

## **Onward: A discussion on Diversity, Equity, & Inclusion**

### **Description:**

In this live session, panelists will discuss their work of consulting, advising, and coaching senior leaders during societal changes and organizational shifts.

### **How to Access:**

- Live Session on Thurs. 8/6 at 6:00 - 6:50pm EDT on Zoom. ([Click](#))

### **Moderator:**



**Cedric Williams, PhD**

Cedric Williams, Ph.D., is the Founder and CEO of Legacy Consulting & Research Group LLC. He has a passion for integrating psychological principles to help individuals thrive at work and home. Dr. Williams has experience in consulting, psychological assessment and testing, psychotherapy, and social-scientific research. His research interests include multicultural competence, resilience, well-being, occupational thriving, and leadership. Dr. Williams serves as the Diversity & Inclusion chairperson for the American Psychological Association Division 13, Society of Consulting Psychology. In addition to his time as a Consulting Psychologist, Dr. Williams has served in the United States military for over 18 years. He is an Airborne and Ranger qualified Infantry Officer who has led soldiers in a variety of positions. He holds a Ph.D. in Clinical Psychology from Fuller Graduate School of Psychology, a Master of Arts in Theology from Fuller Theological Seminary, and a Bachelor of Science from Illinois State University.

### **Panelists:**



**Karen Y. Wilson-Starks, PhD**

Dr. Karen Y. Wilson-Starks is the President and CEO of TRANSLEADERSHIP, INC., host of the twice weekly podcast, The Voice of Leadership, Host of the TV show Dr. Karen Speaks Leadership, author of Lead Yourself First: The Senior Leader's Guide to Engaging Your People for Greater Performance and Impact; and creator of the online course: Teams Empowered for Dynamic Organizational Results.

With more than 30 years of experience as a trusted advisor she partners with her clients to select and retain the best people, create high performance teams, and develop cultures that get rapid innovative results.

Her previous positions include serving as Chief Assessor and Senior Faculty member for the Center for Creative Leadership (CCL) in Colorado Springs and as an active duty Army officer and psychologist.

She is currently a member of the Div. 13 Ethics committee and previously served two elected terms as Div.13 Secretary and two terms as The Chair of the Professional Visibility and Media Relations Committee.

Her Ph.D. and master's degrees in clinical psychology are from the University of Connecticut in Storrs, and her bachelor's degree in psychology is from the University of Maryland in College Park, Maryland.



**Greg Pennington, Ph.D.**

Greg Pennington, Ph.D. is Managing Partner for Pennpoint Consulting Group (PC|G), a firm focused on increasing organization capacity and capability. PC|G provides executive coaching, team effectiveness, and leadership development programs and presentations to Fortune 500 companies and national professional associations. Greg works to link individual and organizational strengths and development areas to specific business outcomes. While establishing himself as a trusted advisor, he provides insight into how the organization, the team, and the individual interact that results in measurable changes in behavior.

Experienced with several assessment instruments and feedback tools, he focuses integrating input from a variety of sources to identify a few critical areas of focus for development. Always offered in context of the business, his success requires a

partnership with several resources including senior business leaders and human resources professionals. It also requires realistic goals that can be demonstrated with measurable evidence of achievement. His coaching clients include partners, senior leaders, and high potentials in public accounting firms, financial services corporations, retail, consumer goods, communications and manufacturing organizations. His coaching engagements have focused on accelerating effectiveness and on new leader assimilations. PG|G's leadership development engagements include high potential and high performance programs, developing women leaders and increasing diversity and inclusion. His team effectiveness engagements include integrating senior teams post-mergers, driving sustainable high performing teams, and accelerating supervisor skills. Greg holds a Ph.D. in Clinical Psychology from the University of North Carolina, Chapel Hill and a B.A. degree cum laude in Psychology and Social Relations from Harvard University. He is an active member of the American Psychological Association.



### **Lawrence James, PhD**

Lawrence James is a partner in RHR International's Chicago office and a co-leader of RHR's diversity and inclusion services. He moved to RHR for the opportunity to create greater, more sustained impact with larger organizations and their senior leaders. Lawrence's inquisitiveness, intellect, insight, and drive to help individuals and companies have enabled him to have significant impact with clients in numerous sectors including energy/utilities, financial services, retail, and manufacturing. As a trusted advisor, he helps senior executives enhance the business performance and productivity of their organizations through effective leadership practices, change management, and strategic talent development. Lawrence is a thought leader and innovator in the area of executive development. He has authored original research on best practices in African-American executive development entitled "Journey to the Top: Developing African-American Executives." He has delivered numerous speeches and talks on this topic and others to a wide variety of audiences including McKinsey, Strategy& (former Booz & Co), and EEI.

Prior to joining RHR International, Lawrence was president of LJA LifeLessons, a psychological services corporation he founded. He served as an adjunct professor in psychology at Lewis University. He also was a consultant at The Adler School of Professional Psychology and Thornton Community Services.

Lawrence received his BA in psychology from the University of Illinois at Urbana-Champaign, a master of education in counseling psychology at Howard University, and a PhD in clinical psychology from Southern Illinois University at Carbondale. He is a licensed psychologist in the state of Illinois and is a member of several professional organizations including the American Psychological Association and the Association of Black Psychologists (ABPsi).



**Kym Harris-Lee, EdD**

Dr. Kym Harris-Lee is a board-certified executive coach, speaker and published author. Described as a “velvet hammer,” she utilizes a strategic and intuitive approach to guide clients out of their comfort zones in a way that minimizes discomfort and amplifies desired results. Along with coaching individuals and corporate clients, Dr. Kym has served as a personal coach for the Kennesaw State University Coles Executive MBA Program. She is currently a member of the faculty team for Smith College Executive Education.

Having enjoyed a career as an executive focused on talent and leadership development, Dr. Kym has learned a lot about what it takes to masterfully manage and negotiate a successful career. Dr. Kym has used her knowledge to develop the M.O.R.E.<sup>®</sup> Mindset Coaching methodology, which capitalizes on the individual uniqueness of her clients, while fine tuning the way they show up and the experiences they create with every interaction.

Dr. Kym’s career in Human Resources and Talent Development represents leadership and executive roles in higher education (University of Miami and Emory University), and corporate organizations (The Home Depot and Cox Enterprises). She holds a bachelor’s degree in Psychology from Rutgers University, a master’s degree in Business Administration from Nova Southeastern University, and a Doctorate degree in Organizational Leadership from Argosy University.