

INTEGRITY · INCLUSION · INNOVATION

Leadership Oregon



"The Impact of State Leadership"



**20TH ANNIVERSARY
OCTOBER 8, 2009**

LEADERSHIP OREGON 20TH ANNIVERSARY

October 8, 2009

1:00 p.m. – 4:30 p.m.

**Northwest Viticulture Center
215 Doaks Ferry Road, Salem, OR 97304**

PROGRAM

- 1:00-1:15** **Welcome & Opening Remarks—
Lucy Gardner, Current LO Program
Manager**
- 1:15-2:00** **Connecting & Looking Back—On Your Feet**
- 2:00-2:20** **Break**
- 2:20-2:45** **Chip Terhune, Governor’s Chief of Staff**
- 2:45-3:00** **Darel Capps, The Oregon Way /
Economic Recovery Executive Team /
2008 Alumnus**
- 3:00-3:30** **Fred Miller & Alumni Panel (Laurie Warner,
1989-90; Danny Santos, 1989-90; Jen
Coney, 2001; Randy Everitt, 2006)**
- 3:30-4:15** **Recap & Moving Forward—On Your Feet**
- 4:15-4:30** **Closing Remarks—Jennifer Lara,
LO Program Sponsor, 2005 Alumnus**
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***OPTIONAL AFTER-HOURS RECEPTION
IMMEDIATELY FOLLOWING PROGRAM***

Welcome

Welcome Leadership Oregon alumni! I appreciate the commitment that each of you has made to building your own leadership skills and focusing those skills on public service. The citizens of Oregon may not know your names, but they benefit daily from your leadership.

Over the past 20 years nearly 500 state managers have participated in this program, building a strong core of state leaders. Some of you have left state government, some through retirement and others to use your skills in other venues. As Leadership Oregon alumni, we know that you take with you a better understanding of public service and its role in our society. Many of you are still building your careers in government. The principles learned through this program will help guide you through the many challenges yet to be faced. The professional networks built through your participation will be called on frequently for support and encouragement.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." ~ John Quincy Adams

Thank you to all who created, nurtured and supported the program over the past 20 years. For you I know it reflects your passion for excellence in state government. Everyone touched by this program carries a piece of that passion forward and Oregon is a better place because of it.



THEODORE R. KULONGOSKI
Governor

LEADERSHIP OREGON 2008 PARTICIPANTS

**GREG ALDRICH
FARSHAD ALLAHDAI
DEBBIE AMSBERRY
JASON BARBER
DAVE BELYEA
PAT BOUCHIE
DANELL BUTLER
DAREL CAPPS
VERA CARRIGER
KAREN CHASE
BRUCE CRAIG
YVETTE ELLEDGE
MANNY FARINAS
ROGER FUHRMAN
BUTCH HANSEN
SEANTEL HEISEL
ROBERT HULSHOF-SCHMIDT
TEDDY LELAND
KATHERINE MANGLONA
RICHARD MATHEWS
DAVID MOON
PAULA NEWSOME
TIM POTTER
ANGELA RAMOS
MERRI SEATON
SHONNA SEDGWICK BUTLER
BARBARA SMITH
LAURA SNODGRASS
ROGER STAPLES
KEVIN WILLINGHAM
GAYLE YOUNG
JOHN YOUNG**

LEADERSHIP OREGON 2007 PARTICIPANTS

**BEN BERRY
TROY BOWSER
TRAVIS BROUWER
BRYAN CONWAY
NINA DECONCINI
BRUCE EDDY
REX EMERY
DAMON FORDHAM
ANGELA GROSS
ROB HALLYBURTON
MARK HUBBARD
STEVE JANISZEWSKI
DON JONES
JAMES LYNCH
MARTHA MCDANIEL
AUDREY O'BRIEN
JIM PFARRER
DEBBIE PILLSBURY-HARVEY
MARK RASMUSSEN
MICHAEL RIGGAN
THAIS RODICK
DANIEL RODRIGUEZ
BONNIE SAVAGE
RICK SCHACK
JACKIE STEFFENS
KERI STOCKS
SUSAN TAYLOR
ROSEANNE WARD
DOUG WOODCOCK
BONNY WRIGHT**

LEADERSHIP OREGON 2006 PARTICIPANTS

**PHIL COX
BRIAN DEFOREST
RANDY EVERITT
ROBIN FREEMAN
JOE GIBLIN
KEN GOFORTH
RAEANN HAYNES
CHRIS HUNTER
JANICE KINDRICK
DONA LANTERMAN
ELLEN LAYMON
TRACY MARTINEAU
CAROL MAUSER
BETTY MERRILL
STEPHANIE MILES
MICHAEL MORALES
NANCY OSTERBAUER
DON OUIMET
MICHAEL RODGERS
CHERYL SAVILLE-MILLER
PATTI SEASTROM
GLENN SMITH
TOM STOOPS
TOM THORNTON
CARLA TUPOU
DAWN VOELKER
JUDY WHALEY-FULTZ
VALERIE WICKLUND
PAUL WIRFS**

LEADERSHIP OREGON 2005 PARTICIPANTS

LES CARLOUGH
JENNIFER CHAMBERS
DEBBIE COLBERT
LARRY COOPER
SHARON DAHLE
TROY GREGG
RANDY HARNISCH
RANDY HENRY
BECKYLU HUMMER
DUANE HUNTER
SUSAN JOHNSON
JENNIFER LARA
JANE LEE
KYLE MARTIN
ERIC METZ
BARRY MOSS
SAM OSBORN
LEO OTT
GREG PETTIT
MARY PHILP
CAROLYN ROSS
CYNTHIA SCHEICK
CHRISTINA SMITH
CY SMITH
PAM VALENCIA
TERRI SULLENS
KAREN TRUSSELL
SHANE WALKER

LEADERSHIP OREGON 2004 PARTICIPANTS

TAMARA BRICKMAN
MARK CHARLES
JON DUFRENE
GLORIA ENGLISH
STEPHANIE GILLETTE
CAMILLE GILMORE
CURT HARTINGER
NANCY HOWTON
MARK HUNT
KEITH JOHNSON
ED KLIMOWICZ
MICHAEL LAMON
MARLYS LAVER
ELIZABETH LINDBLOOM
MARK LONG
MARGARET McDOWELL (KANE)
AMY McLAUGHLIN
SEAN McSPADEN
ERIC LUTHER MOORE
KEN MURPHY
DIANA PECCIA
PAUL PICKERELL
GINA SALANG
LOU SAVAGE
LORI SUNDSTROM
JIM WILES
SALLY WOOD (FURZE)
LISA ZAVALA

***LEADERSHIP OREGON 2003
PROGRAM ON HIATUS DUE TO STATE BUDGET REDUCTIONS**

LEADERSHIP OREGON 2002 PARTICIPANTS

MARY ABRAMS
KEVIN ALANO
DEANNA BATHKE
LILY CACERES
RICK CARTER
RICK COURSEY
STEVE DELANEY
MICHAEL DOUGHERTY
KEVIN DULL
JANET FAIRCHILD
ROSLYN FARRINGTON
DANIEL HALL
GRETCHEN HAWKINS
LORI HAYHURST
KAREN HEYWOOD
CAROL HOPKINS
BEN JUMBO
RUSSELL LATHAM
TERRENCE MCCARTHY
LOUISE MELTON-BREEN
DENISE MILES
LINDA NICKERSON
KEN NILES
LARRY OJUA
RON PARSONS
DICK PEDERSEN
CRAIG STROUD
ANNETTE TALBOTT
CINDI TUTTLE
AMANDA VALLEJO
CYNDI WICKHAM
LIN WOLFE
WENDY WOODARD
DAVID ZERBE

LEADERSHIP OREGON 2001 PARTICIPANTS

**MARY BAKER
BOB BARLEY
ROB BECK
RON BERSIN
PETER BREWER
RICHARD CARMICHAEL
JEN CONEY (STINEFF)
KAY ERICKSON
ROBERT GARRISON
MICHAEL GOVRO
PATRICIA GROSE
SUZANNE HOFFMAN (NELSON)
STEPHANIE HOLMES
KAREN HUPP
JACK LAWSON
GREG MALKASIAN
GARY MCGREW
AARON MUNTER
NANCY PUSTIS
MICHELLE REMMY
ADAM SUSSMAN
BILL TAYLOR
DENI TEBEAU-CLEMONS
DEBBY WILLIAMS
SANDY WOOD**

LEADERSHIP OREGON 2000 PARTICIPANTS

NANCY BOYSEN
TOM BYERLEY
NANCY CAIN
CLARK COONEY
JULIE DAVIE
MARDALE DUNSWORTH
CHRIS DUVAL
TOM EVERSOLE
SUSAN FLETCHER
JEAN GABRIEL
GWEN GRAMS
JANET KAHLER
JEFF KETO
ROBERT LAMPERT
ROD LOHOF
WALT MARKEE
THERESA MARTIN
RICHARD MOELLMER
MICHAEL MUELLER
TONY NIGRO
MICHAEL O'CONNOR
DAMARA PARIS
CARLA PLOEDERER
GERRY PRESTON
LANNY QUACKENBUSH
JEFF SCHEICK
AL STEWART
PETER THRELKEL
VICKI TUNGATE
NEAL WEATHERSPOON
RUDY WILLIAMS
TIM WOOD

LEADERSHIP OREGON 1999 PARTICIPANTS

**JUAN BAEZ
AL BATHKE
DANIELLE COWAN
BOB DAVID
BOB DEVYLDERE
DIANA DOLSTRA
BILL FINK
PEGGY FLANAGAN
BARBARA FOLAWN
JERRY FULLER
ANGELA GREER
JEANETTE GUM
JONI HAMMOND
LISA HANSON
MARK JACQUES
PATRICIA JOHNSON
VALERIE KAUFFMAN
JIM LAMKA
KATHY LEDESMA
JAN LEMKE
ALEX LENNOX
DIANNA LONG
BILL MCGEE
JIM NEIFERT
KAREN PAGH
CATHY POLLINO
GABE SILVA
CHERI TEBEAU-HARRELL
TERRY YOUNKIN**

LEADERSHIP OREGON 1998 PARTICIPANTS

**ZOANN ATTWOOD
GEORGE AYO-WILLIAMS
MARCO BENAVIDES
CAROL BROWN
JEFFORY BRUNNER
MERRIESUE CARLSON
DAN EDWARDS
DWIGHT FRENCH
LINDA GESLER
MICHAEL GRANT
SHAWN JACOBSEN
JOAN KAPOWICH
PAMELA KONSTANTOPOULOS
RIC LATOUR
CLIFF LIEDTKE
TRACY LOUDEN
GRETCHEN MCKENZIE
REX MILLER
DAVE MORMAN
PADDY O'BRIEN
STEVE PHARO
DON ROBISON
GARY ROTH
CLYDE SAIKI
WATARU SAKAI
MARSCY STONE
JEFF SVEJCAR
KANHAIYA VAIDYA
SHARON WALKER
WILL WARREN
LINDA WEST
DAVID WRIGHT**

LEADERSHIP OREGON 1997 PARTICIPANTS

**ROBERT ABRAMS
KEVIN ANSELM
MICHAEL AUMAN
PHILLIP CARVER
KATHLEEN COFFEY
MIKE CONZONER
RUTH CROWLEY
STEPHANIE FRANKLIN
RANDY GEER
MARC HELLMAN
LINDA IGNOWSKI
MAURY JOHNSON
ESTELLE JUDIE JOHNSON
SHELLEY JONES
ROBERT KARAU
ELIZABETH KIREN
KEITH LEAVITT
ALAN LEE
ANNETTE LIEBE
TANYA MCGEE
RUSSELL MCINTOSH
DALE MITCHELL
FRANK PECCIA
KATHRYN PURYEAR
ROBIN RICKARD
CAROL RIVES
VICKI ROSS
DAN SHULTS
ELAINE SMITH
GUSTAVO WILSON**

LEADERSHIP OREGON 1995-96 PARTICIPANTS

**JOHN BORO
EILEEN BREEDLOVE
AL COOK
MACHELL DEPINA
NANCY DESOUZA
RENE DUBOISE
TERRY DUFOUR
BRIAN FLORIP
JANICE FULKER
JUDY GRISWOLD
WILL HIGLIN
JEANNETTE HOLMAN
LISA HOWARD
MARK KENDALL
MARGRET LOFTIS
JIM MCADLER
TOM MCCLELLAN
VICKI MCLEAN
DIANNE MIDDLE
FRED OLSON
AMY PERKINS
JOAN RUTLEDGE
ROS SAMNANG
BRENT SEARLE
LUPE MARIA TOVAR
DINA TRUNICK
STEVE WILLIAMS**

LEADERSHIP OREGON 1994-95 PARTICIPANTS

**ROBERT AMELA
DONNA ARCHAMBAULT
JOANN BONES
BILLIE BROWN
JOHNNY CORDERO
CHUCK EDSON
GEORGE GARCIA
ANN HOKE
ROBYN HOLDMAN
BARBARA JENSEN
KATHLEEN JOHNSON
SUSAN JORDAN
ART KIUTTU
KAREN KREFT
MYRA LEE
THOMAS LESTER
BILL LINHART
SYLVIA LOFTUS
JENNIFER MENDEZ
MARION MERRILL
MICHAEL PACHECO
CHARLES STOUDAMIRE
BETH TAYLOR
GWEN ULREY
BEVERLEE VENELL
SHIRLEY YEE**

LEADERSHIP OREGON 1993-94 PARTICIPANTS

**TERRI BARTON
JOHN BIAMONT
CLAUDIA BINGHAM
NANCY CAMPBELL
CHRISTIE CANBY
JAN DEAN
MIKE FREESE
CHARLES GEHLEY
ROBERT GREEN
BOB GRINDSTAFF
LONNIE JACKSON
CHARLES KIRBY
CAROL ANN KIRBY
LOIS LANGLOIS
SANDY MAYNARD
CHERYL NORDHAGEN
ERNEST PEREZ
TERRENCE SAMUEL, JR.
CAROLYN SCHNOOR
LAWRENCE SMITH
MARY WESTERFIELD
KATHLEEN WICKMAN
BETTE WORCESTER**

LEADERSHIP OREGON 1991-92 PARTICIPANTS



CLASS LIST NOT AVAILABLE

LEADERSHIP OREGON 1992-93 PARTICIPANTS



CLASS LIST NOT AVAILABLE



LEADERSHIP OREGON 1989-90 PARTICIPANTS

**STEVEN APPLGATE
TELETHA BENJAMIN
SANDRA BURT
KATY COBA
KAREN DELORENZO
JIM ECKLAND
PAT FAWCETT
DAVID FERRE
CAM GILMOUR
JIM GREER
DOUG HARGER
BARBARA HUNTER
KATHLEEN MCHARG
JIM MCINTOSH
RON MCKAY
KEVIN NORDHILL
TONI PETERSON
REYNARD RAMSEY
GARY RIERSON
CRAIG ROYCE
LYNNAE RUTTLEDGE
DANNY SANTOS
ANN TERRY
LAURIE WARNER
ROBERTA WATSON
TONY WHITE
GARY WILLIAMS**

Leadership Oregon Program

*Special thanks to the following organizations
who have supported and participated in
Leadership Oregon throughout the years:*

**Board of Accountancy
Department of Administrative Services
Department of Agriculture
Aviation Department
Commission on Black Affairs
Oregon Business Development Department
Dept of Community Colleges &
Workforce Development
Department of Consumer & Business Services
Department of Corrections
Department of Education
Employment Department
Department of Energy
Department of Environmental Quality
Department of Fish & Wildlife
Department of Forestry
Department of Geology & Mineral Industries
Governor's Office
Department of Housing & Community Services
Department of Human Services
Oregon Judicial Department
Department of Justice
Bureau of Labor & Industries
Department of Land Conservation & Development
Department of State Lands**

Leadership Oregon Program

*Special thanks to the following organizations
who have supported and participated in
Leadership Oregon throughout the years:*

**Legislative Administration
Legislative Counsel
Oregon State Library
Oregon Liquor Control Commission
Oregon State Lottery
Marine Board
Oregon Medical Examiners Board
Military Department
Mortuary & Cemetery Board
Oregon Parks & Recreation Department
Board of Parole & Post-Prison Supervision
Oregon State Police
Public Employees Retirement System
Department of Public Safety Standards & Training
Public Utility Commission
Department of Revenue
Secretary of State
Oregon Student Assistance Commission
Tax Practitioners Board
Department of Transportation
Oregon State Treasurer
Oregon University System
Department of Veterans' Affairs
Department of Water Resources
Commission for Women
Oregon Youth Authority**

Alumni Quotes

"Never doubt that a small group of thoughtful concerned citizens can change the world. Indeed it is the only thing that ever has."

~ Margaret Mead, American Cultural Anthropologist

"Many of the building blocks for my career in state government were gained through Leadership Oregon. It gave me a greater appreciation for the role of a public sector leader, and the courage to take on difficult assignments."

~ Tom McClellan, ODOT DMV Administrator, Class of 1995-1996

"My best wishes for a great celebration and my congratulations to the many graduates over the past 20 years. I can attest to the value of Leadership Oregon in my own career."

~ Tim Wood, Director, Oregon Parks & Recreation, Class of 2000

"Leadership Oregon was instrumental in moving me along the path to become DEQ's director."

~ Dick Pedersen, Director, Department of Environmental Quality, Class of 2002

"I want to thank every supporter or participant that has made this an amazing program that has molded so many managers in Oregon state government.... Thank you for the honor of being one of them."

~ Joe Giblin, Assistant Administrator of Clinical Operations -Clinical Health Services, Department of Human Services, Class of 2006

Alumni Quotes

"I know an experience has been worthwhile, and changes in myself profound, when I find myself wondering how I got along without that experience thus far in life. Leadership Oregon is one of those experiences."

~ Patti Seastrom, LEAN Center Manager, Department of Human Services, Class of 2006

"Because of Leadership Oregon I have more faith in the leadership of the future; in fact, I might be confident."

~ Daniel Rodriguez, Retired, Diversity Outreach & Executive Candidate Consultant, DAS, Class of 2007

"Because of Leadership Oregon I have been given the tools I need to be a more successful leader."

~ Martha McDaniel, Budget Manager, Department of Corrections, Class of 2007

"Because of Leadership Oregon I have realized - and have witnessed others realize - the potential for leadership that is within us all."

~ Gayle Young, HR Manager, Oregon Judicial Department, Class of 2008

"Leadership Oregon is not just a leadership development program. Leadership Oregon is an experience. Leadership Oregon is and always will be a community of thoughtful, concerned, and dedicated state leaders."

~ Lucy Gardner, Leadership Oregon Program Manager, 2006-2009

Looking Back . . . Going Forward

Because of Leadership Oregon . . .

Notes





To support and enhance the professional and personal development of State of Oregon managers through an interactive and practical curriculum that expands an awareness of self, state government and local communities while promoting pride in public service.

Leadership Oregon is Coordinated by:

State of Oregon, Department of Administrative Services
Human Resource Services Division
Statewide Training & Development
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Salem, Oregon 97301-3967
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