



PERSONIFY
LEADERSHIP®



MASTER FACILITATORS

NORTH
AMERICA
TEAM



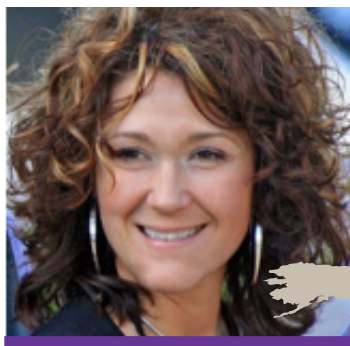
WAYNE DORRIS

Houston, Texas

Education: Wayne earned his doctorate in Organizational Behavior from Brandeis University in Waltham, Massachusetts in 1982.

Experience: As a Senior Consultant with People-People, Wayne is a Master Facilitator for the Leadership Training and Development program "Personify Leadership." He is a facilitator for "All Kids Alliance" and does strategic planning and executive teambuilding for various companies. He has worked with AMEC, Aegis Mortgage, Schlumberger, SCI, the Houston and Harris County 9-1-1 Emergency Networks, Lepow Dental, and BRAVE Architecture. From 1996 - 2000, he was a full-time Organization Development consultant with Shell Services International. Wayne has also managed OD at Pennzoil Quaker State and worked for 3 years with the Covey Leadership Center teaching The 7 Habits of Highly Effective People. During the early part of his career, Wayne served in the USAF as a Mental Health Officer, and developed a training program in Psychosocial Oncology at M.D. Anderson Cancer Center. Wayne has been an active member of the Systems Center Training and Research Institute for the past 9 years.

Strengths: Wayne is frequently described as a perceptive listener, who is able to rapidly identify the primary underlying issues in a situation. He is able to rapidly analyze organizational dilemmas and based on his extensive background, both theoretically and experientially, is able to quickly recommend interventions that make a significant difference in an individual, group, or organization's performance. He is very open, honest and authentic; he tells it like it is, and has no underlying agenda other than to help others be successful. It seems like his only interest in life is to serve others.



TANYA LABUICK

Province of Manitoba, Canada

Education: Tanya has a Bachelor of Arts in Sociology, is a certified Project Management Professional and certified Executive Master Coach.

Experience: Tanya has 20+ years of business experience, her fortier is building strategies for operational development and program implementation. Tanya brings an understanding and expertise of stakeholder requirements, whether it's board members, local government, or Organizing Committees. She is well versed in the acumen of the business industry and has a consistent record of delivering extraordinary results in operational performance and complex business challenges. She is comfortable making high stakes decisions using experience backed judgment. Characterized as solution oriented she consistently delivers mission critical results, she is a determined visionary with skills necessary for high level business building strategies and tactics. Tanya became a certified practitioner of Personify Leadership in the fall of 2013.

Strengths: Tanya is a focused leader who ensures partner and team members honour agreements and commitments, she expects full accountability and coaches high performance multi-functional teams by employing interactive and motivational leadership that spurs people to willingly give 110% effort and loyalty. She has immense respect for human capital and is skilled in leveraging that capital to motivate, mentor and lead talented people.



PAUL MCMURRAY

Baltimore, Maryland

Education: Paul studied and taught economics while in a Ph.D. program at Penn State University. He is an adjunct faculty member at The Chicago School of Professional Psychology where he is working on his Ph.D. in Business Psychology.

He holds two undergraduate degrees in English and Economics and a graduate degree in Economics all from the University of Utah. He is an ACC certified coach from the International Coach Federation.

Experience: For more than 22 years, Paul has helped leaders assess their organizations, develop their strategic plans and implement change initiatives. He has worked with boards of directors and senior leadership teams to create compelling visions and strategic goals. He has worked with mid-level managers to help align their goals and daily tasks with leadership's strategic vision. Part of what makes Paul effective is his ability to create a safe environment for holding difficult conversations. Paul has worked with large and small companies in writing and analyzing employee and customer surveys. His skills as an economist make him adept in creating business plans for new lines of business and he has helped over 50 companies implement these business plans into new profitable lines of business. Clients come from a wide variety of industries including Healthcare, Banking and Finance, Manufacturing, Telecommunications and Government.

Strengths: Paul is a skilled speaker in addressing audiences on the topics of leadership, influence, communications and accountability. Consistently receiving accolades for his personable-style, humor and friendly nature, he creates an atmosphere of safety and openness that makes his speeches meaningful and motivational.



GERRY SINGLETON

Manhattan, Montana

Education: Gerry has a Bachelors in English from Purdue University. Additionally, Gerry is a certified ROI Practitioner from the ROI Institute and is certified in personality assessments including the WorkPlace Big Five™ and the Myers-Briggs Type Indicator™

Experience: Gerry has worked extensively in senior leadership roles leading organizational development, sales, consulting, and system relations functions. He leverages assessment tools, coaching (at executive and frontline levels), facilitation, multi-channel training, strategic planning, et al. With nearly twenty years in the financial services sector, Gerry also has experience in non-profit and hospitality sectors.

Strengths: Gerry is a passionate, enthusiastic facilitator and consultant with a unique ability to read people and situations. A "consultants' consultant," Gerry excels at leading people, teams, and projects. Others call Gerry a true professional, always striving to help leaders be the best they can be. Regarding Gerry's executive coaching and facilitation skills, people have said he knows how to design and execute custom programs flawlessly, and with his ROI experiences, he is able to demonstrate results.



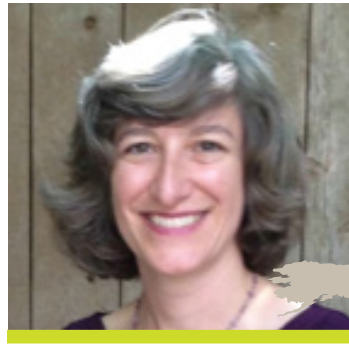
LINDA WILLIAMS

Denver, Colorado

Education: Linda holds a Bachelor's degree in Management from Fairfield University and a Master's degree in Training and Development from Lesley University.

Experience: Linda is a highly skilled instructional designer, as well as a seasoned facilitator of leadership, team, sales and other professional development programs. Combining skills and techniques from traditional learning methods, as well her extensive work as a stage actor, director and improviser, Linda also offers classes and coaching in public speaking, presentation skills, and applied improvisation.

Strengths: Linda is an exceptional instructor and facilitator who designs and delivers highly interactive programs that engage learners through the use of a variety of instructional methods. Clients and colleagues appreciate Linda's passion for creating engaging learning experiences, as well as her positive energy, integrity, attention to detail, and ability to put others at ease.



ALIDA ZWEIDLERMCKAY

Houston, Texas

Education: Alida has a Bachelors degree in Sociology/ Anthropology and a Masters in Business Administration, plus over 10 years of training with the Systems-Centered Training and Research Institute.

Experience: Alida has been a management consultant and coach since 1996, helping leaders and teams improve their performance. She worked for Andersen Consulting, Harvard Business School and the Center for Applied Research before starting her own business in Houston in 2005. She has provided team effectiveness coaching for two different \$20+ billion capital projects in the petrochemical industry, served as a change manager for an enterprise software implementation touching over 2000 staff and provided over 100 hours of one-on-one coaching. Clients have come from the petrochemical, healthcare, consumer products, not-for-profit and academic sectors.

Strengths: Alida works with clients from a systems perspective, looking at clarity of roles, alignment of goals and the flow of information to develop a holistic picture of the current situation. Her strength is seeing the underlying system dynamics at play and by doing so, helping clients find new ways of understanding their current situation, and new possibilities for resolution. Clients appreciate her calm presence and ability to create an effective working climate for resolving differences.