



CONNECTING LEADERSHIP WORLDWIDE



International Leadership Association
ANNUAL REPORT 2022

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In October 2022, ILA successfully hosted its second *hyflex* Global Conference, in which all of us were invited to meet online for a two-day virtual component, and many of us were also able to meet for a four-day onsite component in Washington, D.C. As an Association, we have not allowed these past years of the pandemic to disrupt the value and importance of our connections. We have innovated and we have persevered in equal measures. Our refreshed and showcased purpose focusses on how our important work can help *leadership* become a more potent force for good during unprecedented change.

This is a time when achieving *global governance* — basically, how we organize our collaborations and decision making at a global level to confront the challenges that seem best dealt with at that level — is more critical than ever. It is a time when the scale and urgency of the many contemporary global threats that we are facing as individuals, organizations, and as a global community are mostly existential, often appearing to put at risk all those things that have brought us comfort (and joy). We want the ILA to rise to this challenge even when many seem unable so to do. This will mean connecting leadership wherever it resides and at whatever level it operates. And as we have so often exhorted in the past, such connections must be continuous rather than periodic — *a movement not a moment*.

We observe that following months of pandemic disruption, people, organizations, and their governments appear engaged in pulling back to safer zones — restoring the old normalcy — and to short-termism — characteristic of disillusionment. Too many outcomes, populisms, and political fragmentations, and growing mistrust of broadened horizons, risk society pulling back from what was emerging as a widespread desire for a collaborative rather than a competitive world — a world where collective values, including compassion, are wrapped up in community, localism, public ownership, a new politics of belonging, and a new energy of solidarity.

Not so the ILA!

This annual report describes how our refreshed commitment to a clear purpose is reinforcing our impact and delivering outcomes. We are continuing to create, champion, and extend *trusted places* and *trusted resources*, promoting the powerful coalition of ideas and practice. We must all work harder together to connect beyond our comfort zones and reach into new geographies, new sectors, and new organizations to support and nourish leadership for a better world.



MIKE HARDY
ILA BOARD CHAIR



CYNTHIA CHERREY
ILA CEO & PRESIDENT

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ILA VALUES

Our core values represent our deepest beliefs and highest aspirations regarding who we want to be as an organization and how we aspire to engage with the world.

INCLUSION

We foster and promote diversity, equity, and belonging.

INTEGRITY

We advance the field of leadership with rigorous and evidence-based research and practices.

IMPACT

We focus on leadership impact for the greater good and for a better world.

INNOVATION

We amplify new ideas and models of leadership for individuals, organizations, and communities to flourish worldwide.

ILA

Cultivating a Thriving Global Community

ILA VISION

Leadership for the collective good of people and planet.

ILA PURPOSE

We connect people worldwide to advance the practice and study of leadership for a just and thriving future.

ILA MISSION

We accomplish our purpose by creating trusted spaces and relevant leadership resources together.

OUR WORK IN ACTION

The world has a deep and pressing need for leadership that inspires and enables us to face the challenges of a complex, diverse, and everchanging world. Our increasingly interdependent world requires the best thinking about leadership from all perspectives, sectors, disciplines, and cultures to develop innovative ideas and creative solutions. Leadership can make the difference.

The ILA is committed to ensuring its evolution and effectiveness by creating trusted spaces for leadership learning across boundaries and providing trusted leadership resources for our members, partners, and the public.

NEW IN MEMBERSHIP THIS YEAR! GRADUATE STUDENT COHORT MEMBERSHIPS

Following the 2021 implementation of our fellowship cohort memberships, ILA built on the program in 2022 and expanded it to include graduate student cohorts. The cohort membership offers cost-savings and flexibility to graduate student programs who want to provide additional resources and professionalization opportunities to their cohorts. Through their ILA membership, students discover new ideas, models, and practices they can use in their research and in their organizations. Learn more at <http://ilaglobalnetwork.org/GSM>.

Here at Troy University, we wanted to provide additional support and resources to the cohorts of students in our Global Leadership, Ph.D. program. Investing in an ILA cohort membership gives our students additional engagement opportunities, confidence, and enhanced skills to produce high-quality dissertations.

~Dr. Tonya Conner,
Associate Professor/Interim Chair, Leadership Development & Professional Studies, Troy University

ILA MEMBER COMMUNITIES

ILA's Member Communities super charge the member experience and provide targeted networking and professional development opportunities. Each community is led by a talented leadership team who volunteer their time to organize programs to benefit their constituencies.

Visit <https://ILAglobalnetwork.org/member-communities> to learn more about their work and their leadership teams.

Arts and Leadership

Business Leadership

Ethics & Leadership

Followership

Healthcare Leadership

Leadership Development

Leadership Education

Leadership for Peace

Leadership Scholarship

Philosophy, Religion, and Worldviews

Public Leadership

Sustainability Leadership

Women and Leadership

SPOTLIGHT ON TRUSTED SPACES

ILA connects leadership professionals worldwide – virtually and in person – who share a vision of leadership for the collective good of people and planet. ILA's trusted spaces cultivate and disseminate new ideas and ways of working as we gather to discuss our wisdom, experiences, and best practices.

HYFLEX RETURNED IN 2022!

ILA continued its industry leading HyFlex model for its Global Conference in 2022. Attendees and presenters could choose to attend the two-day online Global Conference or purchase the all-access pass for an additional four days of in person conferencing. We enhanced and refined our HyFlex model from its debut in 2021 and further maximized the unique opportunities of each conference mode such as adding new virtual "book buzz" sessions with leadership authors and creating an in-person awards luncheon that honored our awardees.



What a crucial time it is for today's leaders and leadership professionals! In a time of unprecedented change, the ILA's 24th Global Conference provided an opportunity to explore the criticality of leadership in our organizations, governments, and society. The conference featured global leaders and leadership experts who meaningfully inquired into how wisdom might catalyze transformation. Attendees discussed complex, pressing leadership issues and discovered essential tools and strategies to boost their leadership work while growing their global network of connections.

ILA'S 24TH GLOBAL CONFERENCE

WISDOM IN TIMES OF CRISIS

PART I. 6–7 OCTOBER 2022,
ONLINE

PART II. 13–16 OCTOBER 2022, IN
PERSON, WASHINGTON, D.C., USA

GLOBAL CONFERENCE BY THE NUMBERS

Country
Attendees

63

HyFlex
Attendance:
Online Only Pass

335

HyFlex
Attendance:
All-Access Pass

834

Presentations,
Workshops, Panels,
Roundtables, and
Posters

475

FEATURED SESSION SAMPLER



Accelerating the Path to Corporate Leadership for All Women - A Conversation With Stella Nkomo

<https://bit.ly/ILA2022Conversation1>



A Conversation With Ian Mitroff - All Organizations Need a Chief Crisis Officer!

<https://bit.ly/ILA2022Conversation2>



A Conversation With John Adair - The World's Body of Practical Wisdom on Leadership and Leadership Development

<https://bit.ly/ILA2022Conversation3>



A Conversation With Manfred Kets de Vries - Everyone Is Normal Until You Know Them Better

<https://bit.ly/ILA2022Conversation4>



A Conversation With Meg Wheatley - Sane Leadership on Behalf of the Human Spirit

<https://bit.ly/ILA2022Conversation5>

**"I LOVE THAT ILA'S PLENARY SPEAKERS ARE ALWAYS
SIGNIFICANT GLOBAL LEADERS."**



**"ILA IS NOT AFRAID TO PUSH BOUNDARIES AND LOOK TO
THE FUTURE."**



**"AT THE CONFERENCE, I CONNECTED WITH A POTENTIAL
COLLABORATOR FOR FUTURE RESEARCH & PUBLICATION."**



**"I WAS VERY EXCITED TO HAVE THE OPPORTUNITY TO
LISTEN TO THE AUTHORS OF MANY OF MY TEXTBOOKS. I
BETTER UNDERSTOOD WHAT THEY WROTE BY INTERACTING
WITH THEM."**



SPECIALIZED EVENTS

In 2022, ILA created unique virtual and in-person specialized events. These gatherings provided an opportunity for participants to engage in focused explorations of important leadership topics and bring home actionable tips and tools.

2ND STRENGTHENING TIES BETWEEN HEALTHCARE AND LEADERSHIP VIRTUAL SUMMIT

EXPERIENCES, EFFECTS, AND RESILIENCE

Healthcare leaders from around the world reflected on lessons learned during the pandemic and shared leadership practices and tips for increasing resilience and combatting burnout. In addition to the global plenaries and keynote, participants connected with new colleagues, and actively participated in discussions and workshops organized around individual and team growth, leadership education and development, and organizational leadership.

2ND DIVERSITY, EQUITY, INCLUSION, AND BELONGING VIRTUAL SUMMIT

A CALL TO AWARENESS, ADVOCACY, AND ACTION FOR INCLUSIVE LEADERSHIP

Across two days of empowering speeches, deep dive workshops, and information-rich roundtable discussions, participants examined the intersectionality of the components of diversity and shared best practices of cultivating leadership in action. The program provided a cross-sector, global perspective on DEIB and included featured speakers in businesses, nonprofits, and higher education from Canada, Germany, India, Norway, South Africa, and the United States.

FEATURED SESSION SAMPLER

Healthcare Leadership Lessons From COVID

<https://bit.ly/HCLeadershipSession>

Dismantling Racial Inequity at Work and Creating True Organizational and Systemic Change- What Can You and Your Organization Do

<https://bit.ly/DEIBsession>

the Leadership Education Academy

was one of the most professional development opportunities of my higher education career.

~Ron Siers, Jr. PhD, Professor,
Salisbury University

5TH LEADERSHIP EDUCATION ACADEMY

This immersive training program was designed by leadership educators for leadership educators. Academy participants traveled to the Washington, D.C., metropolitan area to enhance their leadership knowledge through a rigorous and comprehensive curriculum and practiced a range of instructional strategies and pedagogies in a supportive and interactive learning environment. The academy is cohort-based with a cap on enrollment to foster collaboration and ensure quality mentoring and networking in a supportive and interactive learning environment.

6TH WOMEN AND LEADERSHIP CONFERENCE

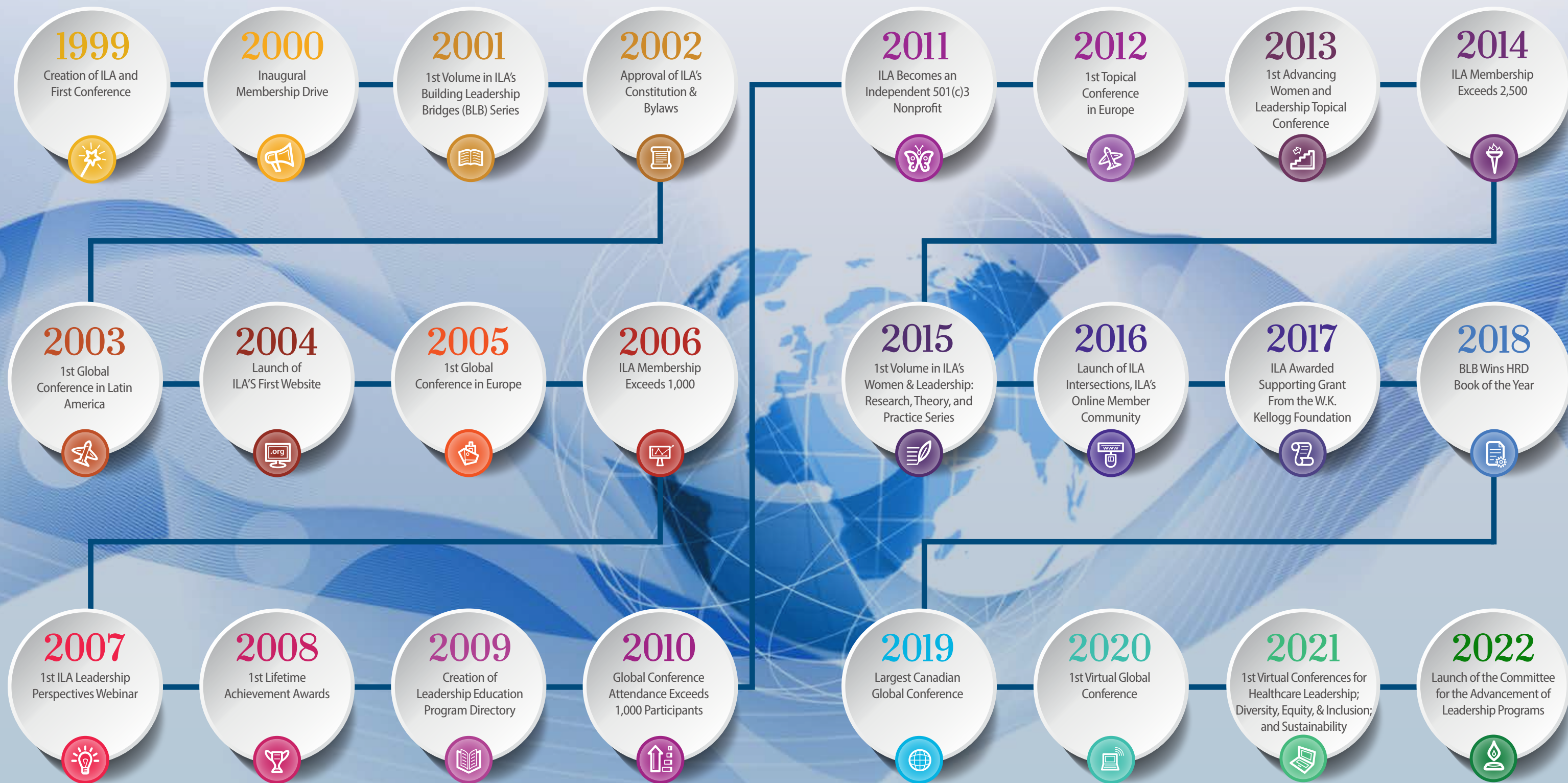
REFLECTION AND REJUVENATION: INSPIRING WOMEN LEADERS

Around the world, women are leading the way with effective, ethical, empathetic leadership, but global challenges and crisis have heightened the constant demands, deadlines, and daily dilemmas leaders face. This conference, which took place in Portsmouth, UK, provided attendees the space and time to reflect and rejuvenate while participating in programming that included keynotes, reflective conversations, workshops, presentations, panels, and more.





HISTORICAL MILESTONES



SPOTLIGHT ON TRUSTED RESOURCES

ILA is a principal source of trusted leadership-related resources. Through its webinars, blogs, and podcasts, ILA generates and disseminates new research, knowledge, and practice that address issues of interest to members and the global leadership community.

BLOG: LEADERSHIP FOR THE GREATER GOOD

GLOBAL THOUGHT LEADERS EXPLORE TODAY'S CHALLENGES

ILA's global team of bloggers looks at current events and trends through a leadership lens. Their insights inform and inspire each of us as we continue our work of advancing the practice and study of leadership for the collective good of people and planet.

BLOG SAMPLER

Leading From Stillness

Chellie Spiller, Ph.D.,
Professor of Leadership,
University of Waikato
Management School,
Aotearoa New Zealand

<https://bit.ly/LeadingFromStillness>

Leading With Care

Leah Tomkins, Ph.D., Visiting
Fellow, University of Oxford &
Visiting Professor, University
of the West of England, UK

<https://bit.ly/LeadingWithCare>

Putinology

Matt Qvortrup, Ph.D.,
Professor of Political Science,
Coventry University, UK

<https://bit.ly/Putinology>

LEADERSHIP PERSPECTIVES WEBINARS

Leadership Perspectives is a series of live, interactive webinars that delve into the latest research and share professional tips and tools.

WEBINAR SAMPLER

Recruit and Retain With Purpose

Jeannie Diefenderfer, MBA, CEO,
Center for Higher Ambition
Leadership, USA
Sudhanshu Palsule, Ph.D., Faculty,
Duke CE; Fellow, Cambridge
Institute for Sustainable Leadership,
University of Cambridge, UK

<https://bit.ly/RetainWithPurpose>

Work-Life Harmony: Why It Matters and How to Craft It

Deanne de Vries, Ph.D.,
Speaker, Author, and Advisor,
Netherlands

<https://bit.ly/Work-LifeHarmony>



TOTAL LISTENS IN 2022:

88,000+

Innovating Leadership received
4 Positive Change Podcast Awards
as the top podcast in Business
Management, Business News,
Coaching, and Technology!

Listen Notes Worldwide Podcast Rankings:

Innovating Leadership TOP 1%

Phronesis TOP 3%

Leadership Educator TOP 10%

LEADERSHIP PODCASTS

ILA's official podcast, Phronesis: Practical Wisdom for Leaders, celebrated its 150th episode in 2022! Hosted by ILA Fellow, Scott Allen, these timely discussions with global business leaders, educators, development professionals, and notable scholars tackle the important issues of the day and provide practical insights and tips to help listeners live and lead better.

In addition to Phronesis, ILA partners with ILA Fellow Maureen Metcalf for a series of global leadership episodes in her Innovating Leadership podcast and with ILA Members Lauren Bullock and Daniel Jenkins to feature the work of ILA members in their Leadership Educator Podcast.

PODCAST SAMPLER

Leadership Education Through Complex Transitions

Darren Pierre, Ph.D., Lecturer, Office of Global Engineering Leadership, A. James Clark School of Engineering, University of Maryland, USA

John Weng, MA, Assistant Director for Student Governments, Auxiliaries and Services, UC San Diego, USA

<https://bit.ly/LeadEdComplexTransitions>

No Shared Notion of Reality

Suze Wilson, Ph.D., Senior Lecturer, School of Management, Massey University, Aotearoa New Zealand

<https://bit.ly/NoSharedReality>

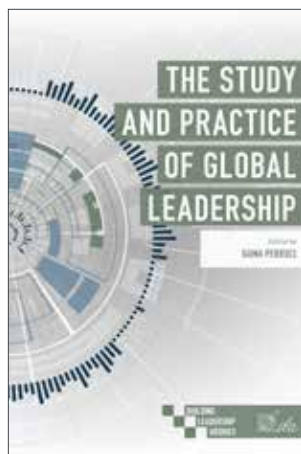
ShEquity: A Refugee's Path to Empowering Women & Their Businesses

Pauline Koelbl, Founder & CEO, AfriProspect GmbH; Founder & Managing Partner, ShEquity, Switzerland

<https://bit.ly/ShequityARefugeePath>

THE STUDY AND PRACTICE OF GLOBAL LEADERSHIP

A VOLUME IN THE ILA BUILDING LEADERSHIP BRIDGES SERIES

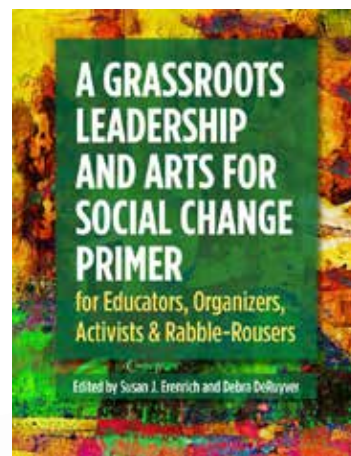


As the world becomes increasingly interconnected and cross-cultural contexts gain prominence, leaders can no longer ignore the global dimensions of leadership. The way we study leadership must be informed by processes that take place beyond and across borders.

The way we practice leadership cannot ignore the cultural basis of our thoughts and actions. This book provides cutting-edge perspectives on the impact that globalization is having on the study and practice of Global Leadership.

<https://bit.ly/ILAgloballeadership>

A GRASSROOTS LEADERSHIP & ARTS FOR SOCIAL CHANGE PRIMER: FOR EDUCATORS, ORGANIZERS, ACTIVISTS & RABBLE-ROUSERS



In this collection of articles first published in the ILA Interface newsletter, more than 30 activist-artist leaders discuss their work inspiring and creating the positive changes needed to meet the daunting problems facing

people and planet. The authors interpret and make sense of the world's complexities, struggles, and triumphs in ways that help us better relate to each other and work toward our shared future. They are skilled observers and skilled storytellers, whatever their medium — capacities often found in the most effective leaders.

<https://bit.ly/GrassrootsPrimer2022>

A fearless exploration into what it means to be a leader of social change through the arts.

~ Professor Jenna Ward,
Coventry University

INTERFACE ILA NEWSLETTER

Evoking those spaces and boundaries where our work reaches out and touches another's, ILA's Interface newsletter celebrates and shares the work of ILA members.



ARTICLE SAMPLER

THE POWER OF MORAL RESILIENCE IN LEADING THROUGH TURBULENT TIMES

Lynn Pasquerella shares her personal story of growing up in a New England mill town, the lessons she takes into her work as President of the American Association of Colleges and Universities, the need for moral resilience in our university leaders. Column editors Gayle Skawen:nio Morse, Joseph E. Trimble, and Antonio Jimenez Luque provide a reflective epilogue to the piece.

Read: <https://bit.ly/ILAmoralresilience>

CHANGING AGENDAS: RETHINKING FOLLOWERSHIP TO IMPROVE LEADERSHIP MEETINGS

In this PAUSE for Pedagogy, Linda Klingman, President of the International Institute of Restorative Practices (IIRP), discusses the graduate school's shared governance structure and how pandemic logistics inspired her to expand participation in IIRP's Committee of the Whole and retool the dialogue circles in each meeting. The article includes tips on implementation and a sample agenda.

Read: <https://bit.ly/ILArethinkingfollowership>

"ALL HUMAN BEINGS ARE INHERENTLY GOOD...." A CONVERSATION WITH RASMUS HOUGAARD

In this episode of Exploring Leadership, Kathryn Goldman Schuyler interviews Rasmus Hougaard, founder and CEO of Potential Project, to explore how he incorporates both ancient teachings and contemporary science in his books, training, and consulting. Potential Project's approach is to emphasize how simple mindfulness practice combined with an attitude of compassion helps leaders do hard things in a human way.

Watch: <https://bit.ly/ILAexploringleadership>



2022 AWARDS

2022 LIFETIME ACHIEVEMENT AWARDS

Honoring Individuals Who Significantly Influenced Leadership Knowledge and Practice

Barbara C. Crosby

Associate Professor Emerita, Hubert H. Humphrey School of Public Affairs, University of Minnesota



George R. Goethals

E. Claiborne Robins Distinguished Professor in Leadership Studies, Jepson School of Leadership Studies, University of Richmond



Susan R. Komives

Professor Emerita, Student Affairs Graduate Program, University of Maryland



Gamaliel Perruci

(Awarded Posthumously, Accepted by Kathleen Perruci) Dean of the McDonough Center, Marietta College



2022 ILA International Student Case Competition

Each year, teams address key issues in a real-world case involving a contemporary leadership issue of their choice pertaining to one of six pre-determined UN Sustainable Development Goals.



2022 STUDENT AWARDS

Honoring the Next Generation of Leadership Scholars and Practitioners

Fredric M. Jablin Doctoral Dissertation Award

"The Influence of Mindfulness on Ethical Leadership: A Study of Buddhist Mindfulness Practices Among Organizational Leaders in Thailand"

Kunkanit Sutamchai, Researcher and Human Resource Development Specialist, Panyaprateep School, Thailand



The Kenneth E. Clark Student Research Award

"Investigating Boundary Conditions for Shared Leadership – Team Performance Relationship: A Team Leadership Coordination Perspective"

Suyang Ye, Ph.D. Candidate, Human Resources Management and Organizational Behavior, Zhejiang Gongshang University, China



Teng Zhao (co-author), Ph.D. Student, I/O Psychology, Auburn University, USA

These awards are given each year in partnership with the Jepson School of Leadership Studies and the Center for Creative Leadership, respectively.

ISCC Undergraduate Division Winners

"Hawaii's Red Hill Well Contamination Crisis"

West Virginia University - Milan Puskar Leadership Scholars

Ashton Crawford, Shelby Floyd, Owen Glazier, Wenjuan Gu, Patrick Palcic



ISCC Graduate Student Division Winners

"Climate Apathy & Climate Crisis - Leadership for Action"

University of Nebraska-Lincoln

Brooke Wells, Haden Botkin, Jian Ju Yeo, Jennifer Okoliko

2022 MEMBER COMMUNITY AWARDS

Most Publishable Leadership Education Paper Award

"Promoting Wisdom in Professional Graduate Leadership Students: A Book valuation Group Project"

David A. Jarrett, Ed.D., Assistant Professor, Henry W. Bloch School of Management, University of Missouri – Kansas City, USA



Women and Leadership - Outstanding Scholarship for Established Scholars

Marlene Janzen Le Ber, Ph.D., Professor, Leadership Studies, Distinguished Chair, Centre for Leadership Brescia University College, Western University, Canada



Sherylle J. Tan, Ph.D, Director of Internships and KLI Research, Visiting Assistant Professor of Psychology, Kravis Leadership Institute, Claremont McKenna College, USA

Lisa DeFrank-Cole, Ed.D., Director of Leadership Studies and Clinical Professor of Leadership at West Virginia University, USA



Women and Leadership - Outstanding Scholarship for Emerging Scholars



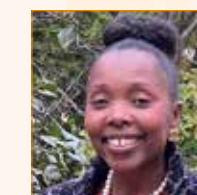
Candace Brunette-Debassige, Ph.D., Assistant Tenure-Track Professor, Department of Education, Western University, Canada

Women and Leadership - Outstanding Practice for Local Impact

Ann Marie Berghout Austin, Ph.D., Retired Professor of Child Development Department of Family, Consumer, and Human Development Utah State University, USA



Women and Leadership - Outstanding Practice With Broad Impact



Éliane Ubalijoro, Ph.D., Executive Director Sustainability in the Digital Age and the Future Earth Montreal Hub, and Professor of Practice for Public-Private Sector Partnerships at McGill University's Institute for the Study of International Development, Canada



BOARD OF DIRECTORS

MICHAEL HARDY

ILA Board Chair

Professor & Founding Director, Centre for Trust, Peace and Social Relations, Coventry University, UK

JANIS B. BALDA

ILA Vice Chair

Senior Lecturer, Robert C. Vackar College of Business and Entrepreneurship, University of Texas Rio Grande Valley; The Simeon Institute, USA

CYNTHIA CHERREY

ILA President & CEO, USA

JOANNE BARNES

Chair, ILA Membership Committee

Professor, Leadership Studies, Indiana Wesleyan University, USA

MICHAEL CHIKELEZE

Richard C. and Francelia A. Gozon University Professor, Values-Based Leadership, Valparaiso University, USA

TASHA COPPETT

Associate Dean for Residential Life, Massachusetts Institute of Technology, USA

KATHY GUTHRIE

Chair, ILA Committee for the Advancement of Leadership Programs

Associate Professor, Director of the Leadership Learning Research Center, and Coordinator of the Undergraduate Certificate in Leadership Studies, Florida State University, USA

JOHN HEISER

ILA Treasurer & Chair, Finance Committee

Founder and CEO, TRG Management Solutions, LLC, USA

MIKINARI HIGANO

Professor & Director, Leadership Development Program, Global Education Center, Waseda University, Tokyo, Japan

KATHRYN JOHNSON

Co-Founder, Center for Global Services
Retired CEO, Health Forum, USA

ANGÉLICA MARÍA LARIOS ARIAS

CEO & Founder, Alacontec, Mexico

KEVIN LOWE

Professor of Leadership, Work and Organisational Studies, University of Sydney; CEO, Leadership AU, Australia

SUSAN ELAINE MURPHY

ILA Secretary

Professor and Chair in Leadership Development, Organisational Studies, University of Edinburgh Business School, UK

BETSY MYERS

2022 Global Conference Chair

Founder & President, Myers Leadership; Founder, Center for Women and Business at Bentley University; Former Senior Adviser to Presidents Clinton and Obama, USA

RAJINDER NARANG

Vice President D&I Talent Strategy, Fidelity Investments, USA

ANNIKA HILDING NORBERG

Head of Peace Operations and Peacebuilding, Geneva Centre for Security Policy, Switzerland

CINDY PACE

Vice President Global Chief Diversity and Inclusion Officer, MetLife, USA

KARA R. PRICE

Manufacturing Operation Lead, Pfizer, USA

GILLIAN SECRETT

Director of Leadership Programmes, Cambridge Institute of Sustainability Leadership, University of Cambridge, UK

CAROLYN J. STEFANCO

Chair, Fund Development Committee

Former University President; CEO, Baret Leadership Consulting, USA



FINANICAL

GOVERNANCE OVERSIGHT

The Board of Directors holds responsibility for fiscal oversight of the association with the Finance Committee overseeing financial planning and compliance.

YEARLY TOTALS

	FY 22	FY 21
Total Revenue	\$1,210,145	\$930,465
Total Expenses	\$1,138,389	\$893,994
FY Net/Turnover	\$71,756	\$36,471
Net Assets at End of Year	\$228,813	\$157,057

REVENUE EARNED

	FY 22	% of Total	FY 21	% of Total
Membership Dues	\$342,680	28%	\$303,748	33%
Conferences	\$683,316	56%	\$440,039	47%
Gifts	\$58,805	5%	\$62,159	7%
PPP Grant	\$106,067	9%	\$104,890	11%
Other	\$19,277	2%	\$19,629	2%

EXPENSES

	FY 22	% of Total	FY 21	% of Total
Program Services	\$821,968	72%	\$656,811	73%
Management & General	\$296,575	26%	\$205,738	23%
Fundraising	\$19,846	2%	\$31,445	4%

FINANCIAL OVERVIEW

A 30% increase in revenue and a 27% increase in expenses over FY 21, including a second Payroll Protection Program grant, brought a doubling of the FY Net/Turnover and a three-year positive trend line of year-end net.

ILA STAFF

MARCIA BOYD

Membership Director

CYNTHIA CHERREY

President & CEO

DEBRA DERUYVER

Communications Director

LIANG GE

Marketing and Brand Development Director

MONICA GRINAGE

Conference Director

NICK KIESSIG

Technology and Website Manager

JULIE POLZER

Conference Associate

SHELLY WILSEY

Chief Operating Officer



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