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Training & Development¹

- "HR Excellence for Managers," Smart City Telecom, Lake Buena Vista, Florida, July 7, 2008.
- "HR Excellence: Secrets for Smart Hiring, Developing Employees, Promoting Respect, and Managing Terminations," Bio-Serv Corporation, Inc., Troy, Michigan, January 24, 2008.
- "Attracting Women in Pest Management," Truly Nolen of America, Inc., Tampa, Florida, January 17, 2007.
- "HR Management Training: Coaching Employees to Excellence and Recognizing & Preventing Harassment," Oliver Exterminating Corporation, Orlando, Florida, October 16, 2007.
- "Recruiting Women into Pest Management," Rollins, Inc., Atlanta, Georgia, January 17, 2007.
- "Hire Hard, Manage Easy," Middleton Lawn and Pest Control, Orlando, Florida, December 5 & 11, 2006.
- "HR Management Training from A to Z," McCloud Services, Chicago, Illinois and St. Louis, Missouri, November 1 and 8, 2006.
- "It's About Respect: Recognizing Harassment in a Diverse Workplace," CIBER, Inc., Orlando, Florida, June 9, 2006.
- "Self-Knowledge; The Key to Your Leadership Success," Pestmaster Services, Inc., Sacramento, California, March 9, 2006.
- "HR Excellence & Preventing Harassment in the Workplace," Pestmaster Services, Inc., Sacramento, California, March 10, 2006.
- "HR Excellence in Hiring, Coaching, and Developing Employees," Fairway Lawns, Little Rock, Arkansas, January 25, 2006.
- "HR Regulations That Impact Your Business," Moreno, Peelen, & Co., LLC., Orlando, Florida, January 20, 2006.
- "Developing the Leader Within," Issa Homes, Celebration, Florida, December 13, 2005.
- "HR Excellence in Hiring, Coaching and Developing Employees," McCloud Services, St. Louis, Missouri, November 16, 2005.
- "HR Excellence in Hiring, Coaching and Developing Employees," McCloud Services, Chicago, Illinois, October 26, 2005.

¹ The list is not all-inclusive; numerous materials/presentations that were developed and/or delivered prior to 1996 are maintained by a previous employer.

- "Coaching and Developing Employees," Orange County Property Appraiser, Orlando, Florida, April 13, 2005.
- "Interviewing and Hiring Talented Employees," Orange County Property Appraiser, Orlando, Florida, January 26, 2005.
- "It's About Respect: Recognizing and Preventing Harassment in a Diverse Workplace," Orange County Property Appraiser, Orlando, Florida, December 14, 2004.
- "HR Excellence: Hire to Win," SchenkelShultz Architecture, Orlando, Florida, November 30, 2004.
- "Human Resource Management Training," Marc-Michaels Interior Design, Winter Park, Florida, April 26, 2004.
- "Human Resource Management Training," Clark Pest Control, Inc., Modesto, California, April 14-15, 2004.
- "Human Resource Management Training," Turfscape, Inc., Twinsburg, Ohio, March 30, 2004.
- "Respectful Workplace Training," Buy Owner, Inc., Deerfield Beach, Florida, February 10, 2004.
- "Human Resources Training," Fairway Lawns, Little Rock, Arkansas, December 16-17, 2003.
- "It's About Respect: Recognizing Harassment in a Diverse Workplace," Issa Homes, Inc., Celebration, Florida, June 17, 2003.
- "Human Resource Management Training," Tierra Verde Resources, Inc., Encinitas, California, May 21, 2003.
- "Bringing Out the Best in Your Y2K Employees," McCloud Services, Chicago, Illinois, February 18, 2003.
- "Hiring & Coaching Employees to Excellence," Orange County Clerk of the Court, Orlando, Florida, April 8, 2002.
- "Supervisory Training for the Managers' HR Reference Manual and Employee Handbook," Colorado Boxed Beef Company, Auburndale, Florida, February 6 and 7, 2001.
- "Department Head Training for the Managers' HR Reference Manual and Employee Handbook," Colorado Boxed Beef Company, Kissimmee, Florida, January 9 and 10, 2001.
- "Understanding & Coaching Y2K Employees," City of Titusville, Titusville, Florida, October 5, 2000.
- "Eliminating the Top 10 Wage and Hour Liabilities in Your Business," The Garden Center Management Group, Utica, Michigan, June 20, 2000.
- "Interviewing & Hiring; How to Identify the Winners," The Garden Center Management Group, Utica, Michigan, June 20, 2000.
- "Finding, Hiring, and Keeping Talent in the New Millennium," Toptech Systems, Inc., Orlando, Florida, April 16, 2000.
- "Understanding and Coaching the Y2K Employee," Rockwell Collins, Melbourne, Florida, April 11, 2000.
- "The Employment Arena of 2000; New Realities, New Challenges," Sapiens Americas, Inc., Las Vegas, Nevada, February 19, 2000.

Pepsi Bottling Ventures, numerous management training programs between 1999 and 2000, Raleigh, North Carolina.

"The Employment Arena of 2000; New Realities, New Challenges," Clark Pest Control, Lodi, California, September 3, 1999.

"The Employment Arena of '99; New Realities, New Challenges," Arnold Palmer University, Orlando, Florida, February 25, 1999.

"The Employment Arena of '99; New Realities, New Challenges," J & L Building Materials, Inc., Frazer, Pennsylvania, January 20, 1999.

"The Employment Arena of '99; New Realities, New Challenges," Wiginton Fire Sprinklers, Inc., Lake Mary, Florida, November 20, 1998.

"Smart Hiring Does Not Happen by Accident," Ripley's Aquarium, Myrtle Beach, South Carolina, June 23, 1998.

"Management Development Training," Ripley's Aquarium, Myrtle Beach, South Carolina, Summer 1998.

"Smart Hiring Does Not Happen by Accident," Pepcom Industries, Inc., Raleigh, North Carolina, March 17, 1998.

"The Employment Arena of '98; New Realities, New Challenges," Wiginton Fire Sprinklers, Inc., Lake Mary, Florida, April 17, 1998.

"Improving Communication & Understanding," Childhood Development Services, Inc., Ocala, Florida, September 23, 1997.

"Management Training and Development," Phoenix International Ltd., Inc., Orlando, Florida, July 9, 1997.

"Substance Abuse in the Workplace," Tri-City Electrical Contractors, Inc., Altamonte Springs, Florida, December 16, 1991.