

## Partners

Donna L. Ginn Organization Consultant, Coach and Educator Ms. Ginn provides consulting and education services in organization and leadership development to corporate, government, and non-profit organizations in the US and internationally. She has expertise in the following areas to build leaders and organizations.

- Leadership and team development
- Executive Coaching
- Organization Culture Change
- Strategic planning
- Business process redesign
- M&A organization assessment and integration

**Diversity** Prior to establishing Crossroad Consulting Group in partnership with Dianne Hankerson, she led an international consulting practice and the organization development and human resource departments of Procter & Gamble's Latin American Division, and the R&D, Information Systems, and Product Development functions. Her clients included the CEO, President, executive leaders, and others in the organization. Additionally, she served as an executive on loan to the Cincinnati Public School System to lead their organization development department. Currently Ms. Ginn is an instructor at the Academy for Strategic Management through the Florida Institute of Government. She received her Masters in Organization Development at American University and completed her undergraduate studies in zoology and psychology at Miami University. She is certified as an OD specialist and practitioner of the Tavistock Group Development methodology. She is also certified to administer the Myers Briggs Type Inventory and other C level assessment instruments. Ms. Ginn serves her community through membership on boards of directors of the Girl Scouts of Tropical Florida and The League of Women Voters. She is a trustee board member of the United Way of Greater Miami and she is a member of the Links, Inc. and the Continental Societies. She has served as Board President of the Urban League of Greater Miami and the YWCA of Greater Cincinnati. Speaking Engagements and Papers Presented have included:

- Leadership in the 21st Century &ndash; The Batten Fellows Program
- The Pinball Model of Organization Change &ndash; Organization Development Network
- The History of Diversity in Corporate America &ndash; Florida International University

**Black Women In Corporate America &ndash; Alpha Kappa Alpha Midwest Regional Meeting** P. Dianne Hankerson Organization Development Consultant and Executive Coach Ms. Hankerson has a long history in the automotive, health care and heavy duty trucking industries. She has worked in the manufacturing and service sectors; she has been successful in process improvement and revenue generation in both the for profit and the not for profit arenas. Dianne provides expertise in many areas critical to building and growing a successful organization:

- Executive coaching
- Succession planning
- Process improvement
- Developing the high potential leader
- Family governance in family owned businesses

**As an executive, consultant, manager and facilitator Dianne** has led or facilitated processes supporting effective business performance and competitive differentiation. Her experiences, successes and insights led her to launch her consultancy where she focuses her attention on cultural alignment, strategic clarity, ethical leadership and functioning excellence: the work required to successfully transition businesses standing at the crossroad. Prior to establishing Crossroad Consulting Group in partnership with Donna Ginn, Dianne was with Cummins Engine Company, Blue Cross and Blue Shield of Florida and JM Family Enterprises in Deerfield Beach. While in her last corporate role she was successful in implementing critical talent management systems and programs and served as a senior advisor to the now retired Chairman of the Board. She has an undergraduate degree in History from Lake Forest College, a Masters in Organization Development and Human Resource Development from American University and National Training Laboratories and is certified to administer the Myers-Briggs Type Inventory. In the consultancy Dianne focuses on:

- Leadership coaching and organizational development consultation with executive management teams and leaders of identified &lsquo;high potential&rsquo; candidates.
- Educational and career development processes for multi-generations of owning families.
- Human Resource Development issues in businesses engaged in start-ups, shut-downs and cultural transitions; working on principle development, support system design, policy development, and organizational alignment.
- Organization and leadership development systems including performance planning and management, career planning, succession planning, mentoring, and assessment based development planning.

- Implementing TQM principles, concepts and tools to facilitate transition to customer focused process improvement. She has designed and facilitated programs addressing a wide variety of issues such as large systems change, inter-and intra-personal awareness and growth, creating multi-cultural environments, improvement processes, managing in a participative work system, leadership, performance appraisal, conflict resolution, customer-supplier interface and organizational excellence. Her papers and presentations have included:

- The Changing Face of Today's Workforce - American Cancer Society, March 2000
- Preparing the Next Generation for Leadership - Kennesaw State University, June 2005
- A View from Above: Succession Planning - CEO Magazine Panelist August 2005
- Getting and Keeping Good People - The Commonwealth Institute South Florida, September 2005
- This Cannot Be What Peggy Lee Meant: Planning for Succession Making Room for Your Next Phase - TempNet

Annual Conference April 2006

- Succession Planning in Your Personal Life, Business or Organization - Featured Guest Caribbean Crossroads Radio Program WTPS 1080 AM May 27, 2006
- 2006 Best Practices Showcase Change Your Culture, Change Your Results-Best Practices from HR Leaders - Palm Beach County Office of the Clerk & Comptroller October 2006
- How to Hire When to Fire - NFL Community Impact Program Panelist and Speaker January 2007