

**Federal Managers Association
88th National Convention & Management Training Seminar**



PROGRAM

*Managing Through
Difficult Times*

**Hilton Alexandria Old Town
Alexandria, Virginia
March 23 – 25, 2026**

CONTENTS

Program Agenda

Opening Reception

Monday Luncheon

Sponsored by the FMA Naval Shipyard Conference

Tuesday Awards Luncheon

Sponsored by: NARFE & WAEPA

Tour: Bureau of Engraving & Printing

FMA-PAC Closing Reception

Presenter/Trainer Biographies

OPM Director Scott Kupor

Virginia “Ginny” Hill

Zina B. Sutch, PhD & Patrick S. Malone, PhD

Scott Curtis & Steve Medland

Mika Cross

Visit www.FEEA.org



FEEA

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND

OFFICIAL CHARITY OF FMA

**Federal Managers Association
88th National Convention & Management Training Seminar**

SUNDAY, MARCH 22, 2026		
TIME	EVENT	LOCATION
9:00 AM - 5:00 PM	Executive Board Meeting <i>(Chapter Presidents requested to join at 3:30 PM)</i>	<i>Madison Ballroom</i>
12:00 PM - 5:00 PM	Delegate Registration	<i>Grand Ballroom Foyer</i>
12:00 PM - 5:00 PM	Exhibitor Set-Up	<i>Grand Ballroom Foyer</i>
6:00 PM - 8:00 PM	Informal Meet & Greet – <i>All Invited</i>	<i>FMA National Office 1641 Prince Street Alexandria, VA</i>
MONDAY, MARCH 23, 2026		
7:00 AM - 8:00 AM	Breakfast	<i>Salon A</i>
7:00 AM - 5:00 PM	Delegate Registration	<i>Grand Ballroom Foyer</i>
7:00 AM - 5:00 PM	Exhibit Hall Hours	<i>Grand Ballroom Foyer</i>
8:00 AM	Opening Ceremonies	<i>Salon BC</i>
	▪ Welcome by National President Carter	
	▪ Opening Invocation	
	▪ Presentation of Colors	
	▪ National Anthem	
	▪ Pledge of Allegiance	
	▪ Recognition of Officers	
8:05 AM	Keynote Address: Scott Kupor, Director, Office of Personnel Management	<i>Salon BC</i>
9:00 AM	Recognition of Corporate Partners, Sponsors, and Exhibitors	<i>Salon BC</i>
9:20 AM	Federal Employee Education & Assistance Fund (FEEA) <i>Official Charity of FMA</i> Robyn Kehoe, Executive Director	<i>Salon BC</i>
9:30 AM - 10:00 AM	Networking Break in Exhibit Hall	<i>Grand Ballroom Foyer</i>
9:30 AM - 10:00 AM	New Delegate Orientation – new delegates, please attend	<i>Madison Room</i>
10:00 AM	National Officers' Reports:	<i>Salon BC</i>
	▪ Vice President's Announcements	
	▪ Secretary's Report	
	- Introduction of Candidates	
	- Introduction of Resolutions	
	▪ Treasurer's Report	
	▪ President's Report	
10:30 AM	Region Director Announcements	<i>Salon BC</i>
10:45 AM	Statements by National Officer Nominees	<i>Salon BC</i>
11:05 AM	FEDS Protection – FMA Partner	<i>Salon BC</i>
11:15 AM	Consideration of Resolutions	<i>Salon BC</i>
11:45 AM	FMA-PAC Discussion	<i>Salon BC</i>

Hilton Alexandria Old Town
Alexandria, Virginia
March 22 – March 25, 2026

**Federal Managers Association
88th National Convention & Management Training Seminar**

TIME	EVENT	LOCATION
12:00 PM	Luncheon – All Attendees Welcome The Truth about Leading in Uncertainty Training Speaker: Virginia Hill, Partnership for Public Service <i>(Sponsored by FMA's Naval Shipyard Conference)</i>	<i>Salon A</i>
1:15 PM	Legislative Update, Issue Briefs Review, Day on the Hill Training	<i>Salon BC</i>
2:15 PM	Networking Break in Exhibit Hall	<i>Grand Ballroom Foyer</i>
2:25 PM	Region Breakouts	
	▪ Region 1	<i>Salon BC</i>
	▪ Region 2	<i>Salon A</i>
	▪ Region 3	<i>Salon BC</i>
	▪ Region 4	<i>Madison Room</i>
3:25 PM	Reports from Regions & Open Discussion	<i>Salon BC</i>
3:50 PM	Networking Break in Exhibit Hall	<i>Grand Ballroom Foyer</i>
4:00 PM - 5:30 PM	National Officer Nominees Q&A / Elections	<i>Salon BC</i>
	Dinner on your own	

TUESDAY, MARCH 24, 2026

TIME	EVENT	LOCATION
7:00 AM - 8:00 AM	Breakfast	<i>Salon A</i>
7:00 AM – 11:30 AM	Exhibit Hall Hours	<i>Grand Ballroom Foyer</i>
	Management Training Seminar	
8:00 AM	Welcome and Announcements	<i>Salon BC</i>
8:05 AM	Little Big Decisions Patrick Malone, Chesapeake Bay Workplace Solutions Zina Sutch, Chesapeake Bay Workplace Solutions	<i>Salon BC</i>
8:50 AM	Networking Break in Exhibit Hall	<i>Grand Ballroom Foyer</i>
9:05 AM	How the Training Within Industry (TWI) Training Method Engages People in Their Work and Ultimately Becomes a Competitive Advantage Scott M. Curtis, President/CEO, TWI Institute Steve Medland, Master Trainer, TWI Institute	<i>Salon BC</i>
10:20 AM	Networking Break in Exhibit Hall	<i>Grand Ballroom Foyer</i>
10:30 AM	Built to Last: Reigniting the Core of Purpose, Passion, and Performance in Government Workplaces Mika Cross, Government Workplace Expert, CEO/Founder of Strategy@Work	<i>Salon BC</i>
11:20 AM	Training Closing Remarks	<i>Salon BC</i>

Hilton Alexandria Old Town
Alexandria, Virginia
March 22 – March 25, 2026

**Federal Managers Association
88th National Convention & Management Training Seminar**

11:25 AM	FMA Awards Luncheon <ul style="list-style-type: none"> ▪ Exhibitor Hunt Raffle ▪ Membership Recruitment Awards & Raffle ▪ President's Award ▪ Odell Green Award ▪ Gil Guidry Award ▪ Manager of the Year Award 	<i>Salon A</i>
12:40 PM	Depart for Tour of the Bureau of Engraving & Printing Metro Blue or Yellow Lines – Blue Line is direct – 6 stops to the Pentagon from King Street Station	Meet in hotel lobby immediately after lunch
1:30 PM & 2:00 PM	Bureau of Engraving & Printing Guided Tour The Tour and Visitor Center is a 0.3 mile walk from the Smithsonian Metro Station on the Blue Line.	<i>BEP Tour and Visitor Center, 14th and C Streets, SW, Washington, DC</i>
	Dinner on your own	
WEDNESDAY, MARCH 25, 2026		
TIME	EVENT	LOCATION
7:00 AM - 9:00 AM	Issue Briefs Q & A	<i>Salon A</i>
Based on Appointments	<i>Day on the Hill</i> (All Delegates)	<i>Capitol Hill</i>
6:00 PM - 8:00 PM	FMA-PAC Evening Reception Good & Welfare/PAC Raffle	<i>Potomac Ballroom</i>

Hilton Alexandria Old Town
Alexandria, Virginia
March 22 – March 25, 2026

FEDERAL MANAGERS ASSOCIATION



88TH NATIONAL CONVENTION &
MANAGEMENT TRAINING SEMINAR

Meet, Greet & Eat

at

FMA's National Office

1641 Prince Street

(a few short blocks from the Hilton Alexandria Old Town)

Sunday, March 22

6:00 pm – 8:00 pm

Join your fellow delegates for Appetizers, Drinks,
and Dessert to kick off the Convention!

FEDERAL MANAGERS ASSOCIATION



88TH NATIONAL CONVENTION &
MANAGEMENT TRAINING SEMINAR

Luncheon

- ◆ Monday, March 23
- ◆ 12:00 pm – 1:15 pm
- ◆ Salon A

***Thank You to the FMA
Shipyard Conference for
its sponsorship of the
Monday luncheon!***

Bringing a guest?
Please stop at the FMA Registration Desk to R.S.V.P.
\$40 per guest

FEDERAL MANAGERS ASSOCIATION



88TH NATIONAL CONVENTION &
MANAGEMENT TRAINING SEMINAR

FMA Awards Luncheon

- ◆ Tuesday, March 24
- ◆ 11:25 am – 12:40 pm
- ◆ Salon A

*Thank You
to Our Luncheon Sponsor!*



Bringing a guest?
Please stop at the FMA Registration Desk to R.S.V.P.
Cost is \$40 per guest



The Bureau of Engraving and Printing

One-Hour Guided Tour

Tuesday, March 24

Our reserved start times are 1:30 pm & 2:00 pm

Meet in the Hotel Lobby at 12:40 pm to take the Metro Blue Line as a group to the Smithsonian stop. Take the 12th St SW & Independence Ave SW Exit. Walk 0.3 miles to the Bureau of Engraving and Printing.

The Bureau of Engraving and Printing's **mission** is to develop and produce United States currency notes, trusted worldwide. BEP's **vision** is to set the world standard for banknotes and document security through excellence in manufacturing and innovation.

The BEP prints billions of dollars – referred to as Federal Reserve notes – each year for delivery to the [Federal Reserve System](#). The Federal Reserve operates as the nation's central bank and serves to ensure that adequate amounts of currency and coin are in circulation. The BEP does not produce coins – all U.S. coinage is minted by the [United States Mint](#). The BEP also advises other federal agencies on document security matters. The BEP's robust research and development efforts focus on counterfeit deterrent technologies and production process efficiencies. The BEP develops overt and covert security features for U.S. currency that keep the number of counterfeits in circulation low.

Be sure to check out the BEP gift shop for unique and fun souvenirs!

Federal Managers Association

88th National Convention &
Management Training Seminar

FMA-PAC

Cocktail Reception

Light Hors D'oeuvres & Open Bar

- ◆ Swearing In of National Officers
- ◆ FMA-PAC Raffle
- ◆ Good and Welfare

Wednesday, March 25

6:00 PM – 8:00 PM

Potomac Ballroom

Bringing a guest?

Please stop at the FMA Registration to R.S.V.P.

Cost is \$50 per guest.

SCOTT KUPOR
Director
Office of Personnel Management



Scott Kupor was sworn in as Director of the U.S. Office of Personnel Management (OPM) on July 14, 2025. In this role, Kupor leads the Trump Administration’s efforts to build a high-performing, accountable, and mission-driven workforce that upholds the trust of every American taxpayer. He brings nearly three decades of executive leadership and investment experience in the technology industry to the federal workforce.

Before joining OPM, Kupor served as a managing partner at Andreessen Horowitz, a venture capital firm he helped build from its inception in 2009 into one of the largest in the United States, managing more than \$45 billion in assets. He previously held senior leadership roles at a pioneering web hosting company acquired by Hewlett Packard (HP), where he led the company’s global support organization, a one-billion-dollar business within HP’s software division.

An advocate for efficient and transparent capital markets, Kupor is a former Chairman of the National Venture Capital Association and has testified before Congress and federal regulatory bodies on issues related to economic growth and innovation. He has also served on several nonprofit boards, including St. Jude Children’s Research Hospital, and has taught entrepreneurship at the Stanford Graduate School of Business.

Kupor earned his B.A. and J.D. from Stanford University. He is originally from Houston, Texas, and is happily married to his wife, Laura with whom he has three daughters.

VIRGINIA “GINNY” HILL
Senior Executive Coach & Facilitator
The Partnership for Public Service

Virginia (Ginny) Hill serves as a Senior Executive Coach & Facilitator at the Partnership for Public Service, a nonpartisan non-profit organization in Washington, DC. She is a Professional Certified Coach (PCC) by the International Coaching Federation (ICF) with over 750 hours of paid coaching. Ginny’s passion is working with leaders to reach their full potential through developing self-command, growth mindset, and an enhanced ability to work with others. For the past 11 years, she has partnered with federal and state government clients to design, deliver, and evaluate training and coaching to seek transformation for public service leaders.

Ginny’s career began in the federal government as a Presidential Management Fellow (PMF) at the National Institutes of Health (NIH) in 2007. As a PMF, she experienced a federal leadership program, and she later went on to manage leadership programs and trainings for the NIH Office of Human Resources.

Outside of work, Ginny sings in multiple bands, enjoys traveling, and tries to keep up with her one-year-old daughter!

Zina B. Sutch, PhD
American University
Washington, DC

Patrick S. Malone, PhD
American University
Washington, DC



Zina hails from New England where she earned her bachelor's degree from Clark University, in Massachusetts. She enjoyed spending her free time in Boston and NYC until she moved to Washington, DC to pursue her master's degree in Special Education from The George Washington University. While working in the field of education she earned her Ph.D. from the University of Maryland studying behavioral disorders. She taught in public and private schools and served as the Director of a private school for students with emotional and behavioral disorders before joining the Federal Government and ultimately being promoted to the Senior Executive Service. She serves as faculty in the Key Executive Leadership Program in the School of Public Affairs at American University teaching courses on leadership, team-building, and succession planning.

Patrick was born and raised in Texas, growing up in Austin while receiving his bachelor's degree at Texas State University studying Health Care Administration. After graduating and working as a surgical technician, he moved to San Antonio to complete his master's degree at Trinity University. He worked in the health care industry in the private sector before he joined the Navy and served for 23 years in the Medical Service Corps. He earned his Ph.D. in Public Administration and American Government from the School of Public Affairs at American University and is currently the Director of the Key Executive Leadership Program. He teaches courses on emotional intelligence, adult development, and leadership.

Zina and Patrick have multiple publications including: *Selfies in the Workplace*; *Kindness and Survival of the Fittest*; *Go Ahead, Laugh – Why Humor Makes for a Better Workplace*; *10 Common Leadership Myths and How to Overcome Them*; *Creating a New Normal? Try a Human Approach*; and *All You Need is Love: How to Nurture Compassionate Love in the Workplace*. Patrick's 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. Their critically-acclaimed coauthored book *Leading with Love and Laughter – Letting Go and Getting Real at Work* was released in Spring 2021. Patrick's book *Emotional Intelligence in Talent Development* came out in October 2021. And, wait for it! Their much-anticipated new book *Little BIG Decisions* came out in Fall 2025.

Zina and Patrick live on the beautiful Chesapeake Bay, Maryland, on a 40' Bavaria Vision sailboat. Never having sailed, they accepted an invitation to sail with friends and found themselves captivated by life on the Bay, learning something new about sailing, themselves, and each other almost every day. Without knowing how to sail, or what anything on the sailboat was called (you can't believe the funny names that make up a sailboat: keel, luff, boom), they made the leap, purchased the boat and christened it *Madness*.

You can learn more about the authors and follow their random thoughts and blogs at sutchmalone.com

SCOTT M. CURTIS
President/CEO, TWI Institute

As the CEO of the TWI Institute, Scott brings 37 years of manufacturing experience and leadership and a deep working knowledge of TWI programs. As Plant Manager of Albany International in Homer, New York, for seven years Scott was not only able to keep the business viable, but thrive in the face of rapidly escalating raw material costs and stiff competition from overseas markets. Much of the improvements achieved, such as an operating income increase of 375% over 4 years, were the result of a successful Lean implementation and the development of a world class TWI program. The achievements from the TWI implementation were featured as a case study in Bob Wrona and Patrick Graupp's book *Implementing TWI: Creating and Managing a Skills Based Culture*, published by Productivity Press in November 2010.

Scott began his career with Mobil Chemical as a project engineer responsible for large capital project installations. He also held positions as a Process Engineer, Maintenance Manager, Plant Superintendent and Plant Manager in his 13-year career with Mobil/Pactiv. Scott moved on to Huhtamaki Consumer Packaging in Fulton, New York, and spent 5 years as Operations Manager. During his time there the business experienced significant expansion, successful negotiation of a four-year union contract, and the beginning implementation of their Lean systems.

STEVE MEDLAND
Master Trainer, TWI Institute

Steve Medland has spent a career leading, advising, teaching, and learning operations, lean, and supply chain related practices. As a professional, Steve was a director, manager, and analyst of production, warehouse and distribution, and inventory management in industries including grocery retail, metal fabrication and machining, and office supplies and furniture.

As a business coach, Steve has worked with organizations in aerospace, automotive, banking services, distribution, energy, healthcare and hospital, medical devices, pharmaceutical, and software. Steve has also taught public and private seminars globally on lean systems, inventory management, and Toyota leadership practices. A common theme in Steve's consulting work has been lean culture and learning, from the shop floor to the executive level.

In addition to his work in manufacturing, Steve enjoys applying lean principles and other best practices to non-manufacturing processes in the supply chain such as the customer interface, supply management, inventory management and optimization, and distribution. In addition to his industry and management experience, Steve spent ten years teaching Operations and Supply Chain courses to graduates, undergraduates, and executives in business and engineering colleges at the University of Oregon, the University of Colorado-Boulder, Colorado State University, and the Bainbridge Graduate Institute. Steve received an MBA in Supply Chain and Operations Management from the University of Wisconsin-Madison.



Mika J. Cross (pronounced Mee-Kah)

Mika J. Cross is a nationally and internationally recognized expert in human capital strategy, workplace transformation, and organizational health and performance. As an award-winning leader in workforce innovation, she has shaped precedent-setting policies and programs that enhance resilience, wellbeing, and performance for government employees, military personnel, contractors, and private-sector teams alike.

With over two decades of distinguished federal and military service, Mika has led enterprise-wide transformation efforts across the U.S. Intelligence Community and the U.S. Federal Government, serving in agencies like the Department of Agriculture, Department of Labor, and the U.S. Office of Personnel Management, among others—impacting globally distributed workforces of 100,000+. Her leadership has been instrumental in advancing holistic workplace solutions during post-9/11 reforms and beyond.

Mika's expertise is trusted at the highest levels of government, with multiple Congressional Oversight testimonies shaping the future of federal work. Her insights have influenced national policy on organizational health, resilience, performance, engagement, and workforce wellbeing.

A proud U.S. Army veteran who served as both a commissioned officer and enlisted soldier, Mika brings firsthand knowledge of military culture to her transformative approach. She has advised private-sector organizations on talent strategies, recruitment, and workplace agility across industries and international markets.

Driven to elevate the human experience at work, Mika is an internationally recognized speaker, leadership strategist, and workforce transformation expert. She delivers custom training, executive development, and advisory solutions that ignite performance and build resilient, future-ready teams – across sectors, industries, time zones, or occupations.



To learn more about Mika's work, visit www.mikacross.com or www.strategyatwork.us