



CHAMINA CURTIS

Chamina is a *Vision Implementation Strategist* bringing 20 years of experience in both the corporate and academic sectors. Whether you are seeking professional or personal expertise in organizational development, leadership or life, Chamina's unique lens allows her to construct actionable plans from formative ideas for teams and individuals. Generating pathways to success is always her mission.

Chamina's career highlights are in Sales and Marketing, Human Resources and Training and Development for Fortune 500 companies. Currently, she is a full-time Lecturer at Miami University bringing learning to life and motivating students to be the best version of themselves through thought-provoking reflections and real-life engagement.

Educational Background

- Bachelor of Business Administration in Marketing, Ohio University
- Master of Organization Development, Bowling Green State University
- Master in Labor and Employee Relations, University of Cincinnati
- Leadership Programs:
 - MADE Women's Leadership Program - Mason-Deerfield Chamber of Commerce
 - Urban League African American Leadership Program

How She Makes a Difference

As the Co-founder of CHIP's (Citywide Hamilton Internship Program), Chamina's focus on Diversity, Equity and Inclusion has led CHIPs to become a conduit that connects companies and untapped talent from historically underserved populations. Through internships, workforce education and leadership experiences, pathways are created to career opportunities, workplace development and cultural integration.

Additionally, Chamina is the creator of Hamilton's State of Reality Series; a collaborative community initiative identifying areas of concern for residents of Color in Hamilton, Ohio. The Series educates residents and provides a platform to create and implement solutions in the areas of economics, education, government, healthcare and law enforcement.

Outside the office

She is the Advisory Board President for the Booker T. Washington Community Center and serves on the Board of Trustees for the Greater Miami Valley YMCA. Chamina's love of empowering, uplifting, and inspiring young minds has led her to create a teen girls' leadership and mentoring program called Girls with A Purpose. This program affords inner-city youth access and exposure to resources within and beyond their community. When Chamina isn't creating life legacies within her community, she enjoys pursuing a healthy life-style, reading, coaching, developing others and spending quality time with her husband.



JEFF EGER

An experienced executive in the fields of management, strategic planning, organizational development, coaching and communications, Jeff is a skilled communicator and facilitator who strives to achieve peak performance with every team he leads. He encourages innovation and creative thinking. Jeff is a servant leader with a proven record of accomplishment.

Jeff's career experiences are broad and extensive; ranging from entrepreneurship to C-Suite leadership. His most notable accomplishments are building and reinventing organizations. He led Northern Kentucky's Sanitation District No.1 as Executive Director for 17 years, transforming it into a multi-jurisdictional agency providing wastewater and stormwater management services to over 46 local governments. He negotiated transformational environmental compliance with the state and U.S. EPA., which has become the model for the nation in achieving clean water goals. He has served as CEO of the Kentucky Chamber of Commerce, as well as CEO of The Water Environment Federation – an international association of clean water professionals.

Eger recently retired from HDR, one of the top A&E firms in the United States. While there, Eger built and led the company's national stormwater practice. Additionally, Eger has facilitated dozens of strategic plans for non-profit agencies and corporate clients, has served as Chairman of several organizations including ORSANCO (the Ohio River water authority), and served on non-profit boards and public agencies, currently including the Boone County Water Commission. He believes the key to success for any company or organization is to focus first on its culture. Recognizing that team members are *the* most important resource can achieve boundless opportunities.

Educational Background

- Bachelor of Arts in Communication, Northern Kentucky University
- Graduate of Leadership Northern Kentucky, and was named one of their Leaders of Distinction

How He Makes a Difference

Jeff has always believed the best success comes from building and creating dreams with a team. Eger, along with his wife and a group of his friends, started the Regional Youth Leadership Program for high school juniors. Now in its 25th year, this is one of the few programs of its type that has reached across state boundaries to include students from Kentucky and Ohio schools. Eger has lived community service since high school, where as President of the Fellowship of Christian Athletes he conducted a food and clothing drive for those less fortunate in his community. His favorite title is that of "coach," having spent years coaching youth sports.

Outside the office

Let me tell you about my grandkids – family is number one for Jeff. He and his wife Ruth, married for 46 years, center their lives around their son and daughter and their families. After moving back from Washington D.C. six years ago, they bought a home with a pool, affectionately known as the Sunnybrook Spa & Bistro, where every weekend is family time. Jeff loves every genre of music and always has a special music playlist going, while Momma Ruth is cooking up something special for dinners. Travel during the offseason is typically centered around food destinations.



ALAN HEYMANN

Alan has served as an executive coach to hundreds of his fellow introverts, helping them feel seen and heard, to find balance in their lives and to unleash their superpowers in an extroverted world. Alan also specializes in coaching through career and leadership transitions. He brings a warm, open and energetic presence to his coaching and facilitation clients and speaking engagements. His

clients to date have spanned corporations (including the Fortune 50), nonprofit organizations, public utilities, federal, county and municipal governments. The author of two books on leadership analogies: *Don't Just Have the Soup*, and *Embrace Your Inner Peaches*, Alan is a member of the faculty of the Georgetown University Institute for Transformational Leadership. He spent more than two decades in public, government and nonprofit communications — leading teams from 2 to more than 100 people. Alan founded Peaceful Direction in April 2019. Alan has also served as an executive leader at DC Water.

Educational Background

- Executive Certificate in Leadership Coaching (Georgetown University)
- Juris Doctorate (The George Washington University Law School)
- Bachelor of Science in Journalism (Northwestern University)
- Adjunct faculty member (Georgetown University Institute for Transformational Leadership)

Certifications

- Hogan Assessments, Leadership Circle Profile 360, Designing Your Life, Everything DiSC, Certified Facilitator in the LEGO® SERIOUS PLAY® Method

How He Makes a Difference

Alan is a frequent participant in pro-bono coaching engagements through the International Coaching Federation's Metro DC chapter. He is a member of the Barker Adoption Foundation Board of Trustees and the Newport Mill Middle School PTSA Board. Alan has followed a plant-based diet since 2002.

Outside the Office

Alan is a member of the Barker Adoption Foundation Board of Trustees. He's followed a plant-based diet since 2002, enjoys running half-marathons and lives with his family outside Washington, DC. He is the son and parent of immigrants to the United States. Peaceful Direction is dedicated to supporting women, people of color and other groups historically underrepresented in Western leadership culture. Alan strives to bring principles of equity and justice into his work with all leaders.



JAMIE HOLTZAPFEL

A principal consultant with Core since 2017, Jamie is a strategic thinker and goal-oriented individual who is passionate about helping other people succeed. She enjoys using her background in marketing and communication to help clients achieve an outlined vision for the future through the creation and/or delivery of tailored leadership programs, team development opportunities and company strategies. As the VP of Consulting Services for Core, she also enjoys readying other members of the Core team for client engagements to ensure successful project execution.

Prior to joining Core, Jamie spent time early in her career working for a marketing agency where she customized media plans for local and national clients to help expand their reach in targeted markets. Following her time in media, she spent over a decade working for a Northern Kentucky wastewater and storm water utility. In her time with the utility, she designed and managed both technical programs and community outreach programs for all audiences. Her last six years with the utility were spent as the Director of Communications where she oversaw all internal and external communication affairs. She supported the utility's leaders by collaborating with stakeholders to address community needs, employee needs, building and facilitating outreach programs, managing media, communicating through crisis, and building brand awareness.

Educational Background

- Bachelor of Arts in Communication from Northern Kentucky University
- Everything DiSC Certified Trainer (Wiley)
- Leadership Programs: Leadership Northern Kentucky and SOAR Women's Leadership Program

How She Makes a Difference

Jamie has a love for community and enjoys actively engaging with collective impact organizations. As a first-generation college student she proudly serves as the President of NKU's Alumni Association and Board where she is working towards improving alumni and student collaboration and connection. Jamie also engages with Notre Dame Academy and serves as a mentor and guest speaker to help junior and senior girls prepare for life after high school. A past board member for Green Umbrella (the Cincinnati region's sustainability alliance), she chaired their communication committee to help share the organization's story and increase environmental awareness.

Outside the Office

On a personal note, Jamie resides in Northern Kentucky with her husband, her three children and her two dogs. Between her busy children, dogs, and lots of local extended family, she can attest to the fact that there is never a dull moment in her household. Jamie enjoys being surrounded by others, but warmly welcomes an opportunity to get off the grid. If you can't reach her, she's probably escaped to a lake or the mountains.



LEIGHANN RECHTIN

Leighann is an executive level leader who is passionate about the development of others. Her work focuses on strategy and talent development. Leighann is a highly skilled facilitator and communicator, within the corporate, academic and nonprofit sectors. In addition to her work with Core, Leighann is an Assistant Vice President at Ivy Tech Community College, responsible for leading talent development efforts to ensure

Ivy Tech maintains a skilled and motivated workforce to meet its talent needs and drive success. She also consults with and advises executive-level leaders to drive systemic change in strategic management of talent and is instrumental in leading the College in innovative practices. As a former full-time Communication Professor, corporate trainer, and faculty professional development director, Leighann has a significant background in communication skills and pedagogy. Leighann has led faculty professional development sessions centered on several best practices utilized in the classroom, specifically focusing on assessment, online student engagement, applied learning, strengths, and innovation.

Educational Background

- Bachelor of Arts in Communication, Northern Kentucky University
- Master of Education in Human Resource Development, Xavier University
- Master of Arts in Communication, Northern Kentucky University
- Doctor of Educational Leadership, Northern Kentucky University
- Certifications:
 - Gallup Strengths Coach
 - Gallup Engagement Champion
- Leadership Programs:
 - Leadership Northern Kentucky
 - Women's Institute for Leadership Development
 - Emerging Leaders
 - Leadership Academy and Pathways to Peak Leadership
 - Vital Smarts – Crucial Conversations
 - Executive Leadership Program Development and Coaching

How She Makes a Difference

Leighann is very passionate about women in leadership – formerly serving as the president of the board of directors for the Madonna House of Northern Kentucky (a home for single mothers). She is also on the Steering Committee for the Women's Institute for Leadership Development, and mentors women in early stages of career development. She is the Guiding Circle leader for the Lawrenceburg Ivy Tech Circle of Ivy – a women's philanthropy organization. Additionally, she helps coordinate and present at women in business luncheons for the Dearborn County and Batesville chamber of commerce in Indiana. She is also very involved with her church, where she serves primarily as an announcement manager, along with leading small groups.

Outside the Office

Leighann currently resides in Fort Mitchell, Kentucky with her husband, their youngest son, two cats and dog. They have two young adult boys who now live outside of the home. Her family are big soccer fans and athletes, spending most of their time on or around a soccer pitch. They are also big fans of Ted Lasso and have season tickets to FCCincy soccer. Leighann really enjoys reading books and is currently involved in four book clubs. She also enjoys attending live theatre, teaching and attending Pilates Reformer classes, and all things Harry Potter.



CHRISTINE SAPITA

As a seasoned professional with a passion for operational excellence, Chris offers a diverse background with specializations in communications, employee engagement, corporate culture, team management, and overall talent and leadership development. She earned much of this experience in her 25 years at Hobsons, helping build the start-up software development firm into a global force in higher education technology and career advising for K-12 students.

In recent years, Chris has worked closely with public water utilities, and small-to-midsized organizations with a focus on developing leaders at all levels. Chris knows that people are at the core of building a thriving, successful "anything," and she loves sharing her knowledge and experiences for the benefit of helping others succeed.

Educational Background

- Bachelor of Arts in Marketing and Public Relations from The University of Dayton
- Everything DiSC Certified Trainer (Wiley)
- Course completion for Gallup's Strengths-Based Leadership and InsideOut Coaching Development

How She Makes a Difference

Chris sits on the Board of Directors for Think Tank, an organization with a mission to alleviate poverty through relationship-driven initiatives. She has enjoyed a number of volunteer leadership positions that allow her to experience the power of people on a more casual platform.

Outside the Office

Chris raised her three children in Dayton, Ohio where she lives with her husband. Her personal passions include long walks, cycling, hiking, cooking, healthy snacks, sideling at sporting events, traveling, and life coaching her young adult children.



BEATE WRIGHT

Beate has over 33 years' experience in the water sector as a professional engineer, leader and an International Coaching Federation certified coach. She has a unique perspective having worked in the federal, private, public and non-profit space in a technical field, progressing from technical roles to strategic

leadership. Beate has also served on both National and State boards for the American Water Works Association (AWWA).

Educational Background

- Graduate, Leadership Coaching for Organizational Wellbeing, George Mason University, VA
- Master of Engineering, Environmental Engineering, Manhattan College, NY
- Bachelor of Science, Civil Engineering, Clarkson University, NY
- Certifications:
 - International Coaching Federation (ICF) Associate Certified Coach (ACC)
 - Professional Engineer in the Commonwealth of VA
 - Everything DiSC Certified Practitioner
 - Leadership Circle Profile Certified Practitioner
 - SBA certified Service-Disabled Veteran-Owned Small Business
 - SBA certified Women-Owned Small Business

How She Makes a Difference

Beate has served as a Director on the American Water Works Association (AWWA) Board of Directors and has served on the VA Section AWWA Board. She is spending time supporting her aging parents and is currently relocating to live near her daughters to help with babysitting her grandson and future grandchildren.

Outside the Office

When not spending time being with family, Beate can be found enjoying the great outdoors by hiking, golfing, playing pickleball, snowshoeing, or boating – depending on the season. Reading a great book with a glass of wine in front of a wood-burning fire is also a favorite activity..