

**Dr. Kevin Nourse** is an executive coach, organization development consultant, and facilitator with nearly 20 years of progressive experience in both for-profit and nonprofit organizations. Prior to launching his practice, Kevin was a management consultant and human resource director with PricewaterhouseCoopers. He is a professional certified coach (PCC) through the International Coach Federation and has extensive experience coaching leaders in the areas of emotional intelligence, career planning and transition, influence, risk-taking, and strategic thinking. As a trainer, Kevin has delivered training for a wide range of audiences on diversity, career management, team dynamics, influence, risk-taking, strategic thinking, negotiation and transformational leadership. Kevin has an MA degree in human resource development and an MA in human and organization systems. He earned his PhD in human and organization development, focusing his research on crisis leadership in New Orleans during Hurricane Katrina. Prior to launching his practice, Kevin worked as an HR director, financial analyst, CPA, instructional designer, training manager, and software developer. His passions include his work as a hospice volunteer, impressionist oil painting, and flying trapeze.

#### ***Disclosures***

- *Financial: Nourse Leadership Strategies, Independent Contractor*
- *Non-Financial: None*

**Alice K. Waagen**, PhD, is a business consultant who teaches management skills to business leaders. Since earning a BS in Art Education from the New York State College at Buffalo, and MS and PhD degrees in Art Education from the Pennsylvania State University, Alice has conducted hundreds of workshops and training classes at many of the country's top Fortune 500 companies, nonprofit organizations, and government agencies in the Washington, DC, area. In just the last five years, more than 132 leaders from 26 regional organizations have graduated from her unique leadership development workshop series. Giving back to the community is also important to Alice. She currently serves on the Board of Directors for Habitat for Humanity, Northern VA, as well as on the Advisory Board for Marymount University Reston Campus Graduate and Adult Education Programs. Alice is an active member of Washington Women Outdoors and the Potomac Appalachian Trail Club.

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- *Nonfinancial: None*

**Dr. Tatia Granger** works at the intersection where her skills and talents merge around coaching others to personal and professional clarity. She brings more than twenty-five years of integrated learning and practice from higher education, non-profit talent development, management consulting and volunteer civic organizations to her role as a leadership coach. Her professional and educational experiences support her belief that preparation through partnership yields success. Dr. Granger teaches organizational behavior at the Raymond A.

Mason School of Business at William & Mary for both undergraduate and MBA students. Prior to joining the faculty, she served as the University Ombuds at William & Mary, where she worked to create a work environment of greater satisfaction through effective conflict management and communication strategies—often leading sessions on the courageous conversations that advance interpersonal and operational success in the workplace. Throughout her career, she has especially enjoyed opportunities to advocate for professional access through collaborative work maximizing the results of diverse teams. Dr. Granger is a graduate of the University of Virginia where she earned a Ph.D. in Higher Education Administration with a focus on OB/Leadership from The Darden Graduate School of Business; a M.Ed. in Social Foundations of Education; and a B.A. in French. She most proudly serves as a member of the University of Virginia Alumni Association Board of Managers. Dr. Granger also completed Georgetown University’s Leadership Coaching Program, where she now serves as adjunct faculty for the program.

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- *Financial: Subcontractor to Nourse Leadership Strategies, Independent Contractor. Receiving compensation from ASHA for conducting this webinar*
- *Non-Financial: None*