



PUSHING
AUSTIN TALENT LIMITS
Workforce Readiness Day, 2015

Thursday, May 21, 2015
Hilton Austin
500 E 4th St, Austin, TX

9:00AM – 11:00AM The “Big Break”
Discovering Future Rock Stars

The Central Texas employers expect a career-ready workforce entering the workplace. Local Universities and The Central Texas school districts in collaboration with local businesses and organizations have found new ways to prepare the new entrants with workplace skills. In this intriguing panel, listen to employers, educators, and students/recent grads from various industries share their experiences on how our community can use determination, ingenuity and teamwork to bring education and work-life together to prepare the next generation workforce.

Moderator: Annette Gregory, AISD CTE Executive Director

Engineering



Carlena Harris
National Instruments, University Recruiting Manager

Carlena "CJ" Harris has been in the IT industry for over 23 years. She's held roles such as Network Analyst, Software Engineer, and Software Development Manager at State of Texas' agencies and IBM. In addition to mentoring many technical professionals throughout her career, she also worked with a number of different individuals that assisted her in developing a strategy for her own career. In 2013, she participated in the Austin's Women in Technology Mentor Program, in which her mentor was a former CIO that assisted her with transitioning to a new career so that she could leverage her technical and soft skills. That collaboration lead to preparing her for her current role at National Instruments. Carlena is responsible for recruiting engineers and technical talent from various universities. Carlena obtained her undergraduate degree in Information Systems Technology from University of Houston-University Park and her graduate degree in Organizational Leadership & Ethics from St. Edwards University. She serves on the Society of Women Engineers - Central Texas board as Vice President, serves as a cycle team captain for the American Diabetes Association's Tour de Cure and volunteers her time for various STEM projects. She is the proud mother of two young adults who keep her smiling, motivated, and inspired.



Michael Powell
The University of Texas at Austin, Director of the Cockrell School of Engineering

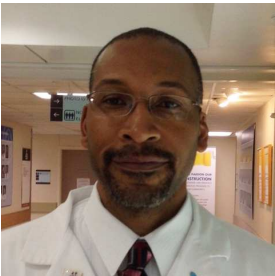
Michael received his master's degree in counseling psychology in 1994 from The University of Texas at Austin. He worked for the Upward Bound Program at Huston-Tillotson College from 1994 to 1997, counseling and testing students and teaching a course in college preparation. He joined the Engineering Career Assistance Center at in 1997 as a career counselor, became an assistant director in 1999, and then director in 2005. As ECAC director, Michael works with students, faculty, and recruiters in the job search and recruiting process. He is also a member of the National Association of Colleges and Employers and the Southwest Association of Colleges and Employers (SWACE). As a member of SWACE, Michael has chaired the technology committee and served on the board of directors.

Health Science



Alda Santana
Health Educator, City of Austin

Alda is an Health Educator for the City of Austin. She teaches people about behaviors that promote wellness. Alda develops and implements strategies to improve the health of individuals and communities. She collects data and discusses health concerns with members of the Austin community.



Dr. Sanford Jeames
Eastside Memorial HS student in program

Sanford E. Jeames, DHA coordinates the Allied Health Science program with the Austin Independent School District and is on faculty at Huston-Tillotson University in Austin, Texas.

He has served as the Executive Director of the Massachusetts Prostate Cancer Coalition and Coordinator of the Undergraduate Program Studies at Cambridge College- Springfield regional site in Springfield, Massachusetts.

Dr. Jeames has memberships in The Society of Urological Surgical Associates (SUNA), and the National Breast Cancer Coalition (NBCC). He serves on the Patient Advocacy Committee for the American College of Radiology Imaging Network (ACRIN) and he membership with the American Association of Cancer Research (AACR) and is an affiliate member with Minorities in Cancer Research (MICR). He serves on the Clinical Trials Advisory Panel for PCORI and is a manuscript editor for Urologic Nursing Journal and the Journal of Poor and Underserved.

He coordinated the Health Careers Opportunity Program for the UMASS Donahue Institute and was Patient Education Coordinator and Clinic Coordinator for the University of Alabama at Birmingham (UAB) Prostate Cancer Clinic in the UAB Health System.

He assisted in the formation Men of Color Health Awareness (MOCHA) program in Springfield, Massachusetts and was appointed to the Health Disparities Workgroup for the Mass Comp Cancer Control Plan, and served as Co-Chair of the Prostate Cancer Workgroup.

Hospitality & Tourism



Kefren Greenstreet
Hyatt, Area Director of Human Resources

Kefren graduated from Southern Illinois University Carbondale with a Masters in Social Work. She realized however, that her passion was in Human Resources and sought out a career with Hyatt Hotels. She joined the company as a Human Resources Corporate Management Trainee in 2000, at the Hyatt Regency O'Hare. She had an opportunity to learn and understand the hotel operation via a rotation training program. After completing the program she worked in various HR leadership roles. I had the opportunity to relocate to Austin and join the Hyatt Regency Austin team, as Human Resources Director in 2006. Hyatt acquired The Driskill, in 2013, at which time I assumed the role of Area Human Resources Director.

Hyatt collaborates with schools, Travis and Bowie High School, local agencies and organizations. They truly value their longstanding partnerships!



Jayma Vaughan
Travis HS student in program

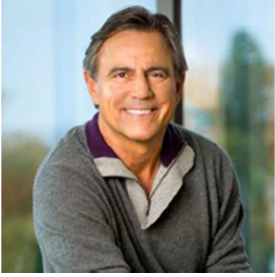
Jayma Vaughan is a teacher and Career and Technology curriculum specialist at Travis High School in Austin, Texas. She instructs students in the fields of business and hospitality, working to connect students with “real life” experiences through internships.

Jayma grew up in the panhandle of Texas, where she developed a life-long love of Texas Tech and wind. She is the daughter of a teacher and a preacher, which makes her willing to talk to anyone, anytime. She earned her degree in Hotel, Restaurant and Tourism Management from Texas Tech in 1996. Jayma went on to work in the hospitality industry in Central Texas until 2001 when she was asked to help develop and lead the Institute of Hospitality and Culinary Arts. Jayma describes teaching as a “blessing and a calling”, and values the relationships she builds with students and the hospitality industry in Austin. She is also a member of the Education Committee of the Austin Hotel and Lodging Association and works with members to strengthen the relationship between education and the business community.

The focus for Jayma’s students is “The Next Five Years”. She has spent the year helping them see what others have accomplished in five short years, and helping them develop where the next five years will take them. Her own Five Year Statement says, “In five years I had two beautiful sons, taught over four hundred amazing kids, fulfilled my dream of taking students to Disney World, and earned the honor of Teacher of the Year”. She absolutely loves her career and works hard to help every student find their passion in life. For more information, feel free to contact her at jayma.vaughan@austinisd.org and see her program in action at <http://travishospitality.weebly.com/>

11:30AM – 1:00PM The Workplace Remix **What is a Multigen Workforce and Why Should You Care?**

Phil Blair, along with partner Mel Katz, has built Manpower of San Diego into the largest Manpower franchise in the U.S. Phil will share his research on the new perspective on career paths and how it impacts current workforce trends. He will also discuss the influence of multiple generations operating in the workplace, shaping the talent and succession strategies. He will review how employers can tap into talent pools such as returning veterans, and build a competitive advantage around approaches others’ are not using. All participants will receive a copy of his book Job Won!



Phil Blair
Executive Officer of Manpower of San Diego, CA

Mr. Blair is an oft-quoted employment commentator, appearing in local and national business media. Mr. Blair is a professional speaker on employment and workforce trends and issues, as well as a career coach. Phil's book *Job Won!* is a complete guide to finding and managing a successful career in today's economy. It has proven to be a helpful tool in colleges, with veterans transitioning into the civilian workforce. His monthly seminars about his book provide insight to changing careers and the goal of finding and getting your dream job. Blair is also Executive Professor in Residence at the University of San Diego – School of Business Administration.

As an active member of the San Diego community, Mr. Blair currently serves on the board of directors of: San Diego Regional Chamber of Commerce; the San Diego Convention Center (Chair); Downtown San Diego Partnership (Executive Committee); LEAD San Diego (Chair); CONNECT (Board Member); the Economic Development Corporation (Board Chair); and the San Diego Downtown Rotary Club.

Previously, Mr. Blair was on the Board of Directors for the American Red Cross, the United Way and the Centre City Development Corporation. He also served as a member of the San Diego City Council; the San Diego Police Foundation; the San Diego Foundation and was commissioner for four years to the Fair Political Practice Commission in Sacramento.



Kip Wright
Senior Vice President of Manpower, North America

Kip Wright is senior vice president of Manpower, North America. In this role, he oversees ManpowerGroup's staffing business in the United States and Canada.

Previously, Wright served as senior vice president of ManpowerGroup Solutions in North America, overseeing outsourced offerings including recruitment process outsourcing (RPO), managed services provider (MSP) and talent based outsourcing (TBO). He also served as general manager for ManpowerGroup's global MSP practice.

For three consecutive years, Wright has been named to the Staffing Industry Analysts' "Staffing 100" list of the most influential leaders in the industry. Also during his tenure, ManpowerGroup's MSP was named the top performer in its category and the MSP with the largest global market share by Everest Group.

During his career, Wright has served in a variety of finance and operations-related leadership positions in the technology and professional services industries. He also worked for BSG Consulting and Ernst & Young LLP.

Wright earned his bachelor's degree in accounting from Louisiana State University and is formerly a Certified Public Accountant. Considered an industry expert in the field of human capital and workforce fulfillment, he is often called upon to share his knowledge and expertise. Wright and his family reside in Houston.

**1:10PM – 2:40PM Keeping Top Performers on Your Label
Engaging Employees in a Competitive Job Market**

Driving retention and engagement is top of mind priority for every HR Professional. We have gathered experts from Central Texas award winning companies to share their secrets how they drive engagement in their organizations. Hear ideas from the smallest to the large employers in various industries, how you too could drive a positive engagement

culture and capture the hearts and minds of your employees; sometimes with significant policy changes - and sometimes with a few low hanging fruits.

Moderator: Phil Blair, Executive Officer of Manpower of San Diego, CA



Lori Knowlton
HomeAway, Chief People Officer

Lori Knowlton is the Chief People Officer at HomeAway, the worldwide leader in online vacation rentals (www.HomeAway.com). Since joining HomeAway in 2007, Lori has focused her energy on developing HomeAway's culture, recruiting top talent in the global marketplace, employee engagement and global rewards. With over 1800 employees in 13 countries, HomeAway has blended a strong culture of engagement with distinctive local operations.

Lori has over twenty years of strategic HR leadership experience ranging from multi-national technology companies to early stage start-ups. In her spare time, she is a mentor with TechStars –Austin, scours E-bay for mid-century deals and enjoys time with her family.



Kristin Ruff
Whole Foods, Director Global Team Services

Ruff is a seasoned senior leader with a work history that illustrates strong strategic management skills, a solid background in human resources, and a career focused on delivering high levels of employee and customer service. Often characterized by her "big picture" perspective, she is also a strong collaborative leader with the proven ability to build highly-competent teams. She is known as a superior relationship manager, negotiator, and consensus builder, with a talent for galvanizing the teams and managers into execution and action. Kristin has over 25 years of experience providing organization development solutions in the areas of management, leadership styles, career development, executive coaching, team building, and change management.

Kristin currently serves as the Director, Global Team Member Services for Whole Foods Market, where she is leading highly effective Talent Management/Acquisition and Team Member Relations teams. Prior to joining Whole Foods Market, Kristin served as a Senior Partner Resources Manager for Starbucks Coffee Company, supporting markets throughout the south and south central regions.

Kristin also serves on the board of directors as President for Texas Women in Business. Kristin is SPHR certified and holds a Master's of Business Administration (MBA) from LeTourneau University.



Scott Francis
BP3, Founder & CTO

Scott brings over 18 years of experience in the Software and Services business to BP3. Since 2007 he's helped grow BP3 over tenfold in revenue and personnel, by building the best team in the business. Scott comes to BP3 from Lombardi - one of the principle software providers in the BPM space and the precursor to IBM BPM - where he was Chief Architect and Director of Technical Services. In that capacity Scott led or oversaw over 100 BPM deployments for Lombardi customers, and can be credited with growing the technical delivery team over tenfold during his tenure. Lombardi was widely seen as the lead innovator in the BPM space, and Scott was the force behind that innovation in the technical delivery arm of professional services.

Prior to Lombardi, Scott was a member of the senior management and technical staff at Trilogy Software, where he led solution engineering, consulting, and product development teams through some of their most challenging projects over 7 years, culminating in major business relationships with Fortune 500 companies.

Scott is an active contributor to the BP3 Blog, and the OMG OCEB BPM Certifications. He was named an IBM Websphere Champion in 2012 and again in 2013. Scott also organized bpmCamp 2010, and has been a speaker at Lombardi Driven and IBM Impact conferences nearly every year. Scott Francis holds a B.S in Computer Science from Stanford University.



Rod Crain
City of Austin, Talent Acquisition Manager

Rod L. Crain is a collaborative Human Resources thought leader skilled in building and maintaining high performance organizations. Successful as a trusted advisor to senior leaders, coach to managers and advocate for employees, Rod has demonstrated skill in all HR functions with specialized knowledge in organization design, talent management, talent acquisition, employee relations and compensation.

Currently, Rod is the Talent Acquisition Manager for the City of Austin and leads the staffing and recruitment function that manages executive recruitment, defines hiring processes, develops recruitment tools/strategies and consults with City officials, executives, department leaders and staff on various talent acquisition issues. In this role, he is also responsible for managing three remote employment sites that provide prospective and current applicants with assistance on submitting applications, resume review, effective interviewing techniques, completing assessments and career advice.

Prior to joining the City of Austin, Rod spent ten years with ManpowerGroup supporting line businesses and corporate functions and concluded his career there as a Director of Human Resources. Rod also spent nineteen years with the Hewlett-Packard Company where he developed and led HR strategies for businesses with \$15B in revenue, over 6300 people and a Human Resources budgets in excess of \$2M.

Rod's avocations include acting and directing. He is co-owner and Director for Interlaced Theatre Group, a start-up theatre company. Rod holds a BSE in Speech and Theatre from the University of Central Missouri and an MBA from Washington University in St. Louis, MO. Rod is also certified as a Senior Human Resource Professional (SPHR) by the HR Certification Institute.

2:50PM – 3:30PM Your Company's Gold Record
What's the Competitive Advantage of Hiring Veterans?

A large talent pool is becoming available as our troops return and enter the civilian sector. A recent survey among Central Texas employers indicated that the main concern hiring veterans was employers' ability to understand how their skills gained during military service transfer to the civilian life. Our military is known for world's best hands-on leadership training programs that develop a pipeline of leaders starting from team leaders all the way to Generals. Our panel of experts will share how the military leadership training and experience prepares this workforce to be successful civilian leaders. You will leave with ideas for your own selection processes and leadership programs.



William (Bill) Wood
SVP and Chief Information Officer of EZCORP, Army veteran

Bill joined EZCORP as CIO in 2014. Bill formerly served as Vice President and Chief Information Officer for Bass Pro Shops. While with Bass Pro Shops, Bill implemented a multi-gate IT Governance Process to optimize alignment of IT projects with key corporate initiatives. Prior to joining Bass Pro Shops, he was the Vice President, CIO, Supply Chain & Customer Care at specialty retailer Brookstone. He was also the Senior Director, IT with Dollar General Corporation, where he led the design and implementation of store-level technology required for perpetual inventory maintenance, and Point-of-Sale systems in 5,300 store locations as part of a migration from legacy systems.

Bill is a US Army veteran and is active in the community. Bill received his BA degree from Kent State University, and his MBA from Vanderbilt University.



Casey Wade
Veterans Resource Coordinator, Texas Workforce Commission

Casey Wade is a Veterans Resource and Referral Specialist with the Texas Workforce Commission's Texas Veterans Leadership Program, which is a resource and referral network connecting returning veterans of Iraq and Afghanistan with the resources and tools they need to lead productive lives and enjoy the full benefits of the society they have willingly served. Mr. Wade seeks out veterans in need of services and serves as a resource and referral agent.

Mr. Wade directs returning veterans to resources tailored to their needs and makes referrals and coordinates with different programs ranging from employment and training to medical care, mental health and counseling, veterans benefits, and other programs to address the varying needs of veterans. In addition, Mr. Wade coordinates a chain of volunteer veterans familiar with the obstacles faced by returning veterans to assist in mentoring and serving returning Iraq/Afghanistan veterans. Mr. Wade is also a Battalion Chief Field Artillery Surveyor with the Texas Army National Guard, and previously served 15 years on Active Duty with the US Army, deploying multiple times in support of Operations Iraqi and Enduring Freedom.



Christina Angeline
Technical Recruiter, Luna Data Solutions

Christina Angeline is former Sergeant of the United States Marines Corps. She served from January 2004 – January 2008. During her time in the military she did one combat tour in Iraq and was part of two international humanitarian missions to include the 2004 Tsunami Disaster in Thailand and the mud slide in the Philippines in 2006. After she finished her enlistment in the military she continued her education at the University of Houston. While she was in school she studied abroad in Southeast Asia where she held an internship at the Equal Employment Opportunity Commission. Christina has earned a Bachelor's degree in Business Administration in Management with a focus in Human Resource and a Minor in Asian Studies. She has continued her career in the HR field, and now works as a Technical Recruiter at Luna Data Solutions.



Michael McGovern
Co-Founder of Austin Beerworks, Army veteran

Michael (Mike) McGovern is Co-Founder of Austin Beerworks, the largest brewery in Austin. Mike graduated from the United States Military Academy at West Point in 1995, and then served in the Army as a Field Artillery officer stationed in Germany. He deployed to Bosnia in 1996 as a Fire Support Officer for a mechanized Infantry Company and again in 1998 working in the Joint Visitors Bureau. He left the Army in 2000 as a Captain.

After his career in the Army, Mike attended the McCombs School of Business at the University of Austin, and received his MBA in Finance. Following graduation he worked for two real estate firms before starting Austin Beerworks.

Mike credits MAJ William F. Hecker III, his Battery Commander, for influencing his leadership style. MAJ Hecker trusted subordinates to make decisions while also holding them accountable (an easy concept to understand, but difficult to fully implement). Mike believes that giving employees ownership of their work allows them to step up and do great things and also take pride in what they do. This philosophy has helped Austin Beerworks grow steadily while still maintaining the quality that has made the brewery successful. Austin Beerworks is now four years old and has 32 employees, some of which are Army, Navy, Air Force, and Marine veterans.

