

The Center for Professional & Organizational Development (CPOD)

The Center for Professional & Organizational Development's (CPOD) mission is to effectively support the College's values of continuous learning, professional growth, and high performance. To achieve this, we provide a comprehensive program of innovative training and development opportunities to enhance the knowledge, skills, and abilities of all individuals, teams, and departments within the institution.

During the academic year and throughout the summer, CPOD's Organizational Learning and Technology Training Teams collectively provide over two hundred training and development classes for MC faculty and staff. CPOD's programs span a wide range of subject areas and topics - from leadership to learning styles, orientation to Outlook, policies to public speaking, strategic planning to software applications -- with activities as short as one-hour classes to multiple, day-long sessions. While our training activities are primarily provided "face-to-face," we do have a growing catalog of customized computer-based training modules available on our website. CPOD also coordinates the sabbatical and professional development leave programs. To support teams and departments in achieving their organizational goals and being more effective in their work, CPOD provides assistance to department and unit leaders in a variety of ways, such as: customized technology training, conceptualizing short and long-range plans, designing, developing and facilitating specialized meetings and retreats, as well as engaging in coaching conversations.

Krista Leitch Walker

In her role as Director of the Center for Professional & Organizational Development, Krista is responsible for the overall leadership and direction of the College's organizational and technology-related training and development programs. Prior to coming to Montgomery College in 2001, Krista worked at Gallaudet University where she developed and coordinated professional development programs for educators and human service professionals in the College for Continuing Education, and taught as an adjunct instructor with the Department of Government. Krista has a bachelor's degree in government & politics, a master's degree in educational administration & program management, and is currently completing her Ph.D. in educational administration focusing on organizational development and communication. Krista can be reached at krista.walker@montgomerycollege.edu or 240-567-4280.

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Nicole H. Daniel

As Senior Administrative Aide, Nicole has been providing administrative support to the Director and members of the CPOD team since August 2008. Her primary duties include managing the Director's schedule and calendar, monitoring accounts and preparing routine reports, and maintaining unit files and records. Nicole is also responsible for overseeing the facility operations of the Conference & Training Suite at 40 West Gude. She is a former MC student and graduated from the University of Maryland with a degree in criminology. Nicole can be reached at nicole.daniel@montgomerycollege.edu or 240-567-4274.

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Lois Anderson

As IT Systems Training Coordinator (Coordinator for Banner training) since 1999, Lois' responsibilities include analyzing training needs, and determining content, outcomes, delivery method and instructional approach. She collaborates with IT and other units in the creation of specialized Banner training. Support responsibilities include creation and maintenance of course materials, job aides, online instructions for Banner forms, and documentation for training as well as for general use. She creates training schedules and assists staff and faculty with Banner questions, attends Banner meetings and performs testing when upgrades occur. She maintains logistics for appropriate scheduling of future training. Lois periodically provides orientation for new staff and contributes to the New Faculty Orientation each semester. She has been with the College for over 20 years. Prior to her current position she served as a Media Specialist at Takoma Park. Lois has Master's degrees in both Adult Education and English and taught periodically for ten years as an adjunct at Northern Virginia Community College. Lois can be reached at lois.anderson@montgomerycollege.edu or 240-567-4271.

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Lisa Hale Borg

As Human Resources Associate for technology training and learning resources, Lisa is responsible for the design, development and delivery of technology training and coordination of the overall program schedule. She also serves as the system administrator for the Collegewide Professional Development Registration System and develops and distributes the weekly announcement for collegewide professional development activities.

Lisa has over 25 years of experience working in training, including ten years with the College's professional development program in HR. Her previous experience includes serving as a project manager/trainer at ProShop Evaluation Systems and the Source Telecomputing Corporation, respectively. Lisa can be reached at lisa.borg@montgomerycollege.edu or 240-567-4272.

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Dan Gutwein

Dr. Dan Gutwein is an Instructional Multimedia Specialist and has been employed at MC since 2003. Prior to his tenure with CPOD, Dan worked with the College's Center for Teaching & Learning (CTL) for two years. As part of the Technology Training and Learning Resources Team, he develops custom interactive multimedia e-learning applications, develops and maintains the CPOD Web site, and provides consultation and design mockups for numerous College-wide Web-based projects. He is currently designing the training plan for the College's new Content Management System, will become the principal instructor in January 1010, and is a member of the Web Redesign Project Strategic Team. Dr. Gutwein came to Montgomery College after a 25 year career as a Professor of Music at the College of William and Mary and Williams College where he taught computer-music composition, music theory,

music cognition, and jazz. Dan can be reached at dan.gutwein@montgomerycollege.edu or 240-567-4276.

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Laurent Ndeze

As Instructional Designer with the Technology Training and Learning Resources Team, Laurent is responsible for the design and development of curricula, courses, and assessments for online delivery, instructor-led, or blended learning programs for employees. Primary responsibilities include converting instructor-led material to online delivery or working with subject-matter experts, from different departments and specialties of the College, to create professional development courses and integrate applicable media elements. Laurent joined Montgomery College in 2008 after spending approximately ten years designing and developing courses in corporate organizations where he sometimes met MC graduates. His passion for the psychology of learning and instruction expanded from his first job as a certified high school teacher. It further led to the pursuit of a doctorate in instructional technology at Syracuse University. Laurent can be reached at laurent.ndeze@montgomerycollege.edu or 240-567-4273.

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Carmen D'Agostino

As Manager of Organizational Learning, Carmen has been with Montgomery College for 16 years. She oversees the operational plans for organizational learning, provides leadership and direction to the organizational learning team and facilitates classes, retreats, and meetings. She is certified to administer several assessments and specialized classes. Her bachelor's degree is in education and she has a master's degree in training and development, and a certificate in organizational development consulting. Carmen can be reached at carmen.d'agostino@montgomerycollege.edu or 240-567-4275.

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Ellamarie Brown

As Human Resources Specialist (Organizational Development Specialist and Program Coordinator), Em has been with MC for two-and-a-half years. She coordinates the Developing the Skillful Supervisor program, Management Matters program, the Professional Development Leave Program, and Orientation for new staff. She facilitates classes, retreats, and meetings and is certified to administer specialized classes. Her bachelor's degree is in communications and she has certificates in organizational development consulting and coaching. Em can be reached at ellamarie.campbell@montgomerycollege.edu or 240-567-4296.

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Cynthia Lee D. Mauris

As Human Resources Specialist (Organizational Development Specialist and Program Coordinator), Cynthia has been with MC for six-and-a-half years. She coordinates the Leadership Development Institute, MC Management program, advises the ALT Key and facilitates classes, retreats, and meetings. She is certified to administer several assessments and specialized classes. Cynthia also coordinates the new faculty orientation and sabbatical leave programs. Her bachelor's degree is in psychology and she has a master of education degree in counseling/student personnel administration. Cynthia can be reached at cynthia.mauris@montgomerycollege.edu or 240-567-4278.

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Deonna Mills-Humphress

As Human Resources Associate for Training & Development, Deonna has been with MC for three years. She works with the Organizational Learning Team providing comprehensive program support in marketing, budget & financial management, facilitator contracts and agreements, registration management, data collection, reports, surveys and assessments. Before working at MC, Deonna worked for Hewlett-Packard where she managed large projects, designed training, and supported online live (virtual) training events. She has an associate's degree in information technology and is working toward her bachelor's degree in information assurance. Deonna can be reached at deonna.mills-humphress@montgomerycollege.edu 240-567-4281.

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Laura White

As Human Resources Specialist (Multicultural Training Specialist and Program Coordinator), Laura has been with MC for nine years. Laura coordinates the Tapestry 1 and Tapestry 2 programs, Community Conversations, In Their Own Voices Series, and facilitates classes, retreats, and meetings. She holds several certificates in mediation and is qualified to administer the Intercultural Development Inventory. Her bachelor's degree is in English and she has a master's degree in management studies. Laura can be reached at Laura.white@montgomerycollege.edu or 240-567-4297.