

**FEDERAL MANAGERS ASSOCIATION
86TH NATIONAL CONVENTION & MANAGEMENT TRAINING SEMINAR**



**MANAGEMENT TRAINING
SEMINAR INFORMATION**

**HILTON ALEXANDRIA OLD TOWN
ALEXANDRIA, VA
MARCH 26, 2024**

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Tuesday, March 26, 2024
Hilton Alexandria Old Town
Alexandria, Virginia

- 7:00 AM Breakfast
- 8:00 AM Welcome and Announcements
- 8:05 AM **Generation Why**
Adam Henckler Chapter 6, Portsmouth Naval Shipyard
- 9:00 AM BREAK
- 9:10 AM **Walking the Walk on Merit System Principles**
Conor Dirks, Partner, Shaw, Bransford & Roth
- 10:00 AM BREAK
- 10:10 AM **Decisions. The Big Ones and Not So Much.**
Zina Sutch, Assistant Administrator, Small Business Administration
Patrick Malone, Director, Key Executive Leadership Programs, American University
- 11:10 AM BREAK
- 11:20 AM **The Adjacent Possible**
Vincent Stamper, Transformation Program Manager, Trident Refit Facility Bangor,
FMA Region 4 Director, Chapter 14 Treasurer, Puget Sound Naval Shipyard
- 12:15 PM CLOSING REMARKS
- 12:20 PM **FMA Awards Luncheon**
- 1:30 PM **Depart for Tour of National Archives**
Transportation on Your Own
- 2:15 PM **Self-Guided Tour – National Archives**

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ADAM HENCKLER, P.E.

Superintendent of Production Engineering & Facilities (Code 980)
Portsmouth Naval Shipyard

Adam Henckler is the Superintendent of Production Engineering and Facilities (Code 980) Portsmouth Naval Shipyard in Kittery, Maine.

Originally from Bangor, Maine, Adam received his Bachelor of Science degree in Civil Engineering from the University of Maine in 2001, specializing in structural engineering. That same year, he began his professional career at Portsmouth Naval Shipyard in the Structural Engineering Division (Code 250) working on primary structures and hull repair calculations.

After being stuck in Orlando, Florida, for three days following his honeymoon in 2005, Adam and his wife Laura made the decision to take a chance at new careers. They ended up moving to the Orlando area in late 2005 where Adam began as an engineering intern for Bentley Architects and Engineers. He received his professional engineering license a short time later and was quickly promoted through the company up to Vice President of the Structural Engineering Department and partner.

After starting a family, Adam was looking for an opportunity to reduce his work hours, so he returned to federal service in 2009, becoming the Senior Facilities Manager for the F-18 and F-35 flight simulator programs at the Naval Air Warfare Center Training Systems Division in Orlando.

After the birth of their second child, the family decided to return to Maine to be closer to family, and Adam returned to Portsmouth Naval Shipyard working in Code 250 for a short time. He then began a transition into training and development, moving on to stand up the training branch for the Engineering and Training Department (Code 200). During this time, he developed the Peers, Advisors, and Leaders (PAL) mentoring program with a robust series of more than 80 individual development plans to support the growing department. In 2016, he was selected to be the Administrative Division Head for Code 200 where we oversaw training, quality, resources, recruiting, and integrated logistics for the department.

Following his graduation from NAVSEA's Executive Development Program in late 2022, Adam took on his current role as the Code 980 Superintendent.

He currently lives in Cape Neddick, Maine, with his wife and two children, Alyssa and Cameron. Adam is a massive soccer supporter, recently spending time in England seeing his beloved Manchester City club. He is frequently working in his "Hip Hop Wood Shop" working on various furniture projects while listening to hip hop music from the 1990s.

Adam continues to dedicate his personal and professional time to working on people to find the best in everyone. You can follow his coaching journey at AdamHenckler.com.

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CONOR D. DIRKS
Partner, Shaw, Bransford & Roth, P.C.

Conor D. Dirks is a Partner at the law firm Shaw Bransford & Roth, where he has practiced law since 2013. Mr. Dirks litigates cases in federal district and appellate courts, and administrative forums such as the U.S. Merit Systems Protection Board, Foreign Service Grievance Board, and U.S. Equal Employment Opportunity Commission.

Mr. Dirks represents federal employees of all grade levels confronted with proposed disciplinary action, and also advises employees subject to federal investigations, including investigations conducted by Inspectors General, Congress, the Office of Special Counsel, or administrative investigations by the employee's own agency.

In addition to his work on behalf of government employees, Mr. Dirks has successfully defended government agencies against EEO complaints, MSPB appeals of agency disciplinary actions, and Individual Right of Action (IRA) appeals.

Mr. Dirks represents and defends attorneys subjected to investigation of allegations of misconduct and disciplinary proceedings, including Department of Justice attorneys subjected to Office of Professional Responsibility (OPR) proceedings. He also represents individuals throughout the security clearance application and investigation process. In doing so, he helps individuals respond to and contest decisions to suspend or revoke their security clearance.

Mr. Dirks has briefed questions of statutory interpretation and due process at the U.S. Court of Appeals for the Federal Circuit, and has years of experience contesting federal government actions in U.S. District Court and federal administrative forums.

Mr. Dirks also represents federal whistleblowers and has assisted employees in successfully disclosing wrongdoing at their agency to the Office of Special Counsel or to an Inspector General. He has also sought and received corrective action for employees subjected to whistleblower retaliation.

Mr. Dirks has advocated for clients in mediation, and is also a trained mediator and graduate of the mediation skills training at the U.S. Federal Mediation and Conciliation Service. Mr. Dirks currently serves as a mediator in D.C. Superior Court Multi-Door Dispute Resolution mediation program.

Mr. Dirks also authors a weekly column for FEDmanager summarizing recent federal court opinions affecting the federal workforce. His column explains for non-attorneys recent legal developments that will impact disciplinary processes, performance evaluations, due process rights, and other issues relevant to public employment. In addition to his weekly FEDmanager column, Mr. Dirks also writes the Legal Brief, a comprehensive explanation of the biggest cases impacting federal workers, on a quarterly basis in *The Federal Manager Magazine*.

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ZINA B. SUTCH, PH.D.
Assistant Administrator
Small Business Administration

Zina serves as the Assistant Administrator at the Small Business Administration, leading Diversity, Inclusion and Civil Rights efforts for SBA employees and Small Business Owners across the country. She previously led the efforts of developing government-wide policies and guidance to assist federal agencies in building diverse workforces and inclusive and engaged organizational cultures that leverage diversity, and provided expert advisory services to federal agencies undergoing cultural transformation in her role as Director of Diversity and Inclusion and then Deputy Associate Director of Outreach, Diversity Inclusion at the Office of Personnel Management. Prior to serving in this capacity, Dr. Sutch held the position of Director of the U.S. Department of Agriculture's (USDA) Office of the Executive Secretariat leading the Office in the oversight of all correspondence for USDA's Secretary Vilsack. Prior to holding this position, Dr. Sutch served as USDA's Director of Diversity, Recruitment and Work/Life, in the Office of the Assistant Secretary for Administration. In this role, she led the Department in the development and implementation of programs and policies that help ensure a modern, diverse, and inclusive workforce. She also oversaw accountability efforts for the Secretary's Cultural Transformation initiative, analyzing data across categories that include diversity, hiring reform, training, and leadership, while focusing on employee engagement.

Prior to leading this Division, Dr. Sutch served as the Deputy Provost of USDA's Virtual University and USDA's Chief Training Officer. Her career at USDA began when she joined the federal government as the Leadership Development Program Manager at USDA's Agricultural Marketing Service in 2006 and progressed to the Department level when she served as a Training Officer for the International Technology Services in the Office of the Chief Information Officer. She has been with the federal government for over 10 years and has over 20 years of experience in the field of education and training in both the public and private sectors.

Prior to joining federal government service, Dr. Sutch worked with the Commonwealth of Virginia's Public School System and was a faculty member and taught graduate and undergraduate courses at George Mason University, Bowie State University, and currently teaches for American University's Key Executive Leadership Programs. Dr. Sutch started her education career as a classroom teacher and moved into leadership positions serving as Education Director then School Principal and Director in the private and public school sectors.

Dr. Sutch possesses a Ph.D. from the College of Education at the University of Maryland, College Park, and a master's degree from the Graduate School of Education and Human Development at the George Washington University.

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Her recent publications include co-authoring the acclaimed *Leading with Love and Laughter – A Practical Guide to Letting Go and Getting Real*, Berrett-Koehler Publishing. May 2021; “Creating a New Normal? Try a Human Approach.” thoughtLEADERS. October 18, 2021, “Want to Develop Your Leaders? Change the End Goal” Business Strategy, September 7, 2021; “Overriding our Instincts to Become Caring Leaders.” Leadership Now. August 3, 2021; “How to Lead a Loving Organization.” CEO World, July 10, 2021, Association for Talent Development (ATD), February 2019, “The Fear of Feedback.” Her new co-authored book *Small Moments of Leadership* is currently underway with a target release in Spring 2025. She and her First Mate live on a sailboat on the Chesapeake Bay, somewhere, depending on the wind.

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PATRICK S. MALONE, PH.D.
Director, Key Executive Leadership Programs
American University

Patrick is the Director, Key Executive Leadership Programs at American University. He is a frequent guest lecturer on kindness, gratitude, emotional intelligence, compassion, ethics, mindfulness, and leadership at various organizations, professional associations, and universities including the Fulbright Scholars Program and the Work-human Conference. His research and teaching interests include human motivation, kindness, leadership, ethics, and organizational behavior. He is one of the few researchers in the country certified in the Harvard mind assessment tool - Subject/Object Methodology.

Dr Malone is a retired Navy Captain. While in the Navy, Patrick served in a number of leadership and policy roles including as a professor of biometrics and preventive medicine at the Uniformed Services University of the Health Sciences; Academic Director; and Dean of Academics for Navy Medicine.

He possesses a Ph.D. in Public Administration and Policy and American Government from the School of Public Affairs at American University, and a master's degree from Trinity University, and a bachelor's degree from Texas State University.

His most recent publications include: "Critical Conversations and the Art of the Undiscussable," "For the Love of Brain – Our Best Friend in Talent Development," "Selfies in the Workplace," "Kindness and Survival of the Fittest," "Go Ahead, Laugh – Why Humor Makes for a Better Workplace," and "VulnerABILITY - Can Managers Benefit from Extreme Exposure?" His TED Talk, "Thinking about Time," is available at <http://tedxtalks.ted.com> and his co-edited book, The Handbook of Federal Leadership and Administration was published in November 2016. His critically-acclaimed coauthored book Leading with Love and Laughter – Letting Go and Getting Real at Work was released in Spring 2021. His book Emotional Intelligence in Talent Development came out in October 2021. His new co-authored book Small Moments of Leadership is currently underway with a target release in Spring 2025. He and the Captain live on a sailboat on the Chesapeake Bay, somewhere, depending on the wind.

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VINCENT STAMPER
Transformation Program Manager (TRFB)
Trident Refit Facility Bangor

Vincent Stamper is the Trident Refit Facility Bangor (TRFB) Transformation Program Manager. He leads Lean Process Improvement, Moonshine rapid prototyping, and New Technology deployment. With a team of three assigned and eight imbedded Black Belts (BB's), twenty-eight imbedded (GB's), they transformation for the Pacific Strategic Deterrence Mission.

The son of two teachers, growing up in Seaside Oregon, he developed a deep love and respect for public service and the sea.

He serves as the Federal Managers Association Region Four Director on the National Executive Board.

Vince enlisted as a Nuclear Machinist Mate in 1987, submarines, serving on the USS Louisville, Gurnard, Whale, and Finback. He qualified through Engineering Watch Supervisor, and Diving Officer, as well as Nuclear Repair Welder and Scuba Diver.

He began civil service in 2001. In 2004 he was certified as a NAVSEA Lean Six Sigma BB and founded the TRFB Lean Office. In 2010 he stood up the Command Moonshine Lab then Inside Shop Product Line at PSNS, returning to TRFB in 2015.

Vince and his wife Carrie are restoring two classic motor yachts; 1927 Willobee G. and 1928 Fifer, to spend their retirement years cruising, and promoting preservation and sustainability. Follow their journey at www.yachtfifer1928.com. They have three children who share their passion for innovation.

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