



Leadership Southern Maryland

Regional Collaboration for Today's Leaders and Tomorrow's Vision

2019 Executive Program Spotlight Sponsor



Economic & Workforce Development

Thursday, October 4, 2018

Sabre Systems, Inc.
46610 Expedition Drive, # 300
Lexington Park, MD 20653
(301) 863-5090

Southern Maryland JobSource American Job Center
21795-F N. Shangri-La Drive
Lexington Park, MD 20653
(301) 844-6404

SESSION SPONSOR: Sabre Systems, Inc.

Overview: LSM participants will have an opportunity to engage with regional policy setters and community leaders to learn and experience the challenges and opportunities facing our region in the areas of economic and workforce development from a variety of vantage points. We will hear first-hand from our regional economic development leaders in a candid Q&A. Two individuals with their fingers on the pulse of new initiatives to diversify our local economy will share up-to-the minute accounts of this economic development strategy. We will then hear strategies for creating entrepreneurial communities through economic and community development strategies such as business incubation, economic diversification and community redevelopment. The rest of the day will be dedicated to workforce development, a critical human capital system focused on enhancing the region's economic stability and prosperity by identifying the workforce needs of local business and industry, developing a productive workforce, examining the competencies of employees at all levels, and bridging skills gaps.

Read ahead:

- Population and Economics Section - http://en.wikipedia.org/wiki/Southern_Maryland
- <http://www.ecalvert.com/>
- <http://www.meetcharlescounty.com/>
- <https://www.stmarysmd.com/ded/>
- <http://www.uas-test.umd.edu/>
- <http://extension.umd.edu/aquaculture>

- <http://commerce.maryland.gov/media/maryland-commerce-awarded-federal-grant-to-help-defense-companies-explore-new-markets>
- <http://www.sbdchelp.com/locations/southern-region>
- <http://tedco.md/>
- <http://www.csmd.edu/community/institutes/eii/>
- <https://www.dllr.state.md.us/lmi/areas/smdwia.shtml>
- <https://www.dllr.state.md.us/county/>
- <http://workplaceexcellence.net/>

Themes:

- Importance of economic and workforce development as it pertains to the growth of the region.
- Enhanced awareness of economic and workforce development challenges and regional opportunities.
- Critical nature of technology transfer as a means of diversifying the local economy.
- Perspective on entrepreneurship as a viable economic development engine.
- How regional institutions are proactively meeting the region's demands for a skilled workforce.
- Introduction to a variety of workforce improvement initiatives.
- Evaluating our own judgment and stigma on local "unemployment offices" and services.
- Promising practices on how institutions, non-profits, federal, state and local government can proactively work to address economic and workforce development.

Outcomes:

- Enhanced awareness of regional economic and entrepreneurial development
- Business and economic development directors – Understanding how they strive to attract and retain businesses in Southern Maryland
- Become aware of efforts to keep our economy vibrant as the threats of BRAC continue to surface
- Tour Mobile Career Center
- Develop an awareness of local educational resources for credentialing and skill enhancement needed for today's employment opportunities
- Observe an "employment office" in action

Connect the Dots:

- What does economic and workforce development mean to you?
- What is the biggest impediment for an economic developer?
- What resources are available in our community to support business growth and development?
- Where can entrepreneurs go for help in starting their business? Vetting a business idea?
- What types of small business initiatives are needed to help spur business growth?
- What assistance is available to any citizen of any skill or experience level in securing new or better employment? Or to any local business in satisfying its human capital needs?
- Can you share your thoughts on composition of our labor force and the unemployment rate for Southern Maryland vs. Maryland vs. national figures? What, if any, are economic and workforce issues that we must address and overcome?
- What are the regional initiatives in place to address these issues?
- If an LSM graduate wanted to become involved in making a difference in these economic and workforce issues, who do I call?

Thursday, October 4, 2018

TIME	TOPIC	SPEAKER
8:00-8:30 am	Arrival at Sabre Systems, Inc. 46610 Expedition Drive, # 300 Lexington Park, MD 20653	Continental breakfast provided by Sabre Systems, Inc.
8:30-8:40 am	Introduction to Day and Welcome	Denise Foster & Ruthy Davis LSM'14
8:40-8:50 am	Welcome to Sabre Systems!	Jamie Norris LSM'10 , Vice President, National Defense Sector, Sabre Systems, Inc.
8:50-10:20 am	Business and Economic Development Director Panel: Update on Economic Development Hot Topics, and Q&A with Economic Development Directors	Panel of Economic Development Directors: Kelly Robertson-Slagle LSM'10 , Calvert County Marcia Keeth LSM'18 , Charles County Chris Kaselemis , St. Mary's County
10:20-10:30 am	Break	
10:30-11:30 am	Diversifying the Local Economy	Matt Scassero LMD'07 , Director, University of Maryland Unmanned Aircraft Systems Test Site Matt Parker , Senior Agent Associate, University of Maryland Extension Agriculture & Natural Resources
11:30-12:20 pm	Creating Entrepreneurial Communities – Supporting Business Development and Growth	Ellen Flowers-Fields LSM'09 , Regional Director, Southern Region, Small Business Development Center (SBDC) Tiffany Davis , Program Manager, Maryland Technology Development Corporation (TEDCO)
12:20-1:50 pm	Lunch & Project Time	Lunch sponsored by The Patuxent Partnership
1:50-2:40 pm	Meeting the Region's Workforce Development Demands	Ruthy Davis LSM'14 , Director of Regional Workforce & Business Development, Tri-County Council for Southern Maryland Rodney Giles , Special Programs Coordinator, Tri-County Council for Southern Maryland
2:40-3:10 pm	Travel via personal vehicle to Southern Maryland JobSource American Job Center 21795-F N. Shangri-La Drive Lexington Park, MD 20653	Park across the street in Donut Connection Lot
3:20-3:50 pm	Tour JobSource American Job Center	Ruthy Davis LSM'14 , Director of Regional Workforce & Business Development, Tri-County Council for Southern Maryland
3:50-4:20 pm	Tour JobSource Mobile Career Center	Hans Welch , Mobile Career Center Coordinator, Tri-County Council for Southern Maryland
4:20-4:45 pm	Reflection / Wrap Up / Evaluation	Denise Foster & Ruthy Davis LSM'14
5:00-6:00 pm	After Hours Social	Pax River Ale House 46590 Corporate Drive, Lexington Park, MD 20653

Directions to Sabre Systems, Inc., 46610 Expedition Drive, # 300, Lexington Park, MD 20653

From Calvert: Starting in Prince Frederick, follow Route 4 south and cross over the Thomas Johnson Bridge. Use the three left lanes to turn left at the light onto Three Notch Road/ MD-235 south. Proceed approximately 3 miles toward Lexington Park. Use the left two lanes to turn left onto Expedition Drive. Turn right to stay on Expedition Drive. Destination is on the left.

From Charles and St. Mary's: Take Three Notch Road/ MD-235 south towards Lexington Park. Use the left two lanes to turn left onto Expedition Drive. Turn right to stay on Expedition Drive. Destination is on the left.

Directions to Southern Maryland JobSource American Job Center, 21795-F N. Shangri-La Drive, Lexington Park, MD 20653

From Sabre Systems: Exit parking lot and turn left onto Three Notch Road/ MD-235 south. Proceed approximately 1.1 miles. Turn right onto N. Shangri-La Drive. Stay in right lane, proceed approximately 115 ft. and turn right into parking lot for Donut Connection (if you reach the light at Great Mills Road you've gone too far). Park and cross the N. Shangri-La Drive. Destination is next to Sherwin Williams Paints.

2018 SPOTLIGHT SPONSOR

Calvert County Department of Economic Development

KELLY ROBERTSON-SLAGLE, *Director*

The Calvert County Department of Economic Development monitors economic trends and works to execute business programs that complement Calvert County. The department's goal is to attract and retain strong, healthy and dynamic companies of all sizes and industries.

The department also markets the county's tourism and visitor attractions, provides services and assistance to the business community and administers the county's public information program.

SESSION SPONSOR

Sabre Systems, Inc.

GLEN IVES, *President & COO*

SOFTWARE AND SYSTEMS ENGINEERING SOLUTIONS FOR MISSION CRITICAL PROBLEMS

Since 1989, Sabre Systems has been known as a quality-driven, professional services company that specializes in providing technology, scientific, and management solutions to government and commercial clients. Operating under the principles of Experience, Quality, and Results, Sabre is ISO 9001:2008 certified and CMMI Maturity Level 3 appraised. Sabre prides itself on being a Right-sized company – large enough to provide solutions based on sound, repeatable business practices; yet small enough to remain flexible and agile to quickly adapt and respond to specific customer requirements. The organization's corporate capabilities include Engineering, Information Technology, Software Development, Logistics, Program Management and Analytics.

BIOGRAPHIES

SPEAKERS:

JAMES NORRIS LSM '10, Vice President, National Defense Sector, Sabre Systems, Inc



Sabre Systems is a mid-size business providing software and systems engineering solutions in the cyber, C4ISR, enterprise modernization and business intelligence and data analytics markets. Norris is responsible for developing, coordinating, managing, and implementing plans and strategies designed to retain existing business and identify and capture new market and business opportunities aligned with Sabre's strategic growth plan. With over 20 years of experience including program management, operational leadership, and business development, Norris provides expertise in the balanced growth of Sabre Systems' national

defense sector.

Norris holds a MS in management from the Florida Institute of Technology and a BS in economics for Towson. He attended St Mary's Ryken and is currently the school advisory board president at St John's where he also coaches youth basketball. He and his wife, Renee, reside in Hollywood, Maryland with their three children: Lauren, Abigail and Parker.

KELLY ROBERTSON-SLAGLE LSM '10, Director, Calvert County Economic Development



Kelly Robertson-Slagle, director of economic development, holds a B.S. degree in marketing from the University of Maryland. She was appointed director in July 2017. Robertson-Slagle has over 25 years of experience in government relations, business development, financial analysis, marketing, grant writing, program management, event planning, and direct technical business assistance. In addition, Robertson-Slagle has extensive experience in working with new and expanding businesses and cultivating relationships between counties and the business community, economic development agencies, and state and regional agencies.

Robertson-Slagle previously served as Calvert County's business retention specialist. Prior to joining the department, she served as director of the Maryland Small Business Development Center (SBDC) where she provided leadership in planning, coordinating, and overseeing the development, delivery, and reporting of all professional programs, activities, and services for the Southern Maryland region. She also served as business development manager for the Calvert County Department of Economic Development, director of government/member relations with the Tri-County Council for Southern Maryland, and business development specialist with the Maryland Department of Business & Economic Development where she worked directly with local jurisdictions on business retention and expansion projects. Robertson-Slagle is a 2010 graduate of Leadership Southern Maryland and member of the Maryland Economic Development Association, the International Economic Development Council, and Northeastern Economic Developers Association. She has served on boards of directors for the Patuxent Partnership, Southern Maryland Workforce Investment Board, and Leadership Southern Maryland.

MARCIA KEETH LSM '18, Deputy Director, Charles County Economic Development



With more than 15 years of experience working with the Charles County government and Charles County Economic Development Department (EDD), Marcia Keeth is responsible for managing department operations, marketing programs, special projects, and supporting business development.

Economic development is a second career for Keeth; she spent almost 25 years working in radio and media. She was a network producer for Westwood One Companies in Arlington, VA for 12 years, writing and producing nationally syndicated news, public affairs, and entertainment radio programs. Prior to that, she lived in Raleigh, North Carolina where she worked in local radio and advertising.

Keeth holds a bachelor's degree from the University of North Carolina at Chapel Hill with a major in radio, television, and motion picture.

Keeth enjoys cooking vegan and vegetarian dishes during her spare time. When she's not busy working in the kitchen and when weather permits, Keeth likes to kayak. Her favorite spots include around Cobb Island on the Potomac River in Charles County. She has lived in the county for over 25 years.

CHRIS KASELEMIS, *Director, St. Mary's County Economic Development*



Chris Kaselemis, AICP, director of economic development for St. Mary's County, received his B.S. degree from the University of Arizona with a major in accounting, and his master's in business administration, emphasis in finance, also from the University of Arizona. Kaselemis was appointed director of economic development for St. Mary's County in 2015. He previously worked for the City of Tucson for 28 years, holding various positions including senior management analyst, comprehensive planning administrator, community development and planning administrator, assistant to the city manager, program evaluation office program manager, and economic initiatives program director.

He has been certified by the American Planning Association's American Institute of Certified Planners (AICP).

MATT SCASSERO LMD '07, *Director, University of Maryland Unmanned Aircraft Systems Test Site*



As the director of the UAS Test Site, Matt Scassero leads the university's efforts to be a premier force in advancing UAS safely, efficiently, and effectively while delivering products and programs in support of workforce development and higher education goals.

Prior to his work with UAS, Scassero was the chief contracts officer for Melwood, a non-profit dedicated to empowering people with differing abilities to enrich their own lives through rehabilitative services and employment opportunities. Scassero completed a 27-year career in the U.S. Navy, retiring at the rank of captain as the vice commander for the Naval Air Warfare Center Aircraft Division, the Navy's principal research, development, test, evaluation, engineering, and fleet support activity for naval aircraft and systems. He is certified by the federal government in program management, test and evaluation, software acquisition, safety program management, and electronic warfare operations.

Scassero earned a B.S. in physics (oceanography) from the United States Naval Academy in 1982 and is a Leadership Maryland 2007 graduate. In 2017, he completed a Master of Public Administration from the University of Baltimore.

He is blessed with his family to live in St. Mary's County, Maryland, enjoying the rural lifestyle and outdoor pursuits.

MATT PARKER, *Senior Agent Associate, University of Maryland Extension Agriculture & Natural Resources*



Matt Parker is the aquaculture business specialist with University of Maryland Extension. He received his B.S. in fisheries science from North Carolina State University in 1997 and holds a Master of Aquaculture (2001) and MBA (2002) from Auburn University. He is currently pursuing his Ph.D. in environmental science from the University of Maryland. Prior to joining University of Maryland Extension in 2011, Parker was an aquaculture business specialist with the North Carolina Department of Agriculture and Consumer Services from 2003 to 2010.

Parker has spent the majority of his career educating aquaculture producers about the need for proper business planning, assisting them in writing business plans, and finding financing.

ELLEN FLOWERS-FIELDS LSM'09, Regional Director, Southern Region, Small Business Development Center (SBDC)



Ellen Flowers-Fields is the Southern Maryland regional director for the Small Business Development Center hosted by the College of Southern Maryland. The Small Business Development Center promotes and fosters entrepreneurship and business growth throughout Southern Maryland providing information and guidance for business owners to help them utilize effective strategies, initiate start-up, or manage growth.

Flowers-Fields is a business owner, author and active community leader. She has over 20 years of progressive professional experience in the field of workforce development and human capital management. Her diverse background includes the implementation of various federal, state and local programs and initiatives that address community economic needs and challenges. Flowers-Fields is credentialed as a global career development facilitator from the Center for Credentialing and Education. She is a member of the National Association of Workforce Development Professionals and the Maryland Economic Development Association.

Prior to serving as the director of the SBDC, Flowers-Fields served as deputy assistant secretary of the division of workforce development & adult learning at the Maryland Department of Labor, Licensing & Regulation from 2011 to 2014; regional director of economic development at the Tri-County Council for Southern Maryland from 2006 to 2011; and executive director for Southern Maryland Works from 2000 to 2006.

Affiliations include former board member, Maryland Broadband Coordination Board; past board chair, Bethel House Inc.; current board chair, Community Foundation of Southern Maryland; and alumni of Leadership Southern Maryland's inaugural class.

Recognitions include recipient of the 2005 Charles County Minority Business of the Year, 2008 Woman of the Year award from Calvert County Concerned Black Women, nominations for the 2006 Leadership Maryland class and 2006 Maryland's Top 100 Women, and Calvert County Commissioner's Business owner appreciation recognition 2008 & 2014.

Flowers-Fields is a resident of Charles County, Maryland. She is married to her loving husband of 28 years, Ricky Fields. They have 3 children: Joice, Ricky II, and Ross.

TIFFANY DAVIS, Program Manager, Maryland Technology Development Corporation (TEDCO)



Before establishing Washington Accounting Services Inc., Tiffany W. Davis was employed within the accounting industry for over seven years. During those years, Davis has worked in several industries such as construction, environmental, non-profit, retail, financial investment, and mortgage and banking. Davis has a wide range of experience within the accounting industry both in the for-profit and not-for-profit sectors. For over ten years, Washington Accounting Services has been specializing in assisting business owners and individuals in financial matters ranging from tax preparation and budgeting to payroll and CFO services. This includes training and

managing business accounting staff and entrepreneurs on internal controls, accounting software, records management, tax implications and general business planning. Washington Accounting Services Inc. currently serves over 1,584 clients and has a current retention rate of 86%.

Davis retains memberships within the following associations: National Association of Tax Professionals, National Society of Accountants, Women's Entrepreneurs of Baltimore, and the National Association of the Self-Employed. In 2009, Davis was awarded the Achievement Award by the National Association of the Self-Employed and gifted \$30,000.00 for her business accomplishments. In addition, Davis was invited to the White House to meet with President Barack Obama in reference to a small business briefing on healthcare and small business tax related issues. Davis has appeared in The Wall Street Journal, USA Today, Self-Employed Magazine, and in numerous

newspaper articles, blogs, and radio shows for her business and tax expertise. In addition, Davis participates in various community outreach programs, including preparing and facilitating financial seminars on tax and business planning topics by invitation from several organizations.

Davis educates individuals by teaching business tax and recordkeeping courses at the College of Southern Maryland for Charles County Business Development Center, Entrepreneurship Training Program with Project Opportunity, and is the Southern Maryland business mentor for TEDCO's Rural Business Innovation Initiative program. She is also an adjunct professor at the College of Southern Maryland teaching business courses.

Davis has obtained her Associate of Science degree in accounting from the College of Southern Maryland, a Bachelor of Science in accounting with a minor in business administration and a Master of Science in management with a specialization in accounting from the University of Maryland University College. With these degrees, she obtained her public accountant certification and Maryland tax preparer license, is authorized and finger printed by the Internal Revenue Service and is a notary within the state of Maryland.

RODNEY GILES, *Special Programs Coordinator, Tri-County Council for Southern Maryland*



Rodney K. Giles has 28 years of experience in workforce and business development strategies and implementation for local, state and non-profit organizations. He attended the University of Pittsburgh toward securing his bachelor's degree in communication and the University of Delaware's School of Public Policy where he received certification in community economic development. Giles holds a certified workforce development professional credential by the National Association of Workforce Development Professionals. His career has given him the privilege and honor to work with the state of Maryland Labor, Licensing and Regulation as an unemployment insurance adjudicator and business service representative. In addition, Giles has worked with St. Mary's County Economic Development as a business development specialist and served as an associate of the Southern Maryland Small Business Development Center. He is a former board member of the Maryland Center for Community Economic Development (MCCED).

Giles' most rewarding contribution to workforce has been his non-profit grant management opportunities, managing grants from Welfare to Work to federally funded Department of Labor grants focused on the industries of information technology, cyber security and bio-science, toward training and job placement for un-employed and under-employed professionals.

His special talent and passion is workforce training, becoming one of the first certified Workplace Excellence facilitators, a nationally recognized soft skills curriculum. He is also a 5 Steps to Rapid Employment facilitator (Jay Block), and certified Mental Health First Aider in accordance with the fidelity rules of the National Council on Behavioral Health.

HANS WELCH, *Mobile Career Center Coordinator, Tri-County Council for Southern Maryland*



Hans Welch is currently working for the Tri-County Council for Southern Maryland as the Southern Maryland JobSource Mobile Career Center (MCC) coordinator. The Mobile Career Center is a 38-foot, Class A motor home outfitted as an office with 11 computer workstations and satellite internet connectivity. The Mobile Career Center goes to various locations in Southern Maryland including libraries, detention centers, job fairs, and other special events on a daily basis assisting job seekers. Job seekers visiting the Mobile Career Center come from a wide variety of backgrounds from inmates currently incarcerated to scientists holding PhD's and everyone in between.

On behalf of the Tri-County Council, Welch recently received the Rural Maryland Council's Outstanding Rural Economic Development Award for a program, project or organization that successfully attracts, retains, or creates jobs in at least one rural county.

Welch has an extensive private business management background in addition to years of experience working in local government. He holds a Bachelor of Arts degree from Indiana University in Bloomington, Indiana.

ADVOCATE:

RUTHY DAVIS LSM'14, *Director of Regional Workforce & Business Development, Tri-County Council for Southern Maryland*



Ruth A. (Ruthy) Davis is director of Regional Workforce and Business Development for the Tri-County Council for Southern Maryland. In this capacity, Davis implements the policies, goals, and objectives set by the regional workforce development board and oversees management of the operations of the region's American Job Center delivery system, the Southern Maryland JobSource. Davis also serves as the liaison with federal, state, and local governments and community organizations in advancement of workforce and regional economic development efforts.

Davis has extensive business experience, having owned a small business in Southern Maryland and having held numerous leadership positions with Verizon, Bell Laboratories, and Bell Communications Research. She was hired by the Council in 2010 as a business services representative for the JobSource Workforce Program and spent six months working for the Maryland Department of Labor, Licensing and Regulation as a project manager for discretionary grants.

Davis is a long-time resident of Southern Maryland and holds a BS in mathematics and a BA in English from Bethany College.



FY2019 SPONSORS

Leadership Southern Maryland is strengthened by the financial contributions and meaningful involvement of individuals, foundations, and corporations that believe in the mission to educate and inspire a diverse group of current and emerging leaders to create collaborations and partnerships to impact the community needs of Calvert, Charles, and St. Mary's counties. The Leadership Southern Maryland Board of Directors would like to thank all of the generous sponsors listed below for their wonderful contributions during fiscal year 2019. *THANK YOU!*

GOLD

Chesapeake-Potomac Healthcare Alliance

SILVER

The Patuxent Partnership

BRONZE

Dominion Energy

BOOSTER

The Cherry Cove Group

Exelon

SMECO

UM Charles Regional Medical Center

ADVOCATE

Calvert County Department of Economic Development

Chesapeake Beach Resort & Spa

College of Southern Maryland

KBRwyle

Technology Security Associates, Inc.

FRIEND

Calvert County Department of Communications & Media Relations

LSM would also like to extend its gratitude to the organizations that supported its 6th annual golf tournament at the Silver Sponsor level and above

BeAThEdge

**Community Bank of the
Chesapeake**

Precise Systems

College of Southern Maryland

COPT

MIL Corp.

Zenetex

#####

We would appreciate your sending or emailing thank you notes for the Economic and Workforce Development Session.

SESSION SPONSOR:

Sabre Systems, Inc.

JAMIE NORRIS

Vice President, National Defense Sector

jnorris@sabresystems.com

SPEAKERS:

KELLY ROBERTSON-SLAGLE

Director, Calvert County Department of Economic Development

Kelly.Slagle@calvertcountymd.gov

MARCIA KEETH

Deputy Director, Charles County Department of Economic Development

KeethM@MeetCharlesCounty.com

CHRIS KASELEMIS

Director, St. Mary's County Department of Economic Development

Chris.Kaselemis@stmarysmd.com

MATT SCASSERO

Director, University of Maryland Unmanned Aircraft Systems Test Site

Mscasser@umd.edu

MATT PARKER

Senior Agent Associate, University of Maryland Extension Agriculture & Natural Resources

Mparke11@umd.edu

ELLEN FLOWERS-FIELDS

Regional Director, Southern Region, Small Business Development Center (SBDC)

EFlowers-Fields@csmd.edu

TIFFANY DAVIS

Program Manager, Maryland Technology Development Corporation (TEDCO)

TDavis@tedco.md

RODNEY GILES

Special Programs Coordinator, Tri-County Council for Southern Maryland

Rgiles@tccsmd.org

HANS WELCH

Mobile Career Center Coordinator, Tri-County Council for Southern Maryland

HWelch@tccsmd.org

SESSION ADVOCATE:

RUTHY DAVIS

Director of Regional Workforce & Business Development, Tri-County Council for Southern Maryland

RDavis@tccsmd.org

Please send or email a copy to:

DENISE FOSTER

Executive Director, Leadership Southern Maryland

denise@leadershipsomd.org