



Greene and Associates, Inc.
It's All About Your Future!
A Career Partners International Firm


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INTERNATIONAL
AUSTIN

Executive Leadership Forum Resilient Leadership

Barbara A.F. Greene – San Antonio, Texas
Phil Walker – Austin, Texas

Honoring



San Antonio
LIGHTHOUSE
for the Blind & Vision Impaired

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- Programmable sewing machine
- Creates a job for someone who is blind
- Produces tens of thousands of military uniforms
- **\$5,000 contribution**
- Donator gets a bronze plaque on the machine with the organization's name/names on it

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Hosts & CPI Partners



Barbara A. F. Greene – CEO & Founder of Greene and Associates, Inc.



Phil Walker – Managing Partner at Career Partners International Austin

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Greene and Associates, Inc.
It's All About Your Future!
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Barbara A. F. Greene

CEO and Founder

Greene and Associates, Inc, A Career Partners International Firm

Barbara A. F. Greene is the Founder and CEO of Greene and Associates, Inc. She provides services globally as an equity partner in Career Partners International. Organizations engage Barbara and her team in providing executive coaching, leadership development, corporate mentoring, and career transition and management services. Barbara earned a master's degree, is an International Coach Federation Master Certified Coach, and a Marshall Goldsmith Stakeholder Centered Certified Coach.



<http://greeneandassociates.com>

She is involved in the community. Being selected to serve on the LSA 300 Steering Committee was a huge honor in the tricentennial year for San Antonio. She has been involved in the Texas Diversity Council, Association of Talent Development, CFO Forum, THRU Project, International Coaching Federation, San Antonio Lighthouse for the Blind and Visually Impaired, City Year, United Way Master Leadership Program, BioMed SA and San Antonio Council for International Visitors.

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Phil Walker

Managing Partner

Career Partners International – Austin

Phil Walker is the Managing Partner for Career Partners International - Austin, a global human capital management firm. He leads a team of talent experts that enable their corporate clients to drive sustainable business results by effectively aligning their people strategies to current and future needs.

His extraordinary career began as a member of the 1978 NBA World Champion Washington Bullets. He was able to leverage the leadership skills and winning attitude learned by playing at the highest sports level to become an accomplished senior-level business development executive, innovative market strategist and business owner/entrepreneur. Over the past 30+ years, he has worked and consulted for a number of major corporations including Xerox, Steelcase, Haworth, and Right Management.



<https://www.cpiworld.com/>

Phil holds a Bachelor of Arts in Psychology from Millersville University of Pennsylvania, and a Master of Arts in Administration/Organizational Development from Antioch University.

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Executive Leadership Forum

LEADERSHIP

- Help companies pivot
- Create resilient leaders
- Learn from each other
- Honoring non-profit at each session
- Complimentary quarterly sessions
- Invitation only

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Today's Focus

LEADERSHIP

- What does resiliency mean?
- How does resilient leadership show up - demonstrated?
- What is the impact both immediately and in the future?
- How do you celebrate?
- How do companies care for the well being of their workforce and other stakeholders?

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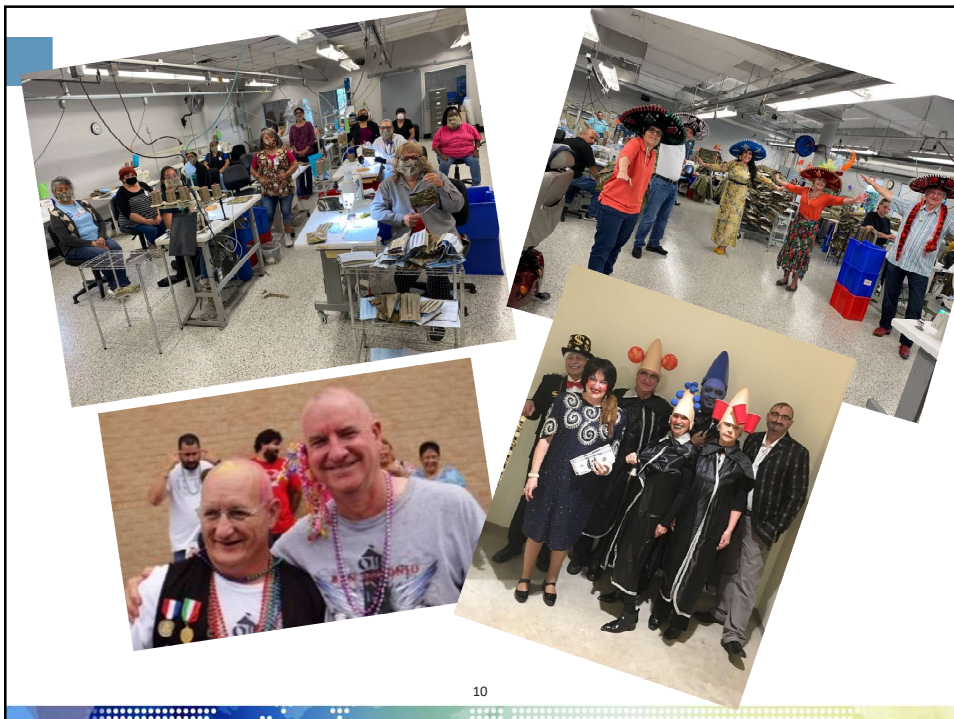
Mike Gilliam

President and Chief Executive Officer for the San Antonio Lighthouse for the Blind and Vision Impaired, responsible for all operations. Mike began his employment with the Lighthouse just over fourteen years ago, after having spent three years on the Board of Directors and 31 years with SBC/AT&T prior to that---retiring as Senior Vice President Operations after 22 inter-city moves.

Lighthouse for the Blind and Vision Impaired - Founded 1933

- Manufacturers products for U.S. military
- Operates 14 Base Service Centers on 11 military installations
- Provides over 18,000 services to over 6,000 San Antonians who are blind and severely vision impaired
- Employs 500+ people, half of whom are blind with competitive pay and benefits
- One of only two agencies for disabled in the world to be awarded both ISO9001 and AS9100

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Gabriela Gonzalez-Carmona

Human Capital Director at NatureSweet



Gabriela Gonzalez-Carmona is the Human Capital Director for Nature Sweet, an international company with over 7000 employees. She collaborates with executives and other leaders in the company to create a culture of Unleashing the Power of People with the ultimate goal to transform the lives of agricultural workers in North America. Gabriela has been an integral leader in contributing to Nature Sweet's success in being recognized as one of the best places to work for the past 5 years.

Earlier in her career she worked with Telemundo in San Antonio and was invited to join NBC Universal in California. She is a graduate of the Alex Briseno Leadership Program through the Hispanic Chamber of Commerce. In addition, she launched the Nature Sweet Foundation. Gabriela earned Communication bachelor's Degree and MBA from UTSA.

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Resilient Leadership




Gustavo Diego Blas
Colima

Resilient Leadership




Gabriela Carmona

- Agricultural worker – the beginning
- Passionate
- Transforming my life along with NatureSweet
- Lessons I am learning in Resilient Leadership








Our Story



At NatureSweet **we reap what we sow**. Our Story drives us both to **give and demand the best from ourselves and our teams**.


NatureSweet's associates stand for leading by example and **Unleashing the Power of People to transform our own lives, our families and our communities**.

We share **5 key elements of Our Story**:

Key Elements of Our Story	Our Unleashers
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #2e8b57; border-radius: 50%; margin-right: 10px;"></div> <div> <p>PROMISE: The fundamental Human Truth that tells us that we reap what we sow. In other words, the more you put into something the more you get out of it.</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="width: 30px; height: 30px; background-color: #d3d3d3; border-radius: 50%; display: flex; align-items: center; justify-content: center; margin-right: 10px;">  </div> <div> <p>I am Accountable</p> </div> </div>
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #1e90ff; border-radius: 50%; margin-right: 10px;"></div> <div> <p>FREEDOM: It means to choose to own our destiny being the Groundbreaking Leaders of the fresh produce industry. In other words, our well being is dependent upon our decisions and not our circumstances.</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="width: 30px; height: 30px; background-color: #d3d3d3; border-radius: 50%; display: flex; align-items: center; justify-content: center; margin-right: 10px;">  </div> <div> <p>I Talk Straight</p> </div> </div>
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #dc143c; border-radius: 50%; margin-right: 10px;"></div> <div> <p>ABUNDANCE: Committing to a vision before obsessing about the means. In other words, focus on what you really, really want and what you actually need. It will become obvious that we will never fail for lack of resources, we fail for lack of intention.</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="width: 30px; height: 30px; background-color: #d3d3d3; border-radius: 50%; display: flex; align-items: center; justify-content: center; margin-right: 10px;">  </div> <div> <p>I am Passionate</p> </div> </div>
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ffd700; border-radius: 50%; margin-right: 10px;"></div> <div> <p>TRUST: Is a powerful partnership that both gives and demands. In other words, two people give each other permission to say or do anything to move a mutual commitment forward.</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="width: 30px; height: 30px; background-color: #d3d3d3; border-radius: 50%; display: flex; align-items: center; justify-content: center; margin-right: 10px;">  </div> <div> <p>I am a Powerful Partner</p> </div> </div>
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #ff4500; border-radius: 50%; margin-right: 10px;"></div> <div> <p>FUN: Is utilizing celebration to release ourselves of the outcome. In other words, the joy is in the journey and it will have moments of deep satisfaction and challenge. But we decide to participate in a cheerful and playful way, making this journey full of Happy & Proud Associates.</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="width: 30px; height: 30px; background-color: #d3d3d3; border-radius: 50%; display: flex; align-items: center; justify-content: center; margin-right: 10px;">  </div> <div> <p>I am Innovative</p> </div> </div>

Quickly Adjust Course in times of Crisis

- Crafting Culture at NatureSweet
- Vision grips your feelings and automatic orientation into action.
 - Sense of accomplishment
 - Sense of connectedness
- You can't react to a crisis with agility if you have not worked on your vision and culture for years!
- NS response to COVID
 - Task Forces – US/MX
 - Freedom – WFH
 - Returning to our “new normal”
 - Maintaining communication and engagement





www.naturesweet.com



Eddie Chien

Senior Director, Human Resources Americas and EMEA
Luminex Corporation

In his role for Luminex Corporation, Eddie is responsible for human resources management at multiple US locations as well as Europe, the Middle East and Africa. He has been with Luminex Corporation for 22 years in various capacities including facilities management, accounting and human resources. Eddie earned his BS in Finance from Texas A&M University and his MBA from Texas State University. He holds the PHR and GPHR certifications with the Human Resource Certification Institute (HRCI) as well as the SHRM – SCP with the Society of Human Resource Management.

About Luminex

At Luminex, our mission is to empower labs to obtain reliable, timely, and actionable answers, ultimately advancing health. We offer a wide range of solutions applicable in diverse markets including clinical diagnostics, pharmaceutical drug discovery, biomedical research, genomic and proteomic research, and food safety. We accelerate reliable answers while simplifying complexity and deliver certainty with a seamless experience.

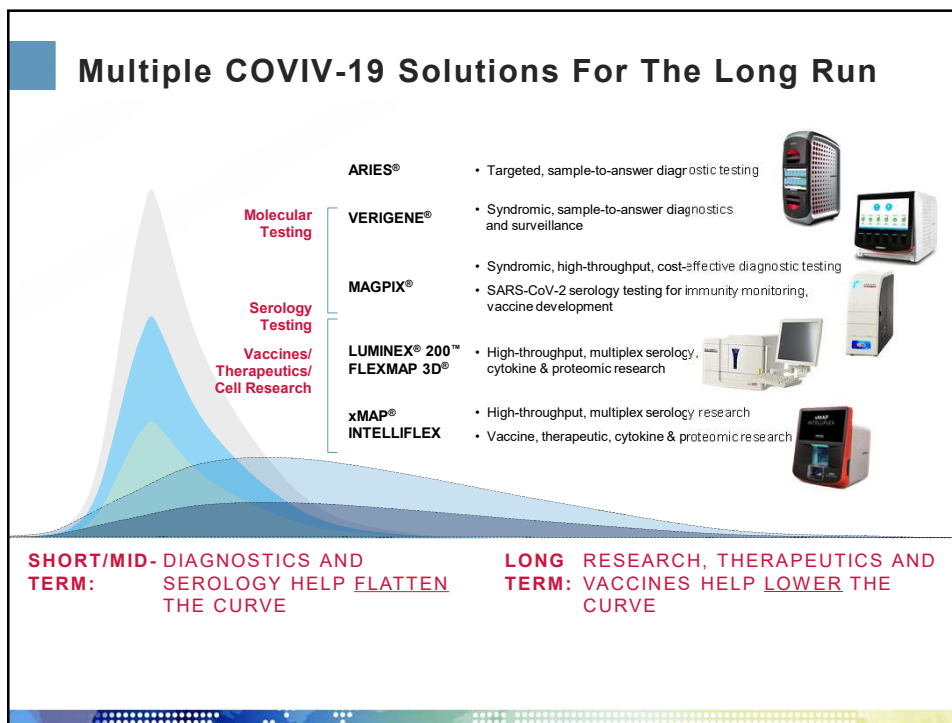
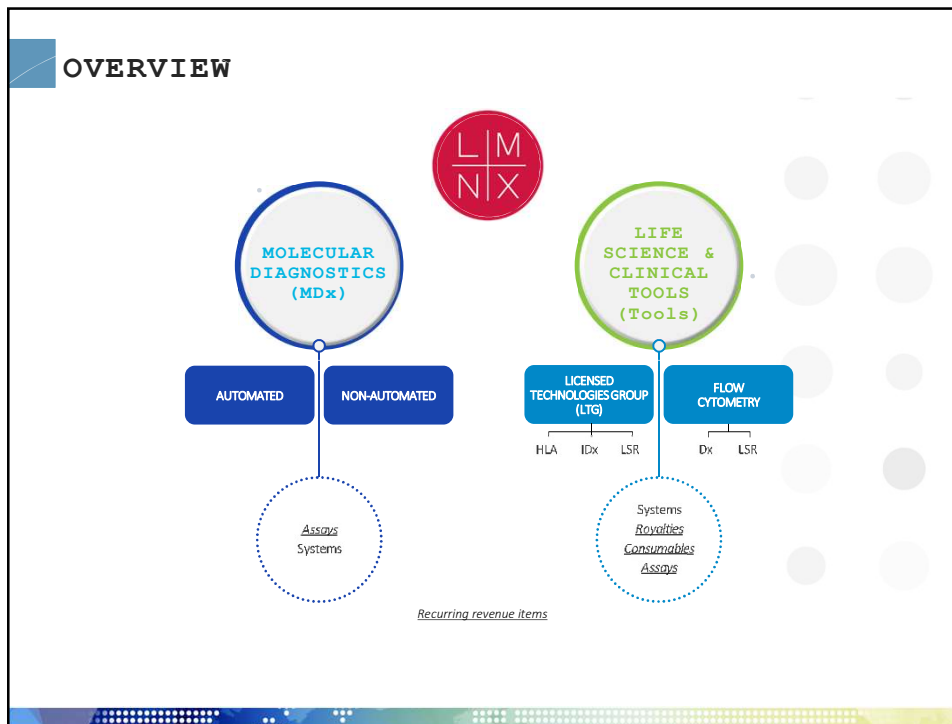
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About Luminex

- Founded in 1995
- Headquartered in Austin, Texas
- Serve both the life science research & clinical diagnostics markets
- ~1,300 employees
- Dedicated sales + support
- Publicly traded company (NASDAQ)



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Resilient Leadership

- Adjusting quickly to meet needs and demands of customers
 - Assay Technology
 - Flexibility allowed us to pivot
 - Organizational structure
 - Rapid change

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Resilient Leadership

- Employee Communication
 - Regular and relevant
 - Reinforcing Vision and Mission
 - Why do we come to work - saving lives
 - Physical and emotional support
 - Leadership present and available
 - Facility and technological setup
 - Benefits

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Executive Leadership Forums 2020

Tuesday, August 25
9:00-10:00 a.m. CST
<https://bit.ly/2ZHU995>

Tuesday, October 27
9:00-10:00 a.m. CST
<https://bit.ly/2X5Jtil>

Tuesday, December 8
9:00-10:00 a.m. CST
<https://bit.ly/2AclOUT>

SAVE THE DATE

**COMING
UP**

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Additional Programs



Returning to Work *After COVID-19*

June 10, 9:00 a.m. – 10:00 a.m. CST

<https://bit.ly/3dazY7t>

College 2 Career

June 10 – 24

<https://bit.ly/3cbrxYi>

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Thank you!

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