



Celebrating the
**White House
Leadership
Development
Program**

2021-2022 Fellows

WELCOME

As we wrap up an incredible year, I want to take the opportunity to acknowledge how impressive this cohort is - as individuals and collectively as a group. I had the privilege of joining this cohort on their journey at the midway point, and when I reflect on this group of talented individuals, several themes rise to the surface.

This cohort is resilient. The Fellows began their yearlong journey in 2021 as an entirely virtual cohort and ended their year as a hybrid group in every sense of the word. They joined teams and work streams mid-flight as virtual team members and quickly proved themselves, building trust across the digital divide. As we continued to adapt to a changing pandemic, many of them navigated a part-time return to offices, and we began to enjoy events together in person. Whether virtual or in-person, this cohort adapted, showed up, and committed to meaningful engagement with their offices and each other.

This cohort is curious. There is no concept that has been introduced to the Fellows that they haven't engaged with enthusiasm, intellectual curiosity, and, occasionally, healthy skepticism. There hasn't been a single speaker across the year that the cohort hasn't run out of time with due to asking probing questions. I've also seen them bring their own challenges to each other to help them work through. If curiosity is a key characteristic of a strong leader, I know the Federal Government is in good hands.

This cohort is a community of people who lift each other up. Each person came into the program on a different path, seeking different things for their personal growth. I observed the Fellows supporting each other on those paths, whether it be celebrating professional successes or commiserating setbacks. We all need cheerleaders, and this group of Fellows have been, and will continue to be, that for each other.

This program is about the Fellows, not the director. But I want to thank each member of the cohort for what has been one of the most meaningful experiences of my career. I have learned and grown as a result of knowing each of you and will count you as a part of my personal and professional village as we all go forth down our individual paths.

*With gratitude,
Lauren Stocker*

PROGRAM OVERVIEW

Our country's complex challenges span federal agencies and jurisdictions, requiring leaders to work across organizational boundaries and leverage formal and informal networks to deliver services to the American people. To meet these challenges, the White House Leadership Development Program (WHLDP) engages a diverse cohort of talented GS-15 career employees for a year of executive leadership development. The Fellows spend their year working on the Federal Government's highest priority and impact challenges in the Executive Office of the President (EOP) and learning from senior executives and each other in development sessions.

PROGRAM OBJECTIVES

The WHLDP aims to:

Develop Talent: Equip the next generation of career senior executives with an enterprise perspective through a work placement focused on complex, cross-agency challenges, and strengthen enterprise leadership skills through targeted development sessions.

Deliver Results: Harness top talent from across the government to support the implementation of key priorities to address mission-critical challenges.

Build Community: Build a strong community among current Fellows and alumni who support, encourage, and work together to better serve our nation.

2021-2022 COHORT BY THE NUMBERS

The **7th** WHLDP cohort is made up of **20** fellows representing **14** federal agencies. These individuals were selected through a highly competitive process and placed in **14** offices in the EOP and OPM. The Fellows participated in **18** Development Friday sessions, **8** questions and answer sessions with EOP leaders, **13** agency site visits, over **200** coaching sessions, **6** leadership deep dive special sessions, and **3** Executive Core Qualifications writing workshops.



Damiana Astudillo

*OMB Office of Performance and
Personnel Management*

Ms. Astudillo has over 20 years of experience in leadership, strategic thinking, stakeholder coordination, and project management. Most recently, she was the Director of Agriculture and Rural Economy at the Millennium Challenge Corporation, a small independent U.S. Government Agency that promotes poverty reduction through economic growth. In this role, she led a multi-disciplinary team which focused on enhancing climate change resilience for communities in Niger that are dependent on agriculture and livestock. She also provided technical leadership for the development of a new program that will support growth and diversification of the Malawian agriculture sector.

Ms. Astudillo has a Bachelor's degree in economics and government from Smith College, a Master's degree in public policy and international development from the School of Public and International Affairs at Princeton University, and is fluent in Spanish and French.

As an Equity Advisor at OMB, Ms. Astudillo provided enterprise level support and leadership across the Federal Government for the implementation of Executive Order 13985 "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government." Her work includes enhancing the competencies of Agency Equity Teams across the Federal Government by maintaining an active equity learning community, bringing thought leaders and practitioners from federal agencies and outside the government together for learning events, and providing resources and tools. Through the learning community, she also fostered peer-to-peer learning and collaborative inquiry across federal agencies.

Ms. Astudillo reviewed and provided recommendations to federal agencies on their Equity Action Plans, ensuring that the plans addressed barriers identified in Equity Assessments and that actions were supported by data and best practice and had clear logic and metrics to track progress. This effort culminated in Agency Equity Plans from 90 federal agencies being published on Performance.gov and on agencies' websites.

She also led the annual Strategic Review planning effort between OMB and six agencies. This included providing guidance to agency Performance Improvement Officers; tracking submission of dashboards and agendas with deep dive topics and provision of feedback; facilitating discussions on deep dive topics to get agreements between the agency, OMB budget offices, and OMB top leadership; and preparing OMB leaders for the meetings to ensure substantive discussion and clear outcomes.

Ms. Astudillo also participated in the planning of the Organization for Economic Cooperation and Development's Public Governance Committee Ministerial Meeting planned for November 18, 2022, with the overarching theme of "Building Trust and Reinforcing Democracy."



Lea-Ann Bigalow

*OMB Office of Federal Financial Management &
Council on Environmental Quality*

Ms. Bigalow is a versatile operations executive with a unique track record of innovation, strategy and policy development and execution, coalition building, and results delivery across the federal, private, and non-profit sectors.

Recently, she served as Deputy Director for Performance Strategy and Systems at the Department of Commerce where she led performance, strategic planning, budget integration, evaluation, and enterprise risk mandates for the Office of the Secretary and across all 12 Commerce bureaus. In 2016, Ms. Bigalow was awarded the Commerce Gold Medal for distinguished contributions to Organizational Development.

Ms. Bigalow's 17 years of public sector leadership cross two cabinet departments - the Department of Homeland Security and the Department of Commerce - and two independent agencies - the Commodity Futures Trading Commission and the National Gallery of Art.

Before entering public service, Ms. Bigalow was an investment banker and strategy consultant, specializing in international mergers and acquisitions, venture capital, and project finance. She holds a BS in Economics from the University of Pennsylvania's Wharton School of Business.

While at OMB, Ms. Bigalow led the Data Transparency portfolio, working with the inter-agency oversight community and congressional stakeholders to improve the quality and public reporting of federal spending data. Her delivery of guidance, training, and hands-on support to the federal financial management community resulted in improved fidelity of award description data reported to USAspending.gov, and the close-out of several audit recommendations by the Pandemic Response Accountability Committee, Council of the Inspectors General on Integrity and Efficiency. Also, she served on the cross-OMB team that collaborated with agencies in developing Infrastructure Program Plans to ensure effective distribution and implementation of the \$1.2 trillion Infrastructure Investment and Jobs Act.

Ms. Bigalow spent the second half of her fellowship year with the Council on Environmental Quality (CEQ). At CEQ, she co-led the Greening Government Initiative, a first-of-its-kind community of practice with more than 40 participating nations, that enables countries to exchange information, share best practices, and scale innovations to accelerate efforts to green national government operations, build climate resilience in the public sector, and meet global climate change commitments.



Nichelle Johnson Billips

*OMB Office of Performance and
Personnel Management*

Ms. Johnson-Billips is an accomplished lawyer and leader with over 18 years of experience with cross-cutting initiatives in the public and private sectors. Ms. Johnson-Billips seeks to improve lives by leveraging the reach of the government to solve problems that seem intractable.

At the U.S. Agency for International Development (USAID), she supported the life-saving work of the Global Health Bureau. Most recently, she was instrumental to the U.S. Government's global COVID-19 vaccine donations. She worked closely with international organizations, corporations, and other agencies to deliver on the President's ambitious goal of delivering hundreds of millions of vaccines around the globe.

During her time at USAID, Ms. Johnson Billips received Superior Honor Awards, including one for negotiating an agreement with a public international organization that resulted in saving the U.S. Government tens of millions of dollars.

Prior to joining the government, Ms. Johnson Billips was in private practice at a law firm. There, she negotiated public finance and project finance transactions for infrastructure and renewable energy projects. Ms. Johnson Billips received her JD and LLM in International and Comparative Law from Duke Law School and her BA in Anthropology and in International Studies from Yale University.

Over the past year, she served as the lead for the launch of the first-ever, government-wide learning agenda in support of the President's Management Agenda (PMA). In this role, she skillfully engaged stakeholders both internal and external to government to identify and clarify the key questions for the PMA Learning Agenda. In addition, she collaborated with a cross-agency team to pilot a "pulse" survey of over two-million federal employees on issues including engagement and burnout, workplace reentry, and equity.



Frances Chang

*National Economic Council &
National Security Council*

Ms. Chang joined the WHLDP from the Department of Justice (DOJ) Criminal Division's Office of International Affairs (OIA). For the last four years, Ms. Chang served as the OIA Associate Director for South American Affairs leading a team responsible for international law enforcement matters with South American nations, devising strategies for engaging regional foreign counterparts, and representing DOJ in the interagency process. In her time at OIA, Ms. Chang provided leadership to various office-wide initiatives, including serving as Process Owner for the development of a new case management system, and served on teams covering regions as diverse as the English-speaking Caribbean and the People's Republic of China.

She has represented DOJ in numerous multilateral fora, including the 14th United Nations Congress on Crime Prevention and Criminal Justice. Since joining OIA through the Attorney General's Honors Program, Ms. Chang received the John Marshall Award for Outstanding Legal Achievement for Asset Forfeiture and the Criminal Division Assistant Attorney General's Award for Distinguished Service.

Ms. Chang's Federal Government service also includes appointments as a Special Assistant U.S. Attorney in the U.S. Attorney's Office for the District of Columbia and as a Political Officer in the Office of Chinese and Mongolian Affairs at the Department of State. She earlier served as a Peace Corps Volunteer in China. Ms. Chang has a BA from Harvard University, a JD from Georgetown University Law Center, and is fluent in Mandarin Chinese.

Ms. Chang served the first half of her fellowship year as Senior Policy Advisor for the National Economic Council (NEC), and the second as Director for International Economics for the National Security Council (NSC). While with the NEC, she co-led the review and release of six critical supply chain reports written by seven cabinet agencies, pursuant to Executive Order 14017, America's Supply Chains, and co-edited the White House's capstone report. She also provided detailed analyses of various policy proposals in support of the Supply Chain Disruptions Task Force's efforts to relieve near-term supply chain discontinuities.

As a member of the NSC staff, she led the cross-agency implementation of the six E.O. 14017 supply chain strategies, coordinating communication and action among multiple federal agencies and working with foreign partners toward building resilient supply chains that are secure, diverse, transparent, and sustainable.



Dr. Eric S. Coleman

Federal Permitting Improvement Steering Council

Dr. Eric S. Coleman, D.V.M., M.P.A., is an accomplished veterinarian who has built effective partnerships with U.S. government leaders, foreign governments, international organizations, agricultural businesses, and other stakeholders.

Dr. Coleman most recently served as the Director of the International Technical and Regulatory Capacity Building Center at the U.S. Department of Agriculture's Animal and Plant Health Inspection Service. In this role, he led complex international capacity building programs that provided technical and regulatory assistance to U.S. and foreign governments to encourage the use of best practices for transboundary disease threats. These best practices included preventing and reducing the likelihood of outbreaks, detecting threats early, and responding rapidly and effectively using multi-sectorial, international coordination and communication.

Dr. Coleman has a BS in biology and a DVM from Tuskegee University and a MPA from the University of Colorado. He also completed a postdoctoral fellowship and residency in anatomic pathology at Washington State University and has pursued additional graduate studies in epidemiology and public health at Eastern Virginia Medical School.

Over the past year, Dr. Coleman served as a lead supporting the Tribal initiative for the Office of the Executive Director for the Federal Permitting Improvement Steering Council where he focused on advancing three linked programs that improve coordination between the Federal Government and federally recognized Tribes on federal infrastructure and other large, complex projects. He worked to facilitate finalization of an implementation plan by the U.S. Department of Housing and Urban Development and the Advisory Council on Historic Preservation to expand a Tribal directory assistance tool. He worked to improve Tribal capacity to participate in approved infrastructure projects and access available information and resources through development of an e-Learning course for Tribes on the Fixing America's Surface Transportation-41 (FAST-41) permitting process for covered infrastructure projects.

Additionally, he led a process that included input from Tribes for developing best practices for "enhancing early stakeholder engagement, including engaging with Native American stakeholders to ensure that project sponsors and agencies identify potential natural, archeological, and cultural resources and locations of historic and religious significance in the area of the covered project," as required in the Bipartisan Infrastructure Law amendments to FAST-41.







Osasu Dorsey

Office of the National Cyber Director

Ms. Dorsey is an accomplished attorney and policy advisor with 12 years of Federal Government experience within the Executive Branch and Congress. Most recently, Ms. Dorsey was the Associate Deputy General Counsel with the Department of the Army, Office of the General Counsel (OGC) since 2018. She successfully led essential Army programs and handled a wide range of complex legal and policy issues. Notably, she established and led assessments of the Army's world-wide Field Ethics Programs, ensuring compliance and reinforcing ethical behavior and decision-making.

Her accomplishments also include co-leading Army listening sessions and OGC's diversity, equity, and inclusion initiatives, resulting in more cohesive and diverse teams. She received recognition from the Army General Counsel in 2020 and the Army Under Secretary in 2018 and 2020 for her impactful contributions. During a recent detail to the Office of the White House Counsel, Ms. Dorsey helped establish and implement the White House Ethics Program.

Prior to joining the Army, Ms. Dorsey served as counsel for the bipartisan U.S. Senate Select Committee on Ethics where she advised and trained Senate members and staff and conducted sensitive investigations. She also served in attorney roles at the Department of Energy's National Nuclear Security Administration (NNSA) and the Defense Nuclear Facilities Safety Board. At NNSA, she received the Office of the General Counsel Legal Excellence Award, primarily for her work as the lead NNSA attorney for the government's response to the 2010 Deepwater Horizon oil spill incident.

Ms. Dorsey has a BA in English and Philosophy from the University of Mary Washington, a MA in Magazine, Newspaper, and Online Journalism from Syracuse University, and a JD from the University of Baltimore School of Law.

Over the last year, Ms. Dorsey worked as a senior advisor in the Office of the National Cyber Director (ONCD), the newest organization in the Executive Office of the President. At ONCD she co-led a team that stood up the External Stakeholder Engagements Office by developing and executing strategy and policy for the presidentially appointed and Senate confirmed National Cyber Director and staff engagements with private industry, academia, underrepresented communities, and foreign, state, and local governments.

Her efforts helped raise awareness of the presence of the organization as a White House lead for collaborative initiatives for national cybersecurity defense. Ms. Dorsey was also a member of the ONCD team developing and drafting the administration's National Cybersecurity Strategy and led all related stakeholder engagements.



Carlton Drew

OMB Office of the Federal Chief Information Officer

Mr. Drew is a results-oriented government leader with experience managing teams in both the military and federal agencies. Most recently, he served as the Hearing Office Director for the Arlington Field Office, Office of Medicare Hearings and Appeals (OMHA), Office of the Secretary at the Department of Health and Human Services (HHS), where he was responsible for human capital, budget, facilities, information technology, and case management activities. He led an office-wide transition to electronic case processing and led OMHA-wide guidance including COVID-19 Pandemic Telework implementation.

Mr. Drew started his federal career as a clerk typist, gaining responsibility and experience in budget and contracts, project and program management, systems implementation, and acquisition and training management. He was the lead program manager for the Department of Defense's Agency Priority Goal involving the first scientific assessment of all Psychological Health and Traumatic Brain Injury programs. He also led the implementation of two agency-wide Learning Management Systems to reduce training travel and automate mandatory training. In addition, Mr. Drew coordinated the initiation of 18 acquisition strategies with a program value of over \$1 billion.

Mr. Drew has a BS in Health-Services Management from University of Maryland University College, a MS in Healthcare Administration from Central Michigan University, and a MSIST in Information Systems Technology from The George Washington University. He also attended the Federal Executive Institute in 2010.

Over the past year, Mr. Drew was assigned to OMB in support of the Federal Chief Information Officer and the Federal Chief Information Security Officer. Mr. Drew led an interagency team in the development of the first Federal Civilian Executive Branch Cybersecurity Supply Chain scorecard, with the purpose of measuring progress and effectiveness of supply chain management practices. He served as Deputy Program Manager for the Federal Acquisition Security Council, where he developed collaborative relationships related to Information and Communications Technology Supply Chain Risk Management enforcement, policy, governance, compliance, stakeholder engagement, and budgetary activities.

He contributed to the implementation of Executive Order (EO) 14028, Improving the Nation's Cybersecurity (May 12, 2021), by assisting with the development of the first executive dashboard. The dashboard provides the means for senior management to obtain timely information regarding EO deliverables for more than 140 agencies. In this role, he collaborated with senior agency officials and White House leaders to address statutory, legislative, regulatory, legal budgetary, and compliance issues. His most recent accomplishment was his contribution to the FY23 President's Budget.



Kylie Gaskins

Office of Science and Technology Policy

Ms. Gaskins is an accomplished professional with diverse experience in both domestic and international sectors. She has over 20 years of experience in a variety of disciplines, including chemical manufacturing, research and development, program management, semiconductor fabrication, environmental remediation, ballistic missile acquisition, foreign policy, and export control.

In her most recent role at the Department of Commerce, Ms. Gaskins led numerous employee engagement efforts, including the implementation of a unique performance award program. In 2021, she spearheaded a Peer-to-Peer recognition initiative, which allowed employees to acknowledge the accomplishments of their coworkers through cash awards. This program was an outcome of an Employee Engagement Focus Group led by Ms. Gaskins and resulted in a 52% increase in the Bureau's Federal Employee Viewpoint Survey ranking for the Best Place to Work in the Federal Government.

Ms. Gaskins also authored a licensing policy, which promoted the export of the COVID-19 vaccine and items necessary for COVID-19 testing. This policy was implemented in sanctioned countries, including Syria and Iran. She collaborated with interagency partners to issue government-wide authorizations and formulated public guidance to support the White House initiative for global COVID-19 relief.

Her accolades include the Director's Award for outstanding teamwork with the Department of Homeland Security's export investigative unit and for granting agents remote access to intelligence reports for criminal investigations.

Ms. Gaskins has a BS in Chemical Engineering from the University of Maryland and a MS in Chemical Engineering from Virginia Tech.

Over the past year, Ms. Gaskins served as the Office of Science and Technology Policy lead for the National Science and Technology Council's Lab-to-Market subcommittee where she focused on improving the process of bringing Federal research and development innovations to the global marketplace. In this role, she collaborated with agency leaders to publish a Request for Information to align the innovation ecosystem with the equitable and inclusive milestones set out by Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.

She also contributed to policy streams strengthening the U.S. manufacturing sector and national security workforce. In her role, she also provided technical support to a new interagency initiative to promote human rights using export controls. Additionally, she served on the Investment Review Committee to select winners for the Department of Commerce's \$1 billion Build Back Better Regional Challenge, launched to boost economic recovery from the pandemic and strengthen regional industry clusters.



Dr. Michelle Hawkins

Council on Environmental Quality

Dr. Michelle Hawkins was most recently the Chief of the Severe, Fire, Public, and Winter Weather Services Branch in the Analyze, Forecast and Support Office at the National Oceanic and Atmospheric Administration's National Weather Service (NWS). In this role, she oversaw the development of requirements, policy, and procedures for NWS forecast and warning services, streamlining alerts for some of the nation's most dangerous weather hazards.

Dr. Hawkins has a proven track record of fostering commitment and consensus with internal and external stakeholders, leading the NWS towards a weather-ready nation through important organizational priorities. She spearheads initiatives across the Federal Government to better understand, communicate, and minimize the health impacts of extreme heat, resulting in collaborative life-saving improvements to federal heat services.

In 2019, she received the Black Engineer of the Year Modern Day Technology Leader Award, which recognizes professionals who are shaping the future of STEM in their careers and communities.

Dr. Hawkins earned her BS in Chemistry and PhD in Atmospheric Sciences from Howard University.

Over the past year, Dr. Hawkins served as Director for Strategic Initiatives at the White House Council on Environmental Quality in the Office of the Federal Chief Sustainability Officer, where she led efforts to advance environmental justice and federal employee engagement actions established in Executive Order 14057. She infused environmental justice priorities into operational planning and decision making regarding federal facilities, fleets, and operations. She also led efforts to enhance climate literacy and develop a culture of sustainability and climate action throughout the federal workforce.

One of her noteworthy achievements was her establishment of an interactive speaker series for federal employees to learn more about the President's Federal Sustainability Plan, where more than 18,000 in-person and online attendees gained a deeper understanding of their role in the shift to more sustainable and resilient operations.



Dr. Tim Hoyt

*Office of the Under Secretary of Defense for
Personnel & Readiness*

Dr. Hoyt is a military clinical psychologist and expert in adapting behavioral health care to the leading edge of the battlefield in austere environments. He most recently served as the Deputy Division Chief of the Psychological Health Center of Excellence in the Defense Health Agency, overseeing nationwide outreach programs focused on stigma reduction and facilitating service member transitions of care.

He previously held numerous leadership positions within military medicine, including service as a Brigade Surgeon, Chief Psychology Resident, Embedded Behavioral Health Clinic Chief, Director of the Pinnacle Intensive Outpatient Program at Madigan Army Medical Center, and Director of the National Center for Telehealth and Technology.

As a military Psychologist, Dr. Hoyt has authored numerous empirical publications on combat-related stress and posttraumatic stress disorder. He is a recipient of the Bronze Star for his service in Afghanistan, as well as the Peter J.N. Linnerooth National Service Award from the American Psychological Association.

He is a superior graduate of the U.S. Army War College and received his PhD in Clinical Psychology from the University of New Mexico.

Dr. Hoyt left his WHLDP placement in the Office of Performance and Personnel Management (OPPM) when he was selected for the Senior Executive Service in the Department of Defense. Throughout the past year in his new role as the Deputy Director for Force Resiliency in the Office of the Under Secretary of Defense for Personnel & Readiness, he oversaw key initiatives in military-wide suicide prevention, sexual assault prevention, drug demand reduction, partnerships between the Department of Defense and the Department of Veterans Affairs, and promotion of diversity, equity, inclusion, and accessibility.

As directed by Congress and the Secretary of Defense, he served as the Executive Action Officer for the establishment of the Suicide Prevention and Response Independent Review Committee, which conducted a comprehensive review of military suicide policy and site visits to nine military installations worldwide to inform its recommendations.



Adam C. Kavalsky

OMB Office of Federal Procurement Policy

Mr. Kavalsky is an accomplished leader, software engineer, and veteran who tenaciously addresses challenges and obstacles. His personal mission through servant leadership is to equip his team with the right tools and skills and empower them to provide effective government services for the American people.

In his most recent role at the Social Security Administration, he led the agency's Enterprise Program Management Office, providing strategic leadership on projects including Information Technology modernization efforts, enterprise risk management, and others focused on process modernization. For most of his 17 years of service, Mr. Kavalsky has focused on the improvement of information technology systems for the Social Security Disability Insurance Program.

In addition, he serves as a Lieutenant Colonel in the Maryland Army National Guard and the Commander of the 110th Information Operations Battalion. He was deployed with the Special Operations Detachment - OTAN to Afghanistan and with the 1-158th Cavalry to Iraq. He's also served on state-side missions and held three company commands.

Mr. Kavalsky has a BA in Computer Science from Susquehanna University and a MS in Computer Science from Loyola College Maryland. In addition, he has graduated from several military schools, most recently the U.S. Army Command, General Staff College (Common Core), and the Information Operations qualification course.

Over the past year, Mr. Kavalsky was assigned to the Office of Federal Procurement Policy at OMB, where he focused on determining the necessary lines of effort to generate federal acquisition's business intelligence. He built a multi-year strategy, synchronizing people, policy, process, and technology. Finally, he partnered across government on the Integrated Acquisition Environment to streamline and modernize acquisition processes to meet the High-Definition vision.

All of his efforts directly contributed to the President's Management Agenda Priority Three - Managing the Business of Government - on the Cross-Agency Priority Goal "Foster lasting improvements in the federal acquisition system to strengthen the U.S. domestic manufacturing base, support American workers, lead by example toward sustainable climate solutions, and create opportunities for underserved communities."

At the conclusion of the program, he will begin the Social Security Administration's Senior Executive Service Candidate Development Program.



Eraina R. McCoy

*OMB Office of Performance and
Personnel Management*

Ms. McCoy is a results-driven leader with experience directing programs and operations in diverse environments within the Federal Government. She has launched cutting-edge programs and processes across multiple organizations to enhance customer experience and increase service delivery.

Through effective servant leadership, oversight, and engagement of multi-disciplinary work teams, Ms. McCoy has a track record for growing leaders, developing high performance teams, and cultivating a positive culture with diversity, equity, and inclusion to achieve organizational goals.

Ms. McCoy has a BS in Public Communications and a MA in Public Administration with a concentration in Administrative Management from Bowie State University.

Over the past year, Ms. McCoy was assigned to the Executive Office of the President's (EOP) Office of Performance and Personnel Management, Customer Experience (CX) Team. In this capacity, she led, advised, and collaborated with partners within the EOP and across the executive branch to enhance customer experiences within federal services. Specifically, as a part of a leadership team of CX Champions, she helped implement Executive Order 14058, Transforming Federal Customer Experience and Service Delivery in Government to Rebuild Trust, and OMB Circular A-11 Section 280. She collaborated with High Impact Service Providers to refine their service delivery definitions and gained insights on enhancement opportunities during scheduled deep dive sessions. In partnership with the Office of Personnel Management and the General Services Administration's U.S. Digital Service, she served as OMB's Project Leader and talent recruiter for the 2022 Cross-Government CX Strategist Hiring Initiative.

In addition, Ms. McCoy served as an OMB Stakeholder Engagement Lead, where she planned and hosted a Government CX Models webinar where 174 participants learned how to grow their organization's CX presence within the Federal Government space. She also led a team of CX Strategists across government to launch a Federal CX Strategist Network Community of Practice, design a logo for the community of practice, establish a CX Buddy Program pilot to supplement onboarding for new hires, and design a MAX Page to serve as a one-stop shop to access critical resources and information for its members. Moreover, she is currently planning the first-of-its-kind Federal CX Leadership Symposium in October 2022. She designed and has championed approval for an OMB CX Eagle Awards Program, which would recognize federal employees and teams who have demonstrated exemplary work and have successfully advanced equity, improved service delivery, and/or leveraged human-centered design principles around customer experience to achieve organizational goals.

Within WHLDP, Ms. McCoy planned and executed the first on-site agency visit at the Department of Housing and Urban Development (HUD) which included a meeting with HUD Secretary Marcia Fudge, HUD Deputy Secretary Adriane Todman, twenty-eight HUD Senior Executive Service members, and a fireside chat with DC Mayor Muriel Bowser. She also mentored six CXO Fellows in resume writing and career planning.



La Tonya Mimms

*OPM Office of Diversity, Equity, Inclusion,
and Accessibility*

Ms. Mimms started her career in government as a Program Assistant for the Federal Motor Carrier Safety Administration (FMCSA). Her ability to interpret and apply regulations led to her advancement as a Safety Investigator where she investigated truck and bus companies' compliance with FMCSA's regulations.

As a Transportation Specialist, she led FMCSA's National implementation of the Electronic Logging Device (ELD) Rule. This rule was one of the most significant changes to the trucking industry and required most drivers who operated a commercial motor vehicle in interstate commerce to employ an ELD to automatically record time spent driving. Ms. Mimms' involvement contributed to over 2.2 million roadside inspections conducted on drivers operating with ELDs and the development of over 100 state and federal law enforcement ELD subject matter experts.

Ms. Mimms has a passion for helping others. She is a leader in her church's homeless ministry where she oversees the distribution of lunches around Union Station once a week. She also supports her fellow military veterans as a member of Veteran's Next Mission, a non-profit organization that trains military veterans to build and remodel homes.

Ms. Mimms has a BA in Business Management from California State University, San Bernardino, and a MBA from Northcentral University.

Over the past year, Ms. Mimms has played a vital role with the Office of Personnel Management's (OPM) execution of Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, and support of the President's Management Agenda. She assisted with developing the Government-wide Strategic Plan guidance by defining maturity levels, provided feedback on several federal agencies' Diversity, Equity, Inclusion, and Accessibility (DEIA) self-assessments, and led the development of OPM's accessibility section of its DEIA strategic plan.

She takes pride in her involvement with OPM's Gender Equity and Equality Action Plan which highlighted OPM initiatives that aligned with the Gender Policy Council's priorities. Ms. Mimms' experience working across federal agencies and meeting with DEIA stakeholders has contributed to her ability to identify opportunities for DEIA incorporation in Federal Government operations. She looks forward to making meaningful and sustainable changes that will ensure quality service for the American people.







Patricia Pless

OMB Made in America

Ms. Pless has over 32 years of experience with both the Federal Government and private industry sectors. She most recently acted as the Deputy Executive Director for Mission Support Directorate (MSD) within the Office of Field Operations in U.S. Customs and Border Protection (CBP). MSD consists of six divisions that include facilities, information technology, human capital, labor relations, training, and employee resiliency, with a total of 108 employees and a \$14 billion budget. MSD provides global support to a workforce of over 32,000 employees and services over 600 facilities at 328 Ports of Entry.

Ms. Pless has built an impressive portfolio in mission support throughout her career. As the Director of the Enterprise Effectiveness Division, she directly supported the Executive Assistant Commissioner for Enterprise Services. Her division was responsible for conducting portfolio management reviews, strategic planning, customer service improvement, and business information analysis. Ms. Pless led the CBP realignment effort which improved the span of control for the Commissioner and Deputy Commissioner from 27 direct reports to 6.

Early in her CBP career, Ms. Pless worked in the Procurement Directorate, where she established and managed acquisition improvement initiatives, which provided a means for procurement to identify, prioritize, and address issues and acquisition challenges. She has worked as a system software developer, an evaluator and auditor, and a contracting officer for a small non-profit organization.

Ms. Pless has a dual BA in Psychology and Sociology from Salisbury State University and a Master's Certificate in Government Contracting from George Washington School of Business.

Over the past year, Ms. Pless was assigned to the Made in America Office (MIAO) in OMB, an office created in February, 2021 with the signing of Executive Order 14005. She was instrumental in helping to build MIAO and served as the lead in several functions. She served as the project lead for the agency semi-annual reports, helping select and communicate the contents of the reports, designing and revising the process for MIAO review and feedback, and ensuring that both agencies and MIAO stay on track and use the reports strategically. She identified a gap and built policies and processes from the ground up.

Ms. Pless created, documented, and updated a variety of standard operating procedures for the MIAO, from basics such as new employee onboarding to high level issues such as waiver review and concurrence. She has been the point person on Jones Act, Cargo Preference Act, and other maritime waivers and has been the Made in America POC for the U.S. Department of Agriculture, Department of Homeland Security, State Department, and U.S. Agency for International Development. Perhaps most critically, she jumped in immediately as project lead for the development of the MadeInAmerica.gov website and back-end technology to allow MIAO to review waivers transmitted by agencies.



Barbara Sanford

*OMB Office of Performance and
Personnel Management*

Throughout her professional tenure in the public sector, Ms. Sanford has managed a wide range of programs ranging from cybersecurity for the U.S. Nuclear Regulatory Commission (NRC) to practicing labor relations law for the mayor of New York City.

Most recently, Ms. Sanford served as the Deputy Director of the Governance and Enterprise Management Services Division at the NRC. In this role, she led a team virtually during the COVID-19 pandemic that developed and implemented real-time changes to how NRC managed data, information technology systems, and cybersecurity for a workforce suddenly forced to adapt to a remote environment.

Ms. Sanford previously led the NRC's executive resources program, human resources policy, and labor and employee relations programs while fostering positive relationships with the union and the federal labor and employee relations community. Ms. Sanford successfully re-negotiated the NRC's collective bargaining agreement and implemented a revised agreement that included the agency's first telework article.

Earlier in her career, Ms. Sanford focused on legal work in labor and employee relations and workplace rights at several federal agencies, including the U.S. Environmental Protection Agency.

Ms. Sanford has a BS in Criminal Justice from the University of Maryland, College Park and a JD from the Hofstra University School of Law.

Over the past year, Ms. Sanford supported the government-wide Safer Federal Workforce Task Force at OMB, where she was the lead staff responsible for the government-wide review of Agency Workplace Safety Plans and facilitation of successful reentry into the workplace for all CFO Act Agencies in the Spring of 2022. As the lead staff to the President's Management Council Reentry and Future of Work Working Group, and a project manager lead for creating an action plan for Strategy Three of the President's Management Agenda's Workforce Priority, she established collaborative relationships across government, promoting common interests to drive future of work planning.

She is also the OMB lead staff representative to the core group working to implement Executive Order 14035, to advance Diversity, Equity, Inclusion, and Accessibility within the workforce. In this role, she collaborates with key leaders from the Office of Personnel Management, the Domestic Policy Council, the Office of Management and Budget, and the Equal Employment Opportunity Commission.



Laura A. Sepulveda Ramirez

*OPM Office of Diversity, Equity, Inclusion,
and Accessibility*

Ms. Sepulveda is a Human Resources (HR) leader, workforce strategist, and diversity, equity, and inclusion champion with over 15 years of experience formulating, implementing, monitoring, and evaluating human capital management programs and activities.

In her most recent role at the Department of Transportation's Federal Highway Administration (FHWA), Ms. Sepulveda served as a division chief leading the development, implementation, and administration of HR information systems, workforce data analysis initiatives, policies and guidance, accountability programs, and the agency's workforce and succession planning efforts.

She led efforts to develop, implement, and communicate FHWA's Future of Work strategy and framework. She also led the creation and implementation of the Hot Off the HR Desk, a webinar series designed to keep all agency employees informed of workplace flexibilities, work scheduling options, and policy changes during emergencies. In addition, she spearheaded HR modernization efforts by overseeing the design, test, and deployment of automation projects.

Ms. Sepulveda previously served as the FHWA Diversity Management Committee's Diversity Program Manager and was responsible for the development, implementation, measurement, and evaluation of cross-organizational and multi-level programs and initiatives that foster a diverse and inclusive organizational environment. In 2018, the Secretary of Transportation recognized her with the Equal Employment Opportunity/Affirmative Action Award for her commitment to fostering an inclusive environment and promoting diversity, equity, and inclusion throughout FHWA.

Ms. Sepulveda has a BBA in Organizational Studies and a MBA with a concentration in Human Resources Management from the University of Puerto Rico, Mayaguez Campus.

Over the past year, Ms. Sepulveda has been working with the Office of Personnel Management (OPM) in leading activities that support the advancement of Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Government. One of the most notable projects she worked on with OPM's Office of Human Capital Data Management and Modernization was the development of a DEIA dashboard and DEIA-focused measures designed to help agencies drive decision-making and track outcomes. She also laid the groundwork to refresh the Standard Form 181, Race and Ethnicity Identification for federal employees and worked with the General Services Administration's Office of Evaluation Sciences in designing a randomized control trial to evaluate the effectiveness of a selected DEIA training.

In addition to her fellowship assignment and in collaboration with the WHLDP Cohort Seven Volunteer Activities Committee members, Ms. Sepulveda developed and coordinated the first Application and Interviewing Assistance Program, which matches WHLDP fellows and alumni volunteers with CXO Fellows interested in resume reviews, mock interviews, and career conversations.



Pam Sessoms

*OMB Made in America & OPM HR Quality Services
Management Office*

Ms. Sessoms, an accomplished administrator, thrives in entrepreneurial environments and uses her human resources, budget, governance, collaboration, and social leadership skills to bring stakeholders to the table to address broad cross-cutting challenges and create business models that achieve results.

Most recently, Ms. Sessoms served as the Chief of Staff for the Department of Health and Human Services (HHS) Enterprise Infrastructure Solutions Project Management Office. She set up the new organization's conditions for success by developing the mission, vision, goals, and strategic long-term framework, in addition to securing staff and administrative resources. Ms. Sessoms ensured the team understood and embraced critical milestones and deadlines, resulting in the successful funding, awarding, and administering of a \$2.5 billion Task Order to save the department \$700 million over 13 years.

Ms. Sessoms has a BS in Psychology from Virginia Commonwealth University and a MA in Management from Webster University. She studied at the Protocol School of Washington and is certified as an Intercultural Business Etiquette and Protocol Trainer. Ms. Sessoms also serves as a mentor for the HHS Leaders in Action and Executive Women in Government Mentoring Programs.

Over the past year, Ms. Sessoms served as a lead for external engagement activities for OMB's Made in America Office, where she developed the frameworks for creating the first federal report on Use of Made in America Laws to Congress and establishing the Made in America Council. In addition, Ms. Sessoms developed OPM's Human Resources Quality Service Management Office Three-Part Human-centered Stakeholder Ideation Design Session Series to explore and validate value-driven services and IT solutions to include in a federal-wide Human Resources marketplace. These sessions brought many communities together in conversation, including the Human Resources Practitioner, Human Resources Information Technology, Acquisition, Finance and Budget, Chief Human Capital Officer and Customer Leadership, and federal and industry Service Providers communities.



Dr. Bich-Thuy (“Twee”) Sim

Office of Science and Technology Policy

An Infectious Diseases and Internal Medicine physician by training, Dr. Bich-Thuy “Twee” Sim joined the WHLDP from the Department of Defense’s (DoD) Defense Health Agency. At the DoD, Dr. Sim led the development of several Military Health System (MHS) analytics and innovation initiatives. Innovations included dashboards and tools to support providers at the point of care and clinical quality policy and initiatives in the areas of HIV, COVID-19, and antimicrobial resistance. Dr. Sim has also contributed significantly to the evaluation of health disparities in the MHS in the areas of maternal and infant morbidity and mortality.

Most recently, Dr. Sim was on detail to the Department of Health and Human Services Assistant Secretary for Preparedness and Response, where she led the Healthcare Resilience Task Force and Working Group on the COVID-19 Federal Response in coordinating whole-of-government interventions to ensure resiliency of the U.S. health system, workforce, and supply chain.

Prior to joining the DoD, Dr. Sim was an Assistant Clinical Professor of Medicine at Harvard Medical School working to advance global medicine and clinical education in the areas of HIV and infectious diseases. Her diverse and extensive background also includes previous roles in public health and private industry sectors in the areas of infectious diseases and information technology.

Dr. Sim received her undergraduate degrees in Biophysics/Biochemistry and Chemical/Biomedical Engineering. She earned her MD from the University of Texas Medical School in San Antonio and completed her training at Temple University in Philadelphia, PA, and Brown University in Providence, RI, where she continues to see patients monthly.

Over the past year, Dr. Sim served as the lead for public health initiatives within the Office of Science and Technology Policy (OSTP). She forged collaborative relationships and worked closely with other federal entities to identify opportunities to strengthen the U.S. public health system infrastructure and support efforts to improve the overall health of the nation. Specifically, she co-established the Social Determinants of Health (SDOH) Interagency Policy Committee (IPC) to develop and recommend whole-of-government actions to address SDOH which reflect disparities and disproportionately affect communities of color.

Additionally, she continued to lend her infectious disease expertise to support public health threats and emergency responses for both OSTP and the Department of Defense.



Dr. Jay Snipes

OMB Office of Federal Procurement Policy

Dr. Snipes most recently served as the Director of the Centralized Receivables Service at the Treasury Department, aiding federal agencies in managing their accounts receivable. He has over a decade of public and private industry experience in the field of strategic portfolio and project management. Dr. Snipes has successfully created and implemented multi-year strategic and operational plans, as well as managed multiple Project Management Offices.

In addition, he previously led culture improvement initiatives, and most recently led the Employee Inclusion Action Committee for the Bureau of Fiscal Service, fostering a diverse, equitable, and inclusive workplace. He is a requested resource at conferences and international colloquiums discussing various topics on diversity, equity, and inclusion.

Dr. Snipes has made a personal commitment to diversity, inclusion, social justice, and mentoring. He is a founding board member of Revolution Impact, a non-profit organization that provides mentorship for disadvantaged middle and high school students. In addition, he serves on the board of Childcare Resources, a non-profit organization whose mission is to ensure the quality care and education of children through education and assistance to families.

Dr. Snipes earned his DBA in Business Administration from Walden University and is a certified Project Management Professional and Agile Professional.

As a WHLDP Fellow, Dr. Snipes was assigned to the Office of Management and Budget's Office of Federal Procurement Policy (Intelligent Acquisition). During this time, he implemented a cross-agency initiative to support Priority Three of the President's Management Agenda and EO 13985 to ensure government-wide contracting and procurement opportunities are available on an equal basis to all eligible providers of goods and services. This provides users with tools to improve analytic capabilities, helping them understand the impact of current buying practices across industries and sectors with the greatest opportunities for growth, with a goal of increasing the Small Business supplier base.

Finally, he created a web presence on Acquisition.gov for Federal Acquisition Data Initiatives to highlight Hi-Def and other procurement data efforts to both public and Federal Government stakeholders.



Lucinda A. Wade

OMB Office of the Federal Chief Information Officer

Ms. Wade is an information technology (IT) expert and project management professional who bridges the gap between IT and finance to sustain delivery of IT services for 75,000 global customers.

Ms. Wade has implemented and modernized IT governance, financial management, and the cybersecurity posture of Chief Information Officer (CIO) organizations. As a division chief at the Department of State, she established an IT financial management system that provides greater visibility and transparency for improved IT investment decision making. She coordinated with agency-wide stakeholders to build tools, enhance the governance processes, and standardize data. She also led the first-ever implementation of the Technology Business Management Framework which improved IT agency-wide.

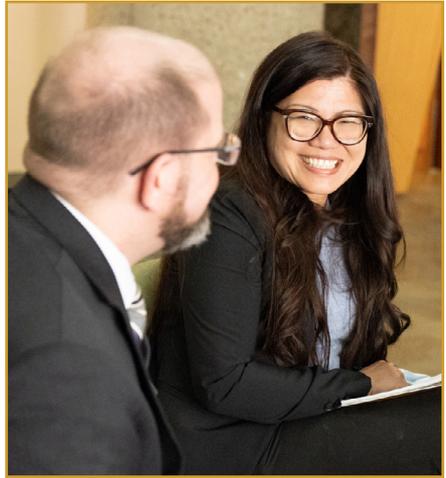
With over 17 years of service dedicated to supporting federal, private, and non-profit sectors, Ms. Wade has improved business processes and strengthened senior leaders' ability to monitor and evaluate program performance. As a portfolio manager at the Department of Energy, she provided the Deputy Secretary and CIO with greater transparency by enhancing the governance process for a \$2 billion IT portfolio. She also established and improved strategic plans and operational strategies for non-profits with an operating budget of \$1.5 million.

Ms. Wade has a BA in English from North Carolina A&T State University, a MPA from George Mason University, and a CIO certification from the National Defense University.

Ms. Wade was assigned to the Office of the Federal Chief Information Officer at the Office of Management and Budget. She supported several efforts to help advance a secure and transformational delivery of IT services across the Federal Government.

During her year, Ms. Wade worked with the National Cybersecurity Strategy Interagency group and provided recommendations to enhance the cybersecurity posture of the Federal Government based on their 21st Century IT challenges and needs. She also collaborated with the Technology Modernization Fund (TMF) Cybersecurity group that provided the TMF Board recommendations on strategies, evaluations, and an analysis approach for Cyber TMF proposals.

Ms. Wade assisted with the Energy Act of 2020, which included the establishment of performance metrics and best practices for energy efficiency and savings. Finally, while working on the Government-wide Shared Services Initiative she helped develop a strategy to adapt the program to meet existing IT and cyber shared service needs across the Federal Government.



THANK YOU MESSAGE

To the 2022 White House Leadership Development Fellows, congratulations on completing your year as a WHLDP fellow. It was an honor to welcome each of you in the fall as you embarked on a year of unknowns, new space, and a touch of vulnerability. Now you have become a community that built trust, supported each other, and delivered on our nation's top priorities. Your contributions and commitment to the enterprise of government will serve you all too well on your career journey as you continue to identify ways to lead and make an impact.

You are now a part of a community of over 100 leaders who also believe in the value of service and leadership development. I encourage you to continue to invest in each other and those that will follow. Through the White House Leadership Development Program Alumni, there is an opportunity to continue to engage and grow.

In closing, I hope each of you remembers that only you get to write your narrative, lean into ambiguity, and at times, you just need to shake it off. I am grateful to be a part of your leadership journey. Best of luck on your continued path!

- Amy Bontrager

