

Degree: B.S, Engineering Management, University of Missouri–Rolla; MBA, Southern Illinois University–Edwardsville

Expertise: Corporate and personal performance coaching, Leadership

About Bill:

Bill Binder has over 30 Years of experience in operations, engineering and upper management working in firms ranging from Fortune 500 to privately held companies. He is the President of BAT Leadership Training LLC, a consulting firm specializing in leadership training, career Management, AJIT (Just in Time) inventory management, employee evaluation and performance

improvement programs. In addition, he is an adjunct Professor in the management department at Webster University where he teaches a Capstone (Thesis) Course for the MBA Program, Management Theory and Organizational Development, Management Function and Operations and Human Resource Management.

Name: Mary Ann Moore

Degree: B.A., Marquette University; M.F.A., George Washington University

Expertise: Leadership and Motivation

About Mary Ann:

Mary Ann Moore is the founder of the Moore Consulting Group and has served as a program manager and organizational development consultant in three Fortune 100 companies. Mary Ann has conducted executive leadership development programs incorporating indoor and outdoor experiential learning. Her experience also includes leadership training and team building in both union and non-union operations. In addition to coaching leaders at all levels within the US, she has worked internationally with organizations in Europe, Africa, Asia, South America, Australia and New Zealand.

Mary Ann is a graduate of the Coro Leadership - Women in Leadership Program and currently serves as the program director. She has studied with John Carter, Ph.D. at the Gestalt Institute of Cleveland Organization and Systems Development Program, and is certified in the MBTI, and the Emotional Intelligence Inventory.

Name: Roy Kramer

Degree: B.S., Accounting, University Of Missouri; CPA, CDFa, CPS

Expertise: Finance, Tax Planning

About Roy:

Roy, a Member of Brown Smith Wallace, is responsible for maintaining quality control, monitoring current tax developments and maintaining systems to ensure that clients receive accurate, timely tax service. He specializes in tax planning and compliance, business consulting and personal financial planning. He is the only CPA in the state of Missouri to have achieved both the CPA designation and the CDFa and CDS designations. Prior to joining Brown Smith Wallace, Roy was a tax manager with a national accounting firm. He has authored several articles and is a frequent speaker on tax-related issues.

Roy is an active member of the American Institute of Certified Public Accountants and the Missouri Society of CPAs. He is a member of St. Louis Volunteer Accountants & Lawyers Association and currently serves on the boards of Kids in the Middle and HotCity Theatre.

Name: David Hilditch

Degree: M.A., Philosophy, St. Louis University; Ph.D., Washington University

Expertise: Counseling, Philosophical Practice

About David:

David Hilditch is a philosophy professor at Webster University and a pioneer in the emerging field of philosophical practice. He applies philosophical methods to the real-life problems of individuals and organizations. David uses philosophical dialogue to create hospitable spaces within organizations for solving problems and understanding the deep symbols and values which shape our individual and organizational commitments.

Organizations David has worked with include the Boeing Leadership Center, SBC, AmerenUE, Nestles, Boys Hope/Girls Hope, GKN, Lincoln Engineering, Mosby Construction Arts, Gateway Industrial and Organizational Psychologists (GIOP), United Methodist Church General Board for Pensions, SBC, Maritz, The Emerson Chapel, Oasis, Mensa, The Institute for Noetic Sciences, The Ethical Society of St. Louis, various faculty, alumni, and donor groups at Webster University and numerous area retirement communities. His work has been featured on NPR's Morning Edition, KWMU's St. Louis on the Air, and in the St. Louis Journal, St Louis Magazine, the St. Louis Post-Dispatch, The Riverfront Times, Webster World, and Suburban Journals.

Name: Barrett Baebler

Degrees: Doctor of Management, M.A., Finance, Webster University; B.S., Business Admin, University of Missouri-Columbia

Expertise: Management and Entrepreneurship

About Barrett:

Mr. Baebler is a financial executive with 27 years of diverse business experience, including eleven years of business consulting in the for-profit and not-for-profit sectors. His professional experience includes financial and accounting operations, strategic planning, business plan development, implementation of fiscal controls, implementing cost saving procedures and computerization of accounting and operational functions. Mr. Baebler is a faculty member at Webster University where he teaches corporate, entrepreneurial and personal finance, as well as management. Mr. Baebler has also served as an adjunct faculty member at Southern Illinois University – Edwardsville.

Name: Charles Cook

Degree: MBA, Washington University, B.A., Denison University

Expertise: Corporate Management and Business Strategy

About Chuck:

Chuck Cook has over 38 years of professional experience in sales, marketing, management and strategic acquisitions. He has held various upper-management positions with Avery Dennison, Inc., Monsanto and Ashland Specialty Chemical Company. Among Chuck's many interesting assignments was a 3 ½ year stay in Japan. Chuck is the founder of VFA Advisors, LLC, a company that provides consulting services and seminars on business strategy. He is a member of Webster University's Business Advisory Board.

Name: Henry Garcia

Degree: M.A. Economics

Expertise: Project Management and Economics

About Henry:

Henry F. Garcia is a recognized expert in purchasing and supply management. His knowledge, experience, and expertise has been focused primarily on the implementation of service purchasing, pricing, negotiation strategies and methods as well as the application of finance, economics, and project management to the purchasing and supply management functions.

Mr. Garcia has over 25 years experience as a university instructor. At the extended campus of Webster University of St. Louis, MO in San Antonio, he is an instructor of graduate courses related to Purchasing and Supply Management. He also teaches graduate courses for Webster University in Finance, Economics, Managerial Economics, and Budgeting.

Name: Douglas O'Bannon

Degree: Ph.D., Strategic Management, University of Maryland; M.B.A, Arizona State University

Expertise: Corporate Management and Business Strategy

About Doug:

Dr. O'Bannon is the past Department Chair for the Business Department and former Director of Webster University's MBA program which imparts business skills to working professionals in 105 locations around the world. He has published articles in Administrative Science Quarterly, Business and Society, Purchasing Management and his most current work, "Towards the Conceptual Core of Strategy," is under review at Strategic Organization journal. His current seminar at the CfPD is based on this cutting edge view of strategy. His primary interest is in the movement and countermovement of strategy within business settings, and he has lectured on strategy extensively in Europe and Asia.

Name: Psihountas, Debbie

Degree: Ph.D. Finance; M.B.A.; B.S. International Business

Expertise: Finance

About Debbie:

Debbie Psihountas, Ph.D., is an assistant professor of finance at Webster University. She has more than 15 years of experience in the HRD field and has formerly held the positions of Education Analyst for the NCR Corporation, Manager of Leadership Development (Cincinnati Bell Information Systems), Director of the Center for Human Resource Development (University of Cincinnati), and account executive (Development Dimensions International). Previous non-HRD employment has included positions with Merrill Lynch, Westinghouse, and Procter and Gamble.

Debbie is also managing principal of Personnel Systems International, an organization she founded in 1992. Recent projects have included finance training (for non-financial managers) at the Energizer Corporation and United Technologies. She has been certified in DDI, Blessing White, Covey, Performax, Zenger-Miller, and other training products and services, and has worked with more than 300 companies, municipalities, and nonprofit agencies in her career.