

## INSTRUCTORS

**John Belt, Ph.D.** received his B.S. degree from the University of Southern California and his Ph.D. from Texas Tech University, having several years of managerial experience in industry between his undergraduate and graduate work. Dr. Belt was a National Science Foundation Fellow at Texas Tech where he received his Ph.D. in Industrial Psychology. Dr. Belt taught in the Barton School of Business at Wichita State University (WSU) for 30 years, retiring in August of 2001 as an Emeritus Professor. At WSU he taught in the Management Department where he served as Chairman for the last 10 years of his tenure. In addition to his teaching and administrative duties in the Management Department, he conducted both basic and applied research in management, authoring over 50 scholarly works.

Dr. Belt is now a full time consultant, executive coach and trainer, offering 30–40 workshops throughout the year. He is well qualified for management and supervisory training, having won virtually every teaching award available at WSU. He was awarded the Excellence In Teaching Award by the Kansas Regents, was selected as one of five Outstanding Teachers at WSU by the Academy of Effective Teaching, won the Barton School's Teacher of the Year Award, and received the Nation's Outstanding Educator Award from the Society for Human Resource Management.

**Bernie Hayen** is known nationally as a local government expert on a variety of issues including public personnel law and finance, dealing with interpersonal conflict, and how to build organizational consensus and teamwork. During his public career, Mr. Hayen has presented workshops and seminars to officials across the nation including training for the National League of Cities Leadership Program, the International City Managers Association, the National Park and Recreation Management School, and various conferences and workshops for other state leagues.

Mr. Hayen has authored many articles pertaining to ethics and team building, which have appeared in a number of national and regional periodicals. He is currently finishing his first book entitled, "What People In Charge Should Know About People Who Aren't."

Mr. Hayen also teaches business ethics at Kansas State University in Manhattan where he has been recognized as one of the University's most effective professors by several student organizations including the Gold Key Honor Society. Recently, he was one of 60 faculty members from across the University recognized by K-State alumni as having the greatest impact on their undergraduate studies. He also has taught at Upper Iowa University's satellite facility at Ft. Riley as part of the Army's continuing adult education program.

Mr. Hayen holds under graduate and graduate degrees from all three major state universities in Kansas: the University of Kansas, Kansas State University and Wichita State University.

**Jennifer Findley** serves as the vice president of education and special projects for the Kansas Hospital Association. Her primary responsibilities at KHA include coordination of all education programs and services, the KHA Annual Convention and Trade Show. She is also the executive director of the Kansas Hospital Education and Research Foundation. Jennifer serves as a liaison to the Kansas Healthcare Engineers Association and Kansas Healthcare Environmental Services Association. She serves on a number of committees dedicated to communications, technology, and advocacy and is a former board member of the Kansas Society of Association Executives.

Before joining KHA, Jennifer was Development Director for the Topeka Performing Arts Center and managed all fundraising activities for the organization. Prior to working at TPAC, Jennifer was Senior Program Manager with the League of Kansas Municipalities. While at the League, Jennifer traveled across the state presenting training programs on issues such as public personnel law, personnel management, governance, interpersonal relations and strategic planning.

Jennifer has a bachelor's degree in political science and speech communication from Wichita State University and a training and development certificate from Southwest Missouri State University College of Business Administration.

**Toni Boyles**, Director of A Place in Time, has more than 20 years experience Training and Consulting in the area of Human Resource Management. She is well know for her personal approach & distinctive methods which include humor, interactive exercises, skills practice and transfer of training strategies. Her style is participant centered and facilitator led. She believes "Training that brings about no change is as effective as a parachute that opens on the first bounce." Toni has many roles in her life, national speaker, trainer, business owner, mother, grandmother, world traveler, volunteer, friend, sister, creative thinker, wife, and humorist. If you were to use one word to describe her in all these roles, it would be simple. Encourager.

Toni has an Associates of Arts degree in Business from Independence Community College and a B.A. in communications and public relations from Washburn University. She has previously been employed with the State of Kansas, Topeka Public Schools and St. Francis Hospital and Medical Center.

To learn more about Toni, visit her Web site at [www.tonisplace.com](http://www.tonisplace.com).

**Karen Hill**, president of Training Professionals, has more than 30 years experience with a wide range of corporate, financial, educational, government, and health care organizations. Selected clients include The Cleveland Clinic, one of the nation's leading healthcare systems, Astellas Pharma US, Johnson Controls, Oklahoma Hospital Association, and City of Hope National Medical Center. She has also consulted with Walmart Stores, Inc., for ten years and served as one of a handful of facilitators for the Walton Institute, providing management training and leadership development. Hill also trained more than 1,000 associates in a program she designed for Walmart Informational Systems Division.

As a volunteer and leader in the Norman, Oklahoma community, she has provided training and served on several volunteer boards including Norman Public School Foundation, United Way, and LINK Norman, a strategic visioning effort. She was a founding member of the Oklahoma Community Institute and served that Board for six years. In 1994, she was honored as the Civic Volunteer of the Year by the Norman community.

Hill is a certified trainer in the following distinguished programs:

- *Myers-Briggs Type Indicator* (Consulting Psychologists Press)
- *The 7 Habits of Highly Effective People* (Covey Leadership Center)
- *The Style of Influence* (idynamx)