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Talent Development Consultant

A dynamic motivational speaker, team builder, and pioneer in experiential learning technologies

The founder and CEO of Vision Us, Inc., an acclaimed management development center, and sought after motivational speaker having made over 2,500 public appearances at corporate, state, and national events. Over 30 years of experience in diverse roles ranging from teaching to counseling to development consulting. A recognized leader in organizational development credited with presenting experiential learning technologies to 36 government agencies including the CIA, FBI, Navy, Marines, and United States Postal Service. Author of numerous books and studies celebrating the human spirit, and encouraging personal and professional growth.

Champion for women and families having conducted over 400 Sacred Circle personal empowerment trainings on five of seven continents. Recognized pioneer in diversity management with noted legislative achievements including being one of 11 professionals to write PL-94-142 and it's enabling legislation granting equal education to handicapped persons.

Highlights of Expertise

- Organization & Leadership Development
- Talent Recruitment & Development
- Team Building Initiatives
- Professional Development
- Motivational Speaking
- Program Design & Development
- Diversity Training
- Experiential Technologies
- Executive Team Development
- Crisis and Change Management

Career Experience

The Chickasaw Nation Department of Commerce (CNDC), Ada, Oklahoma

EXECUTIVE AND TEAM CONSULTANT COACH (2008 to Present)

Collaborate directly with the Deputy Secretary of Business Affairs, leadership, and teams across all CNDC departments and businesses wearing numerous hats (motivator, coach, consultant) to assess and develop team & leadership performance.

- ♦ Identify team member and leadership strengths, and coach toward peak performance based on strength assessments to optimize the value each team member brings to the team mission.
- ♦ Recommend optimal combinations of team members to maximize performance.
- ♦ Advise teams and members on the best practices for developing quality relationships to promote excellent communications across all shifts and departments.
- ♦ Conduct keynote motivational presentations for and on behalf of the CNDC teams, Chickasaw Nation businesses, and the Chickasaw Nation.

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- ◆ Design and lead team retreats to reward teams, build stronger relationships, and develop annual goals and objectives.

Vision Us, Inc., Eufaula, Oklahoma

CHIEF EXECUTIVE OFFICER / FOUNDER (1998 to 2019)

Director and leader of services, trainings, presentations, publicity, and more for a highly successful management development center dedicated to identifying, unifying, and growing human excellence.

- ◆ Author of standards, certification, and training materials.
- ◆ Provide cutting-edge and visceral trainings to promote team building and peak performance.
- ◆ Expertly utilize experiential technologies to take trainings to new heights of success.
- ◆ Travel extensively to conduct motivational presentations at conferences, business events and retreats, schools, and more.
- ◆ Master Trainer of the Excellence Principle, a Vision Us, Inc. proprietary methodology.

East Central University, Ada, Oklahoma

ADJUNCT PROFESSOR, BUSINESS ADMINISTRATION (2009 to 2011)

Teach specialized courses in Entrepreneurship and Leading Dynamic Teams.

Cloud Productions, Eufaula, Oklahoma

CREATIVE DIRECTOR (1991 to Present)

Creative Director for entertainment productions including development, final products and publicity.

- ◆ Produce DVD's, videos, music CD's, and oversee product production.

SCOUT'S HONOR, Eufaula Oklahoma

- CEO and Creative Director for Consulting Services.

Mountain Movin' Music Publishing, Eufaula, Oklahoma

DIRECTOR OF MUSIC PUBLISHING, COPYRIGHT, AND REGISTRATIONS (1992 to Present)

Oversee music publishing, trademarking, and brand development.

Magical Child Foundation, Stillwater, Oklahoma

CHAIRPERSON OF THE BOARD OF DIRECTORS (1985 to 2013)

Guided organizational vision, and ensured a unified approach to achieving goals.

- ◆ Sponsored celebrations for peace that brought together families and communities.
- ◆ Organized events and programs to serve youth at risk.

Additional Experience

Consultant (1995 to 1997) ▪ FAA Leadership and Learning Institute, Palm Coast, Florida

Consultant (2002 to 2004) ▪ Institute for Management Studies, San Francisco, California

President/CEO (1981 to 1987) ▪ Excellence Unlimited, Inc., Stillwater, Oklahoma

Associate Professor/Director of Leisure Research Library (1979 to 1982) ▪ Oklahoma State University, Stillwater, Oklahoma

Associate Professor (1972 to 1979) ▪ University of Illinois, Champaign-Urbana, Illinois

Director of Special Therapies (1971 to 1973) ▪ Georgia Mental Health Institute, Athens, Georgia

Director of Recreation Therapy (1970 to 1971) ▪ Athens General Hospital, Athens, Georgia

Program Director (1969 to 1970) ▪ Young Women's Christian Organization, Athens, Georgia

Recreation Center Director (1968 to 1969) ▪ Athens Recreation Department, Athens, Georgia

Teacher (1965 to 1968) ▪ Toccoa Public School District, Toccoa, Georgia

Education & Credentials

Doctorate in Education

University of Georgia, Athens, Georgia

Master of Education

University of Georgia, Athens, Georgia

Bachelor of Science in Theology and Counseling

Toccoa Falls College, Toccoa, Georgia

Signature Skills

- Master Trainer of The Excellence Principle – Vision Us, Inc. Proprietary Methodology
- Advanced Sales and Standards on Rope Course Technology – Project Adventure, Inc.
- Team Developer for Peak Talent Performance

Signature Involvement

- Member of the Wolf Song Peace Elders.
- Final three competitor in the CBS hit show Survivor, Vanuatu edition.

Keynote Address Highlights

- IBM International
- American Association of Retired Persons (AARP)
- American Women in Radio and Television
- American Psychology Association
- The Native American Health Association
- The Center for Disease Control (CDC)
- National Bankers Association in Canada

Publication Highlights (Books)

- The Excellence Principle
- The Challenge of Excellence: Learning the Ropes of Change
- The Circle is Sacred: Stalking the Powered Life

- The Cost of Love: A Compassionate Approach to Customer Service
- Scout's Honor: Stories to Warm the Soul
- Tips and Tails From The Trail: Cowgirls teach about Life
- Integrity at the Top: A Daily Guide for Leadership
- Sworn to Fun: Celebrate Every Little Thing
- Achieving Peak Performance: The Challenge of Excellence
- Shazam! The Formula for Getting What You Really, Really, Really Want

Full list of publications available upon request.

A list of references also available upon request.