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Organization Development and Management Training

As a partner in Watkins & Kelly, a Management & Organization Development Consulting Firm, I have staffed the following consultations:

- **Southwest Neighborhood Assembly:** Conducted a Strategic Planning workshop using Appreciative Inquiry for the Board and key stakeholders.
- **GTE Call Centers**, Dallas, Texas: Member of the training team for an Appreciative Inquiry workshop to train AI Facilitators in GTE.
- **Feldenkrais Trainer's Association**, Delaware and California: Co-facilitator for two strategic planning workshops for Feldenkrais trainers using an Appreciative Inquiry approach.
- **SmithKline Beecham**, England and Philadelphia: Data Management for a large Evaluation Study for the Human Resources Division
- **Catholic Relief Service (CRS)**, Baltimore, Md., Nairobi: Supporting role for three Global Conferences for policy development (1) Catholic Social Justice; Gender; Economic Development and Health Programs; (2) Agricultural Programs; (3) Emergency Programs and; (4) Management Quality and Support Department
- **Education for Ministry Trainer Group**, Sewanee, Tennessee: Planning workshop for the Episcopal Church's EFM program; training EFM Trainers to use Appreciative Inquiry.
- **International Institute for Rural Reconstruction (IIRR)**, Silang, Philippines: Member of the team facilitating a multi-phased Strategic Planning and team development process.
- **National Training Laboratories:** Documentation of the training process for Appreciative Inquiry Training for Consultants and for the AI Practicum leading to Trainer's Manuals for the two workshops. Fieldwork site developer and liaison with clients for the NTL Appreciative Inquiry Field Practicum.
- **The Taos Institute:** Staff role in workshops, Appreciative Inquiry Training for Consultants
- **Retreat for Couples:** Co-designer and facilitator of a Workshop for Couples using an Appreciative Inquiry approach to enriching relationships.
- **Lutheran World Relief:** Designed and facilitated 2 day team-building and planning retreat for old and new staff following the relocation of Lutheran World Relief Headquarters relocated to Baltimore, Maryland from New York City.

- **Air Canada:** Worked with AC to plan, train and facilitate the use of Appreciative Inquiry for action planning on the results of an Employee survey.
- **Academy for Education Development (AED):** Consultant to an AI Strategic Planning process for the Academy, 2000.
- **National Fisheries Conservation Center:** Trained staff and volunteers to use Appreciative Inquiry for planning.
- **Antioch University, Seattle:** Provide facilitation and training in Appreciative Inquiry for the MSOD Program.
- **Pepperdine University:** Teach transformational organization development methods, particularly Appreciative Inquiry, for their MSOD in Management program. Provide mentoring of class in Monterrey, Mexico session for practicum intervention in local industry.

Church Related Consultation and Training:

Diocese Of Mississippi: Professional Member of the Program and Consultation Committee (PACS) offering experiential education training to church members and serving as a consultant for Management and Organization Development to the Diocese. 1969 – 1979

Episcopal Church Consulting and Training for PACS: Stewardship Training; Church/Congregational Development; vestry planning; team building retreats; Vacancy/Search Consultations, congregational development; spiritual direction.

Episcopal Clergy, Mississippi: Wellness Retreats

Dioceses of Mississippi and East Carolina: Training Volunteer Staff of Camps for Mentally and Physically Disabled Children, Youth and Adults.

Kanuga Conference Center, Hendersonville, NC: Training of staff for the Center; Planning and Coordination of Large Conferences.

Community Christian Corporation, Clinton, MS: Strategic Planning Retreats for Board

Habitat For Humanity, Clinton, MS: Planning Retreats For Board and Committees

Episcopal Diocese of Southern Virginia: Originating and providing guidance diocesan-wide process to strengthen total community awareness between congregations and programs.

Employment:

1997 – Present: Partner, Appreciative Inquiry Unlimited: Watkins and Kelly
1988 - 1997: Vicar and Rector, Episcopal Church of the Creator, Clinton, Mississippi
1983 - 1988: Directing Priest of the Coalition 16 East Carolina Regional Ministry, Edenton, NC (16 Congregation Regional Ministry)
1980 - 1983: Staff, Gulf Coast Employment Administration, Director of Monitoring and Evaluation for Contracts and Training Programs.
1982 – 1983: Part – Time Director to Develop Crisis Telephone Line for Gulf Coastal Counties of Mississippi
Associate Priest, St. John’s Episcopal, Pascagoula, Mississippi
1976 - 1978: Rector, St. John’s Episcopal, Ocean Springs, Mississippi
1972 - 1976: Episcopal Campus Ministry, University of Southern Mississippi, and Vicar, Church of the Ascension, Hattiesburg, Mississippi
1970 - 1972: Canon, St. Andrew’s Episcopal Cathedral, Jackson, Mississippi
1969 -1970: Vicar of Lexington, Winona, Carrolton, and Itta Bena, Mississippi Episcopal Mission Field
1966 - 1969: Seminary, University of the South, Sewanee, Tennessee
1961 - 1966: Personal Services Division Manager, All State Insurance, Southern Regional Office, Jackson, Mississippi

Church Related Positions:

Diocesan Standing Committee, Diocese of Mississippi, 1992 - 1996
Diocesan Executive Committee, Diocese of Mississippi, 1989 - 1992
Co-chaplain, Integrity Mississippi, 1994 - 1997
Task Force for Percept Demographics project, Diocese of Mississippi, 1997
Vice Chair, Diocesan Mission Strategy Committee, Diocese of Mississippi, 1992 - 1997
Chair, Evangelism and Congregation Development Commission, Mississippi, 1989 - 1993
Conference Center Board of Managers, Diocese of Mississippi, 1980 - 1983; 1989 - 1994
Conference Center Board of Managers, Diocese of East Carolina, 1983 – 1988

Special Projects:

Christian Education Conferences: Created and Chaired the first Parish Education Development Commission in Mississippi; convened first three 250 participant Diocesan Education Conferences, 1974-78.

Camp for Handicapped: Developed and directed a camp program for mentally and physically handicapped in the Dioceses of Mississippi and East Carolina, 1968 – 1996.

Coordinated and facilitated rock climbing and hiking camps for youth and adults in Mississippi.

Medical Mission to Honduras: Developed and Coordinated Diocesan Medical Volunteer Program To Honduras 1982-1997.

Volunteer Community Service:

Volunteer Reader, Radio Reading Service, Mississippi Public Radio 1994-1997
Board of Directors, and OD Consultant, Habitat for Humanity, Clinton, Mississippi,
1990 - 1992
Board of Directors, and OD Consultant, Clinton Community Christian Corporation,
1991 - 1994
Board of Directors, Clinton Arts Council, 1993 - 1995

Education and Training:

University of the South, School of Theology, MDiv, 1969
Millsaps College, Jackson, Mississippi, BS in Psychology, 1961
Congregational Development Training:
 Congregational Development Institute, Sewanee, Tennessee, 1995 - 1996
 Stewardship Consulting, 1986 - 1989
Congregation Development Consultation Project Design, Training Follow-Up East
Carolina, 1985-1978
Training and Organization Development, 1968 - 1997
 Human Interaction
 Consultation Skills
 Program Design Skills
 Advanced Human Interaction
 Conflict Resolution
 Clergy Wellness Conference Staff Training, 1994 - 1997
 Organization Development: Appreciative Inquiry