

Executive Development

Developing Tomorrow's Leaders Today



LIMRA Executive Development Affiliated Team of Presenters for 2011



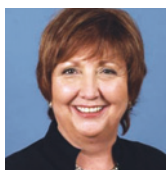
Marilyn Alverio is a consultant in sales, marketing, and business retention for multicultural markets, helping corporations do business with Latinos, African-Americans, and women business owners. She was formerly National Director of Ethnic Marketing at Aetna, and in sales management for a major airline. Alverio graduated from the University of Connecticut, and earned a MBA from the University of Phoenix.



Joan Ashman, CPCU, is an executive coach and a consultant in leadership and human capital strategies. She was formerly Director of Human Capital Development and Director of the Leadership Center for The Hartford. Ashman has held various field and corporate insurance positions, and has over twenty years experience in executive education, and staff and leadership development. She holds a Masters of Science in Management.



Liz Brayboy is an experienced business manager and consultant with more than 20 years experience working for and with insurance and financial services companies. Her expertise is in client relationship management, strategic planning, and operations redesign. She worked for CIGNA and Deloitte Consulting and holds degrees in Psychology and Business from Yale and Columbia.



Catherine Carlisi, president of Carlisi Consulting Group, is a CEO coach and consultant specializing in creating work cultures that promote achievement, collaboration, and accountability within high performance teams. She has more than 20 years experience as a human resource executive, business/executive coach, and advisor, helping many business leaders shape the culture of their organizations and achieve a higher level of business and personal success. Ms. Carlisi is a veteran speaker and has designed and facilitated programs on virtually every aspect of employee relations and management development.



Laura Daley is an executive coach, a facilitator who specializes in effective developmental feedback methods, and co-author of *Talk Your Way To The Top*. Previously, she worked at Citibank in sales and operations management, and at Communispond training executives on presentation skills. Daley completed graduate and undergraduate work in education, psychology, marketing, and business administration.



Arnold Dicke, FSA, is a consultant specializing in reserve and capital reviews, risk analysis, Sarbanes-Oxley readiness, and reinsurance. Previously, he was a senior manager in the actuarial practice of KPMG, and he has served on the boards of directors for the American Academy of Actuaries and the Society of Actuaries. Arnold was formerly a senior vice president and chief actuary at ING Re. Earlier, he held similar roles at NY Life, US Life, Equitable, Provident Mutual, and Penn Mutual.



Kenneth R. Ehinger is a consultant specializing in strategy development, distribution management and growth, new business opportunities, product and service design, executive coaching, and education. With over 30 years experience, he was formerly Senior Vice President at National Life Group; Chief Operating Officer of Lincoln Financial Advisors; and a Financial Consultant with Merrill Lynch. Ehinger has earned his Fellow Life Management Institute (FLMI) designation, is a Certified Management Accountant (CMA), and holds a Masters of Science in Business Administration.



Doe Hentschel, Ph.D., is the Vice President of Leadership Greater Hartford, a non-profit organization that conducts regional leadership development programs. She is an experienced trainer in leadership development, team building, group process and application of the Enneagram personality system using the LifeWorx Enneagram materials and program.

A seasoned administrator in higher education, she formerly served as Vice President for Academic and Student Affairs at Pine Manor College; Dean of Extended and Continuing Education at the University of Connecticut; and Dean of Adult and Continuing Education at SUNY College at Brockport.



Margaret (Peggy) Holtman is a leadership and executive development consultant, and co-author of *Leading on the Edge*, a book that uses Shackleton's Antarctic expedition as a metaphor for corporate change and adversity. She was formerly Director of Talent Management at The Hartford, Vice President of Branch Management Development for Smith Barney, Director of Corporate Staffing at The Travelers, and Director of Sales Management at Connecticut Mutual. Holtman has a Masters in Organizational Behavior.



Rob Hoskin, Ph.D., is a consultant and a professor at the University of Connecticut, where he teaches accounting. He specializes in financial statement analysis for the insurance and banking industries, and is the author of several textbooks. Rob was formerly head of UConn's executive MBA program, an associate dean of UConn's School of Business, and a professor at the Fuqua School of Business at Duke University.



Richard I. Kolsky, Ph.D., is a consultant with over 20 years experience focused in marketing, distribution, and competitive advantage. He is an adjunct professor at Northwestern University's Kellogg School of Management where he teaches management in the executive education program. He holds degrees in economics and engineering from Yale and Brown.



Dorothy Kramer-Kawakami, CLU, LLIF, is a special consultant for LIMRA in the areas of marketing, strategic planning, and organizational change, and works extensively with international companies. She was formerly corporate vice president of executive development at LIMRA, and has over 30 years of industry experience. Previously, Kramer-Kawakami had field sales, management, and consulting experience in the insurance industry.



Claude Legrand is founder and President of Ideaction. Through his leadership research on the practical application of innovation in organization, Claude has emerged as one of North America's top authorities on innovation within companies and among top managers. Claude is the founding Program Manager for the Centre of Excellence in Innovation Management at the Schulich Executive Education Centre, part of the Schulich Business School. He has a Masters in Business from the Paris Business School (ESCP).



Polly Merritt Maglio has been a regional sales and leadership trainer for over 20 years, training hundreds of professionals in the art of connecting and communicating. She joined the SpeedReading People, LLC group in 2005, and currently holds the position of VP of International Accounts. As an SRP Master Trainer Polly conducts direct training for clients around the globe, as well as the SRP 3-day Certification Training for client's in-house trainers.



Adrienne Milics is an executive coach and trainer specializing in executive presence and communication. She is an adjunct professor of Speech & Performance at Yale Divinity School. Formerly she was a Senior Vice President in Information Technology with CIGNA. Milics holds Masters degrees in Business Administration and Music, and is a classically trained opera singer with extensive performance experience.



Ruth Mitman, Ph.D., is a consultant who helps companies capture and retain customers who are over age 50. She was formerly a Corporate Gerontologist for The Hartford, where she designed and delivered training programs. Mitman's previous experience was in banking and education, and she earned a doctorate in gerontology.



Robert L. Morris, Jr. is founder of a company that helps businesses create sustainable, cost-effective diversity and inclusion efforts, and he also consults on strategies for multicultural and emerging markets. He has decades of internal business, technology, and sales management experience, working with companies like IBM, Revlon, Proctor & Gamble, Memorex, and several technology start-ups.



Joseph Sidaros is a professional management consultant and executive coach with over 30 years of experience in management and business development within the financial services industry. His focus areas include management development, executive coaching, training, strategic planning, marketing, sales and distribution. Prior to owning his own management consulting and development company, Joseph worked for New York Life in Canada. He has played a significant leadership role in building distribution networks of numerous companies around the world from the financial, manufacturing, medical, management and related service industries.



Bill Stepansky, president of Management Development International, Inc., is an experienced board based business simulation facilitator. Bill has facilitated industry specific business simulations for insurance companies, banks, grocery retailers, manufacturing companies, and service organizations. As president of Celemi, Inc., and in association with some of the world's leading board based business simulation designers, Bill has been a leader in introducing this new and unique way of learning about business and business finance. He has served as adjunct faculty at the University of Michigan, RPI, and Springfield College.



Dan Topf, CPT is a senior vice president at Management Development International, Inc., where he leads and implements multiple large and small-scale training design projects for a variety of financial services clients. Known for his outstanding learning design and facilitation skills, Dan serves as the lead facilitator of the MDI's business simulations and business acumen programs. Dan is also an adjunct faculty member in the College of Education at Drake University, and has served as assistant director of the Executive MBA Program in the Henry B. Tippie College of Business at the University of Iowa.