

**PASSION:**

*I support individuals and teams in overcoming barriers to performance using unique knowledge, skills, and attitude resulting in freedom from mediocrity and an enhanced capacity for influence. I am a change agent and advocate for people development.*

**EDUCATION:**

YEAR	DEGREE	INSTITUTION
1997	Doctor of Pharmacy	University of Arkansas for the Medical Sciences
1994	Pharmacy Residency	The Pennsylvania State University Medical Center
1993	Bachelor of Pharmacy	Northeast Louisiana University

**KNOWLEDGE:**

TIMELINE	POSITION	INSTITUTION
January 2012 - present	Clinical Oncology Specialist, Commercial Sales Division	AstraZeneca Pharmaceuticals
<p>Manage a large geographic sales territory in Louisiana. Develop relationships with key opinion leaders in the healthcare. Create business plans to accomplish sales goals. Analyze metrics to assess progress to goal. Implement self-development practices in communication and human behavior to enhance sales effectiveness. Execute corporate sales strategy initiatives. Actively participate in regional, national, and global business expansion projects. Serve in a variety of business sector assignments: technology, training, compliance, and team development.</p>		
March 2016 - present	Independent Executive Director	The John Maxwell Team
<p>The John Maxwell Team is a unique group of people who have risen to a calling. We have taken a step to be side-by-side with the top leadership expert in the world, John C. Maxwell - to grow personally and professionally and to receive the knowledge, training, years of experience, the brand name use, and the life-long support, that is needed to become a top leader. We are world-class speakers, trainers, and coaches in personal and team development; and we simply want to make an impact in our work, our communities, and within their own family.</p>		
July 2008 - present	Olympic Sport, Global Doping Control Officer	Clearidium International, UCI, & The US Anti-Doping Agency
<p>Serve the international and United States Olympic, Paralympic, Pan American, and Parapan American sports. These organizations &amp; we, the doping control officers within, are charged with managing the anti-doping program, including in-competition &amp; out-of competition testing, results management processes, drug reference resources, and athlete education for all Olympic-recognized sport national governing bodies, their athletes, and events. Position: Lead Doping Control Officer &amp; US representative to the 2010 Winter Olympic Games in Vancouver, Canada.</p>		
January 2009 - December 2011	Pharmacist Compliance Officer and Medicaid Pharmacy Program Auditor	The Louisiana Board of Pharmacy, Department of Health and Hospitals
<p>Enforced federal and state pharmacy laws &amp; regulations; coordinated inspection and compliance activities with partner agencies; examined and evaluated systems and procedures for drug procurement, storage, handling, record keeping, and dispensing; investigated illegal procurement, use, diversion, or distribution of prescription and controlled substances; conducted fact-finding interviews to collect information and evidence, verify facts, and take statements; testified at hearings &amp; in court proceedings; educated professionals on regulatory requirements.</p>		
August 1995 - December 2009	Associate Professor of Pharmacy Practice and Director of the Office of Student & Professional Affairs	The University of Louisiana at Monroe, College of Pharmacy
<p>Instructed undergraduate and graduate courses; created &amp; managed instructional content and examinations; collaborated with colleagues on teaching and learning best-practices; mentored student learning; served on multiple committees and boards; led a small team focused on: services to students, assessed matriculation, managed curriculum components, oversaw professional school admissions, maintained academic and admissions databases, advised student leadership organizations, managed crises, &amp; provided professional counseling.</p>		

**ATTITUDE:**

**What Motivates Me** *From Culture Works*

I am a:	<b>BUILDER</b> - <b>developing others</b> , friendship, <b>purpose</b> , <b>service</b> , social responsibility, teamwork
	<b>CAREGIVER</b> - <b>empathy</b> , family, fun, <b>impact</b>
	<b>THINKER</b> - autonomy, <b>creativity</b> , excitement, <b>impact</b> , learning, variety

**StrengthFinder 2.0** *By Tom Rath*

**Relator**, **connectedness**, **achiever**, learner, intellection

**16 Personalities** *From NERIS Analytics Limited, 16Personalities.com*

The Advocate (Diplomat)	The <b>INFJ</b> personality type is very <b>rare</b> , making up less than <b>one percent</b> of the population, but they nonetheless leave their mark on the world. Diplomats have an <b>inborn</b> sense of <b>idealism</b> and <b>morality</b> . INFJs are not idle dreamers, but people <b>capable</b> of taking concrete steps to realize their <b>goals</b> and make a lasting positive <b>impact</b> . INFJs find it easy to make <b>connections</b> with others, and have a <b>talent</b> for warm, <b>sensitive</b> language, speaking in <b>human</b> terms, rather than with pure logic and fact. INFJs tend to see <b>helping others</b> as their <b>purpose</b> in life, but while people with this personality type can be found engaging <b>rescue</b> efforts and doing <b>charity</b> work, their real <b>passion</b> is to get to the <b>heart</b> of the issue so that people need not be rescued at all.
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**The Fascination Advantage** *By Sally Hogshead*

The Wise Owl (Mystique + Trust)	<b>Observant</b> , <b>Assured</b> , <b>Unruffled</b> : You carefully <b>analyze</b> situations before making decisions. Even in high-pressure environments, you don't feel overwhelmed; you're able to find the most <b>effective</b> path toward a <b>goal</b> ; employers and friends appreciate your <b>loyalty</b> and <b>commitment</b> ; and others rely on your thoughtful <b>advice</b> . You're <b>dignified</b> , <b>discreet</b> , and <b>well-informed</b> .
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**The Maxwell DISC Method** *From The John Maxwell Team*

Advocate SCI	<b>Steady</b> ; <b>reliable</b> ; <b>loyal</b> ; <b>relational</b> (team and family oriented), does things <b>right</b> the first time; <b>enthusiastic</b> ; optimistic; practical; Motivated by: sincere appreciation and acceptance, a <b>friendly</b> environment, ability to have a balance between work and play, clear definition of role and expectations; Ideal Environment: knowing what is expected, clearly defined <b>goals</b> and parameters, ability to work in <b>teams</b> and groups, a forum to express <b>ideas</b> .
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**SKILLS:**

- Coaching & Executive Leadership Development
- Empowerment Mentorship
- Team Development & Strategic Planning
- Sales, Leadership and Communication Impact Assessment
- Systems and Workflow Management
- Failure Analysis and Risk Mitigation
- Publishing and Creative Writing
- Clinical/Technical Group Presentations and Keynote Addresses
- DISC-Based Behavior Assessment