



**Tom Doyle** (presenter; immediate past president/founder, ITCA)

Tom Doyle taught history and served 22 years as Athletic Director during his 30-year career in education. He is presently the District Director for high school sports in the greater Seattle area. Tom speaks around the country at Sport Parent Nights about the role of parents and sportsmanship, and authored a book for the parents of athletes, *The Sport Parent's Manual*, to help parents understand their role in their children's athletic experience. Certified in 2000, he has taught True Colors to K-12 facilities, coaches, and administrators as well as athletic teams and businesses such as Microsoft and Boeing, and has authored a book on effective coach, athlete, and parent communication, *True Coaching*. Tom helped to found the True Colors Association and has served as both the Treasurer and President. Color Spectrum: GO, GR, BL, OR

**Paul Duchin** (planning committee; moderator, master trainer panel)

Paul Duchin has a M.Ed. in Curriculum and Instruction, focusing on mathematics, and worked in the Eugene 4j school district for 30+ years. He also served as the release time president of the Eugene Education Association and served on the Oregon Fair Dismissal Appeals Board and a sub-committee of the Oregon Quality Education Model. In 2006, Paul received his True Colors Certification and later was certified in True Communications. After retiring in 2010, he continues to consult, along with his business partner Merri Steele, with the University of Oregon, Pacific University, Concordia University, Northwest Christian University, Eugene 4J School District, Oregon Education Association, Oregon Department of Education, and private sector businesses. When not consulting or jogging painfully slowly on Eugene bike paths, Paul can be found on the golf course continuing his 48-year hole-in-one quest. Color Spectrum: GO, OR, GR, BL

**Gwen Edwards** (moderator, TCI Rep Q and A; planning committee)

Gwen Edwards is a certified Project Management Professional who retired from the State of Ohio in 2015. Gwen received the 2015 "Reggie Award" from the State of Ohio Training Association which was given for her commitment in advancing training education in Ohio. Gwen remains active within the training community and occasionally appears as a guest, along with Louise Kutz, on a local Christian radio station in which they have the privilege of sharing all things True Colors. Gwen also serves as the Executive Director of State of The Arts Productions (SoArtsPro), a non-profit community theater company. She stays busy with SoArtsPro and is also a substitute teacher. Gwen has also served on two ITCA conference planning

committees. Gwen has a Blue husband, two daughters who are Gold and Orange, as well as a very Orange six-year old granddaughter. Color Spectrum: GR, GO, OR, BL

**David Eng** (presenter, master trainer panel member) David Eng is the President and Chief Learning Officer of DLE Consultants specializing in Interpersonal Skills, Diversity, Leadership, and Teambuilding for small and large businesses. First introduced to True Colors in 1991, he began facilitating in 1992 and became a True Colors' Master Trainer in 2008. He has over 35 years of experience working in the training and development field, sales, customer service, and has managed medium to large business operations for the private and government sectors. His keynotes, seminars and workshops have inspired and empowered thousands of people across America. David is a certified facilitator and trainer for DISC Behavior Styles, Myer-Briggs Type Indicator (MBTI), Increasing Human Effectiveness, Steven Covey's Seven Habits of Highly Successful People program, the Ken Blanchard Companies, and Simulation Training Systems. He has been a coach and mentor for hundreds of individuals in many different industries. David received his bachelor's degree from San Francisco State University. Color Spectrum: GR, GO, BL, OR

**Carlos Gonzalez** (marketing panel member) Carlos is completing his 11<sup>th</sup> year as the Warehouse Manager for True Colors Intl. (TCI) corporate headquarters which is located in Orange, CA. His major duties include all shipping of product orders, maintaining current inventory as well as adding new product to inventory. Carlos prides himself in getting facilitators and master trainers the right product at the right time and he has a great track record. His sales background with Coca Cola for 15 years provided him with great background experience in moving to True Colors. He and wife Dionne are the proud parents of two daughters, ages 25 and 16. He enjoys camping in the desert, riding ATVs, visiting the shooting range, bike rides at the beach, as well as "rooting on" the LA Kings hockey team – Go Kings Go!!! Color Spectrum: GO, OR, BL, GR

**Dionne Gonzalez** (True Colors Intl Representative, marketing panel member) Dionne is celebrating her 16<sup>th</sup> year as the Office/General Manager for True Colors Intl. (TCI) corporate headquarters which is located in Orange, CA. She spends most of her days immersed in accounting, legalities and human resource duties. She has a Bachelor's degree in Early Childhood Education and her previous work experience as a paralegal laid a great foundation for her current duties. She and husband Carlos are the proud parents of two daughters, ages 25 and 16. She enjoys hiking, yoga, working out, camping in the desert, bikes rides at the beach and is an avid hockey fan, always cheering on the LA Kings – Go Kings Go!!! Color Spectrum: GO, GR, OR, BL

**Warren Hopkins** (ITCA treasurer, planning committee) Warren Hopkins, Ed.D., has been a True Colors Facilitator since 1999 and Treasurer of ITCA since 2013. He served as Deputy Superintendent of Arlington School District in Washington State until his retirement in 2009, where he helped infuse True Colors throughout the district's educational program. Since 2009, Warren has continued to present True Colors workshops as well as work as a labor relations consultant for several school

districts throughout the state of Washington. In addition, Dr. Hopkins is also the Executive Director of the Employee Relations Negotiations Network, a statewide organization of school districts in Washington state. Color Spectrum: GR, GO, OR, BL

**Ann Kashiwa** (presenter, master trainer panel member, True Teaching trainer) Ann Kashiwa's experiences of growing up in a small, isolated Hawaiian sugar plantation village fueled her passion and dedication to learning. She is a master teacher who has been intimately involved in the lives of young people for over 30 years. As a recipient of many distinguished grants and awards, including a National Endowment of the Humanities Teacher-Scholar grant and finalist for the Washington State Teacher of the Year, Ann stands as a model for excellence in education. Her leadership in developing successful innovations and curriculum delivery systems has resulted in meeting the demands of the changing initiatives in education since the Model Schools Project. She earned her B.A. from the George Washington University in Washington, D.C., an M.HEd. from the University of Washington in Seattle, and a Principal's Certificate from Western Washington University in Bellingham. Her first book, *Meaningful Conversations: Connecting the Dot and True Colors*, gives insight into reaching the centeredness of an individual. Her current projects, True Colors Teaching and a companion workbook for students, focus on the entire education community and how it serves its clients—the K-12 students. Ann has been a True Colors Master Trainer since 1998 in education, corporate, healthcare, government and nonprofit organizations. Color Spectrum: GO, GR., BL, OR

**Louise Kutz** (co-chair-planning committee, master trainer panel member, marketing panel member, co-presenter) Louise Kutz has served as an educator, trainer and consultant to both the profit and nonprofit sectors. Louise's experiences range from classroom teaching to serving as an internal organizational and professional development consultant to state, national and international organizations. She remains committed to personal and professional enhancement utilizing educational training methods. Ms. Kutz is a qualified Myers Briggs Trainer and has been an active True Colors Master Trainer for 25 plus years. She currently serves as an independent external consultant focusing on training and troubleshooting in communication styles, work styles, leadership and personality styles for various corporate, government, educational and professional organizations/associations. As a longtime Master Trainer, Louise is a co-author of the True Colors Facilitators Guide used in certification trainings. She holds certifications in all of the additional True Colors applications. She also served on the original True Colors Advisory Board and continues to serve as a consultant upon request. She has served on several program committees of prior ITCA conferences. Color Spectrum: BL/GR, GO, OR

**Michael Miller** (presenter) Michael Miller is a speaker and consultant who travel around 300 nights a year to companies and universities around the United States. He holds a BA from Fairfield University in Massachusetts. Michael has worked at United Airlines, Weight Watchers International, and at a number of universities in New England and the Midwest. Besides speaking and consulting, Michael is a contributing author to a book entitled: *Lessons From the Road: Inspirational Insights by Leading*

*Speakers* and is co-author of another book entitled: *The NOW Factors of College Success*. Michael loves to run alongside Lake Michigan in the beautiful city of Chicago and recently completed his first marathon. He loves to travel to exciting places, having traveled to Madagascar, Dubai and Tahiti. And, he loves meeting interesting people like all of you in any coffee shop anywhere. Color Spectrum: OR, BL/GR, GO

**Tricia Peña** (presenter, marketing panel member) Dr. Tricia Peña has spent 31 years in the public school system as a teacher, principal and adjunct university professor. Her career includes 18 years of service with Arizona School Administrators and National Association of Secondary School Principals serving in officer positions for both organizations at the state and national levels. She has received numerous recognitions for her leadership and contributions to education including Arizona Principal of the Year, Circle of Honor Inductee, and the Dr. Tricia Peña Library and Education Center. Upon retiring from her principalship in 2014, Tricia continues her teaching passion as a professor, trainer, presenter, and education consultant working on projects and training in her area of expertise: school climate, organizational culture, and PBIS – Positive Behavior Interventions and Supports. She lives in Vail, AZ. with her husband Mike and teenage daughter Alexis on their desert homestead, the Penarosa. Color Spectrum: BL, OR, GO, GR

**Bill Reid** (president, ITCA; planning committee, master trainer panelist, marketing panel moderator, presenter) Dr. Bill Reid is a Certified Facilitator and a Master Trainer for True Colors International. Bill has worked with True Colors since his days as a high school principal and now trains those who wish to learn to facilitate the popular program. Bill also holds certifications for True Communications, True Coaching, and True Parenting. Bill has developed a process called True Decision Making. In addition to True Colors, Bill offers his professional facilitation skills to support groups of all sizes in achieving their goals. Bill's process for Strategic Planning allows groups to develop a working plan to effectively guide their organization forward. Bill was appointed to the Nelson Police Board in 2012 by the Minister of Public Safety of British Columbia and is the President of the British Columbia Association of Police Boards. He received a Leadership Award for his work in organizing the British Columbia Seniors Games in the West Kootenays. He is in his second year as President of the International True Colors Association. Color Spectrum: GR, GO, BL, OR

**Joe Richer** (planning committee, hospitality coordinator, former ITCA Board member) Joe continues to serve as the hospitality coordinator for ITCA conferences, including the Chicago conference. Additionally, he hosted the ITCA conference in Spokane, WA several years ago and served as co-chair of the ITCA conference in Orlando in 2014. Joe served on the ITCA Board for six years and has been a certified True Colors facilitator for 20 years. He and his wife, Lorinda, are the parents of Brett and Kasey and the very proud "Papa" to four beautiful granddaughters!!! A proud graduate of Washington State University, Joe works in sales for Daktronics, a communications company that deals with video and scoreboard solutions. He enjoys

golfing and traveling with family and his good friends, the Doyles. Color Spectrum: GO, BL, OR, GR

**Merri Steele** (planning committee, presenter) Merri spent thirty plus years in the public school system as a speech and language pathologist, mentor coordinator, liaison for student teaching placements with local universities, and co-president of the local teacher association. In 2006, Merri and Paul Duchin were introduced to True Colors and immediately recognized a proactive approach to help colleagues in their working relationships. Since that time, after becoming True Colors certified, they have continued working as consultants within the public school and private sector arena. When not consulting, Merri spends time with the family dog, Tuck, who appears to have found that the world revolves around him and not the other way around. Color Spectrum: GO, OR, BL, GR

**Chris Taggart** (presenter, marketing panel member, co-chair-planning committee) Chris has worked in Human Resources for the last 22 years in a number of corporate settings for a variety of industries and diverse employers. He specializes in the areas of Employee and Labor Relations and Organizational Development. He has worked as an HR Business Partner for some of the nation's leading employers. In addition to his degree from Purdue University in HR, Chris has obtained his SPHR and has been certified to teach a wide variety of courses through various organizations. As an independent consultant, Chris has facilitated a variety of training courses to over 20,000 participants nationwide. In addition to his full time position as an HR Director, Chris consults with private clients that have included such companies as Abbott Laboratories, Zurich Insurance, The University of Illinois and Chicago Public Schools. Chris has been active in many organizations, and has delivered keynote presentations on a variety of topics. Color Spectrum: OR, BL, GO, GR