MindSpring™ Consulting, Inc.
GS-02F-0132V

Defining the future of leadership development in 2020 with its pioneering work in the field of consciousness.
FEDERAL SUPPLY SERVICE

Solicitation Number: 47QSMID20R0001
Title: Professional Services
SIN: 611430- Professional and Management Development Training
FSC/PSC Code: R704

GSA Contract: GS-02F-0132V

Contract Period: Jun 12, 2019 - June 11, 2024

MindSpring™ Consulting, Inc.
966 Tunnel Road
Asheville, NC 28805
Office: 828-298-2488

Web: www.helpingyougrow.com

Haydn Hasty
Email: haydn@helpingyougrow.com
Terry Hasty
Email: terry@helpingyougrow.com

DUNS: 944943380
Cage: 3WoL1

Small Business, Woman-Owned
1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).
611430- Professional and Management Development Training

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. Not Applicable

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. See Price List

2. Maximum order. $1,000,000.00

3. Minimum order. $135.00

4. Geographic coverage (delivery area). Worldwide

5. Point(s) of production (city, county, and State or foreign country). 966 Tunnel Road, Asheville, NC 28805

6. Discount from list prices or statement of net price. Prices shown are net (discount with IFF)

7. Quantity discounts. None

8. Prompt payment terms. Net 30 days
9. Government purchase cards are accepted at or below the micro-purchase threshold.

10. Government purchase cards are accepted above the micro-purchase threshold. 10. Foreign items (list items by country of origin). None

11a. Time of delivery. (Contractor insert number of days.) Not applicable

11b. Expedited Delivery. Not Applicable

11c. Overnight and 2-day delivery. Not Applicable

11d. Urgent Requirements. Not Applicable

12. F.O.B. point(s). Not Applicable

13a. Ordering address.
MindSpring Consulting, Inc..
966 Tunnel Road
Asheville, NC 28805

Office: 828-298-2488

Email: haydn@helpingyougrow.com
Email: terry@helpingyougrow.com

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address
MindSpring Consulting, Inc.
966 Tunnel Road
Asheville, NC 28805-2026
15. Warranty provision. Not Applicable

16. Export packing charges, if applicable. Not Applicable

17. Terms and conditions of Government purchase card acceptance. None

18. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

19. Terms and conditions of installation (if applicable). Not Applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices. Not Applicable

20a. Terms and conditions for any other services. Not Applicable

21. List of service and distribution points. Not Applicable

22. List of participating dealers. Not Applicable

23. Preventive maintenance. Not Applicable

24. Special attributes such as environmental attributes Not Applicable


26. Notification regarding registration in System for Award Management (SAM) database. MindSpring Consulting, Inc. is registered and active.
# Programming and Pricing at Customer's Location

Prices include all materials but do not include travel, lodging, or meals.

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Duration</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Style &amp; Impact (10-20 students)</td>
<td>2 Days</td>
<td>$8,136.02</td>
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<tr>
<td>Individual Style &amp; Impact (21-35 students)</td>
<td>2 Days</td>
<td>$9,093.20</td>
</tr>
<tr>
<td>Individual and team Dynamics: Building Effective Teams (10-20 students)</td>
<td>2 Days</td>
<td>$8,136.02</td>
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<tr>
<td>Individual and team Dynamics: Building Effective Teams (21-35 students)</td>
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</tr>
<tr>
<td>Leading with Integrity (10-20 students)</td>
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<tr>
<td>Dealing with Conflict and Difficult People (10-20 students)</td>
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<tr>
<td>Dealing with Conflict and Difficult People (21-35 students)</td>
<td>2 Days</td>
<td>$9,093.20</td>
</tr>
<tr>
<td>Leadership through Emotional Intelligence (10-20 Students)</td>
<td>3 Days</td>
<td>$12,921.91</td>
</tr>
</tbody>
</table>
**PROGRAMMING AND PRICING AT CUSTOMER'S LOCATION**
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<table>
<thead>
<tr>
<th>COURSE TITLE</th>
<th>DURATION</th>
<th>PRICE</th>
</tr>
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<tbody>
<tr>
<td>Leadership through Emotional Intelligence (21-35 Students)</td>
<td>3 Days</td>
<td>$14,716.62</td>
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<tr>
<td>Resilience, Wellness and Healthy Choices (10-20 students)</td>
<td>2 Days</td>
<td>$8,136.02</td>
</tr>
<tr>
<td>Resilience, Wellness and Healthy Choices (21-35 students)</td>
<td>2 Days</td>
<td>$9,093.20</td>
</tr>
<tr>
<td>Mentoring: Cultivating Leadership (2 People - 11 People)</td>
<td>3 Days</td>
<td>$13,706.30</td>
</tr>
<tr>
<td>Mentoring: Cultivating Leadership (12 People - 25 People)</td>
<td>3 Days</td>
<td>$15,937.03</td>
</tr>
<tr>
<td>The Essence of Excellence (2 People - 11 People)</td>
<td>3 Days</td>
<td>$13,706.30</td>
</tr>
<tr>
<td>The Essence of Excellence (12 People - 25 People)</td>
<td>3 Days</td>
<td>$15,937.03</td>
</tr>
<tr>
<td>Conscious Leadership (10-20 students)</td>
<td>3 Days</td>
<td>$13,706.30</td>
</tr>
<tr>
<td>Conscious Leadership (12-25 students)</td>
<td>3 Days</td>
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<th>COURSE TITLE</th>
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<th>PRICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Authentic. Powerful. Balanced: Leadership for Women (10-20 students)</td>
<td>3 Days</td>
<td>$13,706.30</td>
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<tr>
<td>Authentic. Powerful. Balanced: Leadership for Women (12-25 students)</td>
<td>3 Days</td>
<td>$15,937.03</td>
</tr>
<tr>
<td>Leader as Teacher (10-20 students)</td>
<td>3 Days</td>
<td>$13,706.30</td>
</tr>
<tr>
<td>Leader as Teacher (12-25 students)</td>
<td>3 Days</td>
<td>$15,937.03</td>
</tr>
<tr>
<td>Designing Effective Meetings and Dynamic Presentations (10-20 students)</td>
<td>2 Days</td>
<td>$8,136.02</td>
</tr>
<tr>
<td>Designing Effective Meetings and Dynamic Presentations (12-25 students)</td>
<td>2 Days</td>
<td>$9,093.20</td>
</tr>
<tr>
<td>Business Development Consulting or Strategic Planning Services</td>
<td>Per Day</td>
<td>$2,539.04</td>
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<tr>
<td>Programming Facilitation</td>
<td>Per Day</td>
<td>$2,720.40</td>
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<tr>
<td>Individual Coaching / Executive Coaching</td>
<td>1 Day</td>
<td>$1,450.88</td>
</tr>
<tr>
<td>Individual Coaching (telephone conference)</td>
<td>Hourly</td>
<td>$145.09</td>
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PROGRAMMING AND PRICING AT CUSTOMER’S LOCATION
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<tr>
<th>COURSE TITLE</th>
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<th>PRICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Mission Possible Experience</td>
<td>3 days</td>
<td>$14,659.05</td>
</tr>
<tr>
<td>(Offered only May through October in Asheville, NC)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to 15 People</td>
<td></td>
<td></td>
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<tr>
<td>360° Leadership Evaluations</td>
<td>Per Assessment</td>
<td>$539.55</td>
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</table>

PRICING FOR INDIVIDUALS/ PER PERSON
ATTENDING PROGRAMMING AT MINDSPRING LOCATION / ASHEVILLE, NC

<table>
<thead>
<tr>
<th>COURSE TITLE</th>
<th>DURATION</th>
<th>PRICE PER PERSON</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Style and Style Impact:</td>
<td>2 Days</td>
<td>$811.59</td>
</tr>
<tr>
<td>Individual &amp; Group Dynamics: Building Effective Teams:</td>
<td>2 Days</td>
<td>$811.59</td>
</tr>
<tr>
<td>Leading with Integrity</td>
<td>2 Day</td>
<td>$811.59</td>
</tr>
<tr>
<td>Dealing with Conflict and Difficult People</td>
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<tr>
<td>Designing Effective Meetings and Dynamic Presentations</td>
<td>2 days</td>
<td>$811.59</td>
</tr>
<tr>
<td>Leadership through Emotional Intelligence</td>
<td>3 Days</td>
<td>$1,355.67</td>
</tr>
<tr>
<td>Mentoring; Cultivating Leadership</td>
<td>3 Days</td>
<td>$1,355.67</td>
</tr>
</tbody>
</table>
### Pricing for Individuals/ Per Person

**Attending Programming at Mindspring Location / Asheville, NC**

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Duration</th>
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</tr>
</thead>
<tbody>
<tr>
<td>The Essence of Excellence</td>
<td>3 Days</td>
<td>$1,355.67</td>
</tr>
<tr>
<td>Resilience, Wellness and Healthy Choices</td>
<td>3 Days</td>
<td>$1,355.67</td>
</tr>
<tr>
<td>Conscious Leadership</td>
<td>3 Days</td>
<td>$1,430.98</td>
</tr>
<tr>
<td>Leader as a Teacher</td>
<td>3 days</td>
<td>$1,430.98</td>
</tr>
<tr>
<td>Powerful, Authentic, Balanced, Leadership for Women:</td>
<td>3 days</td>
<td>$2,676.27</td>
</tr>
</tbody>
</table>
In 1998, MindSpring™ launched its work in emotional intelligence. The “Leadership through Emotional Intelligence” program would become a national model for the USDA Forest Service and the foundation of its Middle and Senior Leader programs.

In 2020, we go to the front of the pack once again with our pioneering work in consciousness, a field we believe is the future of leadership development.

Thank you so much for considering our services for your leadership development programs. We would welcome the opportunity to build a relationship with you and explore the many exciting possibilities with you that would best fit the strategic desires of your organization in developing its leaders to be the most effective they can be.

If there is any additional information you would like us to provide, please feel free to contact me personally and I will ensure you are provided the information requested in a timely manner.

Thank you again for considering our services.

Sincerely,

Haydn Hasty, MA, EdS, PhD, President
Terry Hasty, MS, Vice-President

MindSpring™ Consulting, Inc.

Office
828-298-2488

Haydn Hasty cell:
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Terry Hasty cell:
828-280-2486

Web:
www.helpingyougrow.com
www.wellspringasheville.com
www.truthspringasheville.com

Email:
terry@helpingyougrow.com
haydn@helpingyougrow.com

EIN:
56-1862998

DUNS:
944943380

Street:
966 Tunnel Road

City:
Asheville

State:
NC

Franchises:
Charlotte, NC
Washington, DC
Hendersonville, NC

In Business Since
1995

GSA
GS-02F-0132V
MindSpring is one of the few companies in Western North Carolina to hold a GSA Schedule Contract, doing business with the federal government, since 1999.
FACILITIES

MindSpring™ and WellSpring are conveniently located just 7 minutes from downtown Asheville. The MindSpring Conference Room holds up to thirty participants comfortably in classroom style or twenty participants in open horseshoe style.

In addition, WellSpring Wellness Center, our sister property, is right next door with additional space for break-out groups and movement exercises.
At Mindspring, we believe in helping you grow.

We’re here to transform:

YOU. Overwhelmed? Ready for a change? Grow your leadership with the opportunity that’s right for you.

YOUR GROUP. Customize the ideal workshop for your business. Choose from our exciting events or create your own.
Growth is a result of learning that is organized, directed and undertaken. As learning and teaching experts, we know that true learning results in change.

What makes MindSpring™ so different?

**WE ENGAGE**
We inspire participants to go beyond their fixed perceptions and ingrained behaviors.

**WE FOCUS**
We focus on cause instead of focusing on effects that can waste time, money and energy.

**WE DELIVER**
We move from information to dynamic application and productivity, creating sustainability for the lessons learned.

**WE UNDERSTAND**
We provide the right information at the right time so participants increase their own wisdom.

**WE SERVE**
With superb customer service, planning, and sustainable outcomes our work is a best value option.

**WE’RE FLEXIBLE**
We come to you or you can visit our facilites in Asheville.
PROPOSAL CONTENT

Individual / Group Development

Team Development

Emerging / Middle / Senior Leader Programming

Executive Team Development
### OUR CURRICULUM

- We will customize all programming to fit your specific needs.
- All programming can be delivered at your location, MindSpring or both.
- Programming can be categorized as: individual, group, team, emerging leader certificate, middle leader certificate, executive leader certificate and executive team development.
- All programming will be delivered to accommodate morning, afternoon, single day, multi-day, or certificate level programming at any location.
- All programming can be delivered as a stand-alone or can be part of a certificate program.

### POSSIBILITIES

#### EMERGING LEADER DEVELOPMENT

<table>
<thead>
<tr>
<th>Individual Style and Style Impact</th>
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#### MIDDLE LEADER DEVELOPMENT (all of the above and...)

| Leadership through Emotional Intelligence |
| Leader as Teacher |
| Resilience, Wellness and Healthy Choices |

#### SENIOR LEADER DEVELOPMENT (all of the above and...)

| Conscious Leadership |
| The Essence of Excellence |
| Mentoring: Cultivating Leadership |

#### INDIVIDUAL COACHING

| Individual Coaching: The Leadership Road Map |

#### SPECIALTY PROGRAMS

| Authentic, Powerful, Balanced: Leadership for Women |
| Mission Impossible: A Team Experience |
| Designing Effective Meetings and Dynamic Presentations |
WORKSHOP OPTIONS

All of our workshops can be configured to fit your schedule and preferences. We offer all of our workshops in the following formats:

MORNING OR AFTERNOON SESSION

Plant the seed.
This type of workshop lasts about half a day. It is designed to plant seeds, to introduce new concepts and to allow for new experiences. It can be a great way to refresh yourself or your team, and it’s a great way to get started, especially if you are pressed for time.

SINGLE DAY SESSION

Develop your garden.
This type of workshop goes into greater depth and allows for more experiential and discovery exercises. A full day allows us to not only go into deeper levels of learning but to introduce tools and strategies for implementing the lessons learned.

MULTI-DAY SESSION

Time to sprout!
Multi-day workshops are the most powerful learning experiences we can provide. They are designed to ensure that the individual is presented with the most in-depth understanding of the subject matter, as well as to design ample opportunities to practice the new skills and mindsets.

CERTIFICATE LEVEL SESSION

Reach fullest potential.
Our certificate level curriculums are carefully designed to meet your unique goals and objectives so that you can know with confidence that an individual who has completed this level of training can serve as a solid reminder of how leadership is done and done well.
HOW TO GET THE MOST OUT OF YOUR PROJECT

The more information we have about the participants, the more effective and accurate we can be at identifying the needs, utilizing the correct learning processes and designing the most effective program content.

Some groups operate more sequentially. Other groups are more random-based. Some groups are 2-D dominant and others groups are more 3-D oriented in their behavior.

There are a number of platforms that we use to gather information but certainly, our favorite is the emotional intelligence profile because of its breadth and depth. We create a 1 page profile of the group not only ranking the group in 20 different arenas of emotional intelligence but developing a standard deviation quotient which allows you to evaluate the consistency of the group. From evaluating trust to optimal performance, from resilience to emotional expression, the profile is an incredibly valuable tool that can serve as a guide to address the true needs of the group rather than wasting time and training money on the latest fad. In past experiences, we have been hired to address particular dynamics in a group and as a result of utilizing the emotional intelligence profile, we were able to change the direction of the training goals to address the true dynamics of the unique group.

From executive leadership levels to high potentials, the profiles are superb at revealing the internal, invisible dynamics of the group.

Nonetheless, even without prior data, we are excellent at evaluating group dynamics and making adjustments to assure a positive and rewarding experience for the group.
HOW TO PLAN A STARTING POINT

The depth of planning should be commensurate with the depth of growth and improvement you want to see occur. The best approach is to have an extended conversation about the outcomes you want to achieve. Where it is possible, we will be happy to meet you at your location to discuss the possibilities and approaches that will best fit your objectives. We also welcome you to visit our facility in Asheville, NC where we can discuss your plans.

It is important to understand that we conduct programs according to the needs of the audience and do not conduct canned-ham programming. While TAGs (targeted-areas-of-growth) are always pre-determined, how we achieve them is completely dependent upon the energy and flow of the group. As a result, we are highly skilled in adjusting and redirecting the learning process.

• All of our programming can be brought to your location.
• We are highly skilled at developing entire curriculums to fit your needs.
• From audio to video, from outdoor to indoor experiential learning, we utilize all possibilities to maximize the learning process.
LEADERSHIP ROADMAP
(individual coaching)

We have significant experience in group and individual leadership training and development, program facilitation and coaching.

Are you ready to take your leadership to the next level?

If so, the "Leadership RoadMap" is for you. Our pioneering work in coaching has resulted in the "Leadership RoadMap©" and the "Leadership Box©," powerful MindSpring™ tools guiding individuals into a significant understanding of their leadership behavior in a short period of time, creating sustainable change, personally and professionally.

This work is anything but "coaching as usual." Rather than learning skills and behaviors for success, you will learn to function from your most powerful and effective natural style. In a safe and supportive environment you will be challenged to explore more deeply the true dynamics creating the outcomes in your leadership, and inspired to take your leadership to the next level.

"Leadership RoadMap©" centers on the understanding that you possess a model that cannot be duplicated, lost or stolen. Your model is a one-of-a-kind "biology" that contains the source of your behavior, good and bad, and the blueprint for your most successful and happy self. Our goals in this multi-faceted "Leadership RoadMap©" process are to increase significantly your understanding of your internal leadership model, the unique barriers you encounter and the pathway into your Leader Self.

We prefer to design face-to-face day-long or multi-day intensives. Our process includes assessments, materials, follow up lessons/video/audio and may involve several coaches working with you during the day, depending on your goals and objectives.
INDIVIDUAL STYLE AND STYLE IMPACT

Enhance your self-awareness and gain the tools to transform your negative patterns in order to activate greater success, influence and well-being.

Your unique "biology" that is born from the daily habituations and patterns that make up your mental, physical and emotional patterns dictates your leadership behavior. While everyone has a personality, you are much more than this.

In this program, you will enhance your self-awareness and gain the tools to transform your negative patterns in order to activate greater success, influence and well-being.

We all have a Leader Self and a Stress Self. The key is learning what triggers you into stress, what negative patterns you play out and how to replace negative patterns with positive ones.

**Objectives**

- Assess your leadership style and identify your strengths, barriers and targeted areas of growth.
- Learn how to motivate people of varying styles.
- Increase your appreciation for diversity of thought.
- Understand the source of behaviors that erode your leadership and relationships.
- Empowering you to create sustainable change.

Here is an opportunity to learn more about yourself, explore your strengths and vulnerabilities, your negative patterns and tools to transform those patterns in order to activate greater success, influence and well-being. From the inside out.
INDIVIDUAL AND GROUP DYNAMICS: BUILDING EFFECTIVE TEAMS

To maintain and nurture an effective team and be able to predict their success, it is important to assess the strengths, weaknesses, and needs of the individuals.

Assessing the role the individual plays and contributes to the group dynamic is essential. It is not simply a matter of offering a “cookie-cutter” solution to everyone. Using a style delineator, participants will examine and refine their understanding of their style and the styles of others on the team, increasing their ability to communicate across styles and their appreciation of diversity of thought.

Objectives:

• Examine and profile group perceptions, values, and communication patterns through an analysis of individual style.

• Be able to accurately predict the barriers and strengths in any group.

• Design specific, concrete strategies for addressing those barriers using MindSpring’s top 10 descriptors of high performing teams as a guide.

Benefits:

• Learn a feedback system that creates a safe way for team members to communicate through disagreement.

• Increase significantly your ability to successfully manage groups and individuals.

• Learn how to create a climate for performance excellence by identifying and fulfilling the needs of the group.
DEALING WITH
CONFLICT AND
DIFFICULT PEOPLE

Conflict is a dynamic aspect of innovation, change, growth and human relationships. So, why are so many of us conflict-averse and reluctant to address it head-on?

Conflict is a dynamic aspect of innovation, change, growth and human relationships. So why are so many of us conflict-averse and reluctant to address it head-on? The problem lies in the fact that most people do not know the cause of the conflict in their lives and have not been taught how to handle it in a healthy way.

One of the most common team disablers is when bad behavior is allowed to continue. The strategy you will learn and practice empowers you to not only handle conflict as it arises, but to initiate it when necessary. Learn to address difficult people and situations from your LeaderSelf instead of your StressSelf, increase your personal power and enhance your influence in your organization.

Benefits

- Learn the true source and key principles of conflict.
- Learn to give and receive critical feedback effectively.
- Master the COIN process, a tried and true strategy for dealing with conflict and difficult people.
- Improve relationships through authentic and intentional communication.
- Take away a strategy for communicating through conflict, building trust and sustainable outcomes,
LEADING WITH INTEGRITY

“The leader’s integrity is not idealistic. It rests on a pragmatic knowledge of how things work.”
John Heider

Integrity is not black and white, it is not wrong versus right. Integrity is the condition of being whole and complete and the source of your personal power. We all know that integrity is an essential ingredient to successful teams and relationships, and it can be taught and fostered.

The Leading with Integrity workshop examines 10 stages of integrity and natural results of each stage, providing clear descriptions and identifiable characteristics of each stage, as well as strategies for moving up the ladder into higher levels of responsibility, performance and organizational innovation.

This model helps you create a powerful tool for individual and organizational accountability and how to embed this approach within daily operations.

BENEFITS

• Learn a concrete and practical model of integrity.
• Learn to predict and avoid negative outcomes from operating without integrity.
• Be highly motivated to nourish personal and organizational integrity.
• Eradicate “red zone, dead zone” behaviors and outcomes and enjoy the freedom and personal power of functioning at higher levels of integrity and accountability.
• A clearly defined plan to increase integrity throughout your organization.
• Improved communication, motivation, commitment and accountability.
• Improved performance individually and organizationally; reduced conflict and grievances.
Our definition of emotional intelligence is the degree to which you can direct the flow, energy, and intention of your emotional machinery at will, regardless of the circumstances.

This is not an easy task. Coming under fire, operating under pressure, dealing with conflict, confronting problematic relationships at work—all of these have the tendency to drive the leader into the worst of themselves. EQ is a hidden advantage. It is a science of personal effectiveness, leadership, and trusting relationships. It is a dynamic of leadership that can create and sustain trust, loyalty, commitment, productivity, and innovation in organizations when properly managed. We believe strongly that it is the cornerstone of powerful, dynamic leadership.

Through individual and group activities, the Leadership through Emotional Intelligence program can serve as a valuable and lasting tool in helping you reach your leadership goals. Therefore, careful attention is paid to the development of a strong foundation. From the individual and group activities and the assessment results, you will be provided the opportunity to address your situation and prepare strategies that address the outcomes you truly desire and ones that your followership requires.

This “hands-on” program is intended to confront you in a healthy and appropriate manner about your emotional intelligence so that, without exception, you will leave here as a better leader, a better follower, and a better person.

**Individual Benefits**
- Increasing your ability to deal with conflict and critical feedback.
- Understanding the 5 basic emotions and how they affect your life and work.
- Stretching your emotional machinery.
- Increased understanding in dealing effectively with stress and habitually negative states.

**Organizational Benefits**
- Deliver a superior product backed by superior customer service.
- Develop the potential of your organization’s #1 resource: its people.
- Think outside the box in an innovative and timely manner.

**Skills That Matter**
- Training your LeaderSelf to override your StressSelf.
- Communicate out of Leadership Condition rather than Leadership Position.
# Example of an Emotional Intelligence Profile

**2018**

<table>
<thead>
<tr>
<th>Scale #</th>
<th>Scale Description</th>
<th>Mean Average</th>
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</thead>
<tbody>
<tr>
<td>Scale 1</td>
<td>Life Pressure</td>
<td>2.29</td>
</tr>
<tr>
<td>Scale 2</td>
<td>Life Satisfactions</td>
<td>4.00</td>
</tr>
<tr>
<td>Scale 3</td>
<td>Emotional Self-Awareness</td>
<td>3.00</td>
</tr>
<tr>
<td>Scale 4</td>
<td>Emotional Expression</td>
<td>2.82</td>
</tr>
<tr>
<td>Scale 5</td>
<td>Emotional Awareness of Others</td>
<td>3.71</td>
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**Mode**

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Standard deviation is an average of the degree to which this set of scores deviate from the mean score of 3.15. The standard deviation of these scores is .39 (SD = √Σx²/n), implying that 68% of scores will range between 2.74 and 3.52.

Haydn Hesty, M.A., Ed.S., Ph.D. / haydn@helpingyougrow.com / 828-298-2488 / www.helpingyougrow.com
RESILIENCE, WELLNESS AND HEALTHY CHOICES

Increasing awareness of your inner resources to deal productively with stress.

Our Resilience, Wellness and Healthy Choices program focuses on increasing your understanding of personal and professional wellness and teaches techniques that reduce stress and improve the mental, physical, and emotional aspects of daily living and working.

Completing a resiliency assessment and map, the program teaches leaders who constantly deal with daily stress how to develop an effective personal response to stress and conflict and how to trigger natural relaxation processes in the body. Increasing awareness of your inner resources to deal productively with stress is emphasized.

Unchecked tension, anger, frustration, and insecurity are all negative triggers into stress that can easily erode your well-being. Discovering repetitive patterns that keep you stuck in these negative emotional states is highlighted. Because emotional pain and conflict from the past are often stored in the muscles and tissues of our bodies, part of the workshop is dedicated to discovering some of those areas, and altering the manner in which you deal with stress.

**Benefits for the Individual**
- Identify precisely the triggers that cause you to up-regulate and live in habitual, stressful conditions.
- Plot your habitual stress processes through the mind, body, emotion, and outcome stages to create new templates of behavior and responses to daily stress.
- Design and implement healthy mental, physical, emotional, and dietary strategies as response mechanisms to leadership demands.

**Benefits for the organization**
- Increase the leader’s ability to respond effectively to change, pressure, conflict and uncertainty, especially in tough economic times.
- Improve the leader’s behavior modeling for others in the organization.
- Increase clarity and intentionality of the whole group through the leader’s improved level of resilience.
- A strategy and practice for developing balance in your life.
- A proven strategy for giving and receiving feedback and dealing with conflict powerfully and gracefully.
- A set of resources that will serve you and others in your life for many years to come.
CONSCIOUS LEADERSHIP

Conscious leadership is gaining the wisdom to use all circumstances, good and bad, to significantly increase your understanding of how to achieve the outcomes you want.

There is a vital need for conscious leaders at the helm of organizational and cultural change.

All truly successful organizations and teams are results of an “inside job.” Influential leaders operate from the “inside-out.” A greater understanding of consciousness reveals that the “outside” resembles the “inside” of the leader, for better or for worse.

Throughout the world, you are witness to the breaking down and change of established political, social, and financial systems, to name a few. The ongoing movement of contraction and expansion are not only part of the world itself, but part of your life experience. Good days are followed by bad days and bad days are followed by good days.

“Conscious Leadership” is gaining the wisdom to use all circumstances, good and bad, to significantly increase your understanding of how to achieve the outcomes you want.

Consciousness is not the same thing as self-awareness. Self-awareness is just that: awareness of your Self, your behaviors, motivations, barriers, strengths, etc. Consciousness inserts wisdom into what is happening, clarifies how things work, and unites and harmonizes the external events in your life with internal wisdom.

If you are aware of what is happening and why it is happening, you can direct yourself powerfully and intentionally, creating the outcomes you desire. It is this nucleus of consciousness that is the source of your power, your legacy as a leader and your ability to produce the same in others. With challenging, innovative and cutting-edge learning modules, you will surely find this program to serve as a life-changing experience.
If ever there was a perfect time, this is it. Time to cultivate your voice and claim your personal power. Time to create a center that holds and guides you. Time to activate your LeaderSelf.

Have you noticed it is never the perfect time to invest in yourself but you can always make time for everything and everyone else? It is your turn now. This program is not about hearing others’ stories or even about sharing your story. This program is about gaining insight, learning new tools, practicing new perceptions and strategies, and applying your learning for sustainable growth and change.

As women, we learn to be object-referenced. In other words, we judge our worth and success based on things and people outside of ourselves. This workshop teaches you to be self-referenced, increasing your authenticity, accountability, and value.

Are you ready to increase your personal, power and influence? If not now, when?

**What sets this program apart?**

This “just for women” workshop creates a space for community and growth in a small group setting designed to integrate the gifts of mind, body and spirit.

You will leave with an integrated RoadMap for your life and leadership, equipping you to meet the challenges and optimize the opportunities available to women in this rapidly shifting landscape.

**Unique Elements Include**

- Pre-work includes reading from our Advanced Leadership Model and profiles; materials forwarded one month prior to the workshop.
- Integrate mind and body, working with diverse certified practitioners in the fields of leadership development and wellness.
- If the program is conducted at our location, our tuition includes one appointment with a wellness practitioner. (Acupuncture, Massage, Nutrition, Individual Coaching, Yoga, Essential Oils)
- Clarify your response patterns in stress and conflict, and acquire the wisdom and tools to develop healthier ones.
- Identify your targeted areas of growth.
- Build your Leadership RoadMap® including an action plan and commitment to change.
LEADER AS TEACHER

Leaders are over-assessed and under-developed. In the absence of innovation, the same old Information is re-packaged and called new.

The true leader is a teacher.

Our experiences since 1995 of working with teams and individuals, born out of our previous careers as educators, bring us to the understanding that the most significant aspect of leadership is the ability to develop other leaders.

Through the years we defined, refined and now re-defined the nature of workforce development and how individuals should be developed and how to lead them to their maximum potential. We have watched leadership training devolve to an unwieldy number of assessments, requirements, and an over-focus on gathering data. The following are 5 of our top 25 our observations of leadership development since 1999 that serve as the foundation of “Leader as Teacher” program.

• Leaders are over-assessed and under-developed. In the absence of innovation, the same old information is re-packaged and called new.
• Assessments are useful tools for increasing information, but in and of themselves, do not create growth and change. This creates a disproportionate amount of training resources dedicated to basic thinking and gathering information. Information defines. Knowledge reveals. Information focuses on effect. Knowledge focuses on cause.
• The true leader does not act out of his/her own inner needs but instead focuses on meeting the needs of the follower, thereby increasing trust, loyalty, dependability, and unity of purpose.
• The worth of a true leader is measured not by how many people he/she supervises, or how much work he/she produces, but by how many leaders she/he is capable of producing.
• The true leader is a teacher.

“Leader as Teacher” is an extraordinary springboard that concentrates on expanding your ability to teach and increase learning outcomes in your leadership and organization. Using innovative MindSpring products, you will:

• Be able to distinguish between different cognitive patterns and thinking processes and as a result, predict the learning outcomes of those patterns and outcomes.
• Extend your repertoire in developing and implementing presentations that maximize dynamic thinking and innovation.
• Create learning processes in group settings that lead to high-level learning and change.
• Design learning maps that guide yourself and others to peak performance outcomes.
• Walk away having expanded your ability to develop leadership in others.

As a leader, it’s not about what you can accomplish but how much you can cause others to accomplish. It’s not about how many people you oversee but how many leaders you can develop. This is the foundation of legacy leadership and organizational sustainability.
ESSENCE OF EXCELLENCE

The Essence of Excellence is MindSpring’s platform for strategic planning and vision work. This program is a culmination of our 22 years of working with teams and individuals at highly functioning levels, crisis driven behaviors, as well as those experiencing dysfunctional circumstances and outcomes.

The Essence of Excellence is MindSpring’s platform for strategic planning and vision work.

This program is a culmination of over 25 years of working with teams and individuals at highly functioning levels, crisis driven behaviors, as well as dysfunctional circumstances and outcomes. One of the most fascinating dynamics we continue to witness is observing how talented, experienced and good people create low-functioning teams that achieve less than desired outcomes. How and why does this occur?

To understand what excellence is, it is important to understand what it is not. This program guides the team into profiling how mediocrity is born, nurtured and perpetuated, and serves as a valuable lens in revealing the true essence of excellence and how to create it. Come learn the seven crucial dynamics of highly effective teams and map out how to implement them in your daily operations, relationships and team.

This is a working program, using much of the time to construct your model of excellence based on the seven dynamics and other resources. Through exercises and application sessions, you will design strategies for developing excellence, create your vision for years to come, as well as articulate the principles and behaviors that will allow that vision to be sustained.

Objectives
- Increase your understanding of how mediocrity is created, and the true cause of performance roadblocks.
- Learn the seven key elements required of any successful team and how performance is affected when these dynamics are over-looked.
- Create a model of excellence that is specific and authentic for the team, with sustainable strategies for continued growth and improved outcomes.
- Increase communication and commitment among team members.

Benefits
- Open and honest exploration of current circumstances and team dynamics.
- Uncover the cause of the outcomes the team experiences and acknowledge accountability for the unsatisfactory ones.
- Develop a thorough and actionable plan for eradicating mediocrity and insisting on excellence.
- Take back a model for individual and team behaviors and practices that invite open communication, integrity and accountability.
MENTORING; CULTIVATING LEADERSHIP

This program is dedicated to helping you move from being a leader to being a developer of leaders.

Mentoring is the art of giving, sharing, and teaching wisdom. Unlike coaching, there is no model to which the individual is being compared (i.e., 360° leadership evaluation results, Myers-Briggs temperament results, job expectations, etc.). Highly effective mentoring incorporates the invisible dynamics of cause and effect, the un-measurable elements of perception and change, and most of all, helps the student realize the difference between the real and the unreal.

In powerful mentoring relationships, the ‘model’ that the mentor uses to convey this wisdom is the individual (the mentee) and how the individual has constructed the world and him or herself through their perceptions, opinions, experiences, and beliefs. The mentor is fully aware that the wisdom the mentee needs to improve life and work does not lie outside themselves but inside themselves. The mentor is fully aware that the true mentee-mentor role is a symbiotic one, one in which the role of mentor and mentee is often reversed. The mentor is fully aware that true learning results in change and that change is the desired outcome of the relationship.

This program is dedicated to increasing the participant’s ability to serve in the mentor role as one who not only knows the path, but one who walks the path, as one who teaches the path of change and growth by demonstrating it. This program is dedicated to helping you move from being a leader to being a developer of leaders.

Objectives

• Gain a heightened understanding of how you lead, and the impact of your style.
• Develop a professional development plan, articulating TAG’s (targeted areas of growth) and strategies for addressing them.
• Learn to identify the origin of your emotions and how to integrate them into your daily operations for optimal influence, impact and outcomes.
• Understand the nature of integrity and how to train low level behaviors out of your team and foster high level ones.
• Learn a proven strategy for dealing with conflict that will increase your personal power, your effectiveness and your ability to guide others to positive outcomes.
• Develop a plan for moving your team forward, utilizing our Essence of Excellence format.
MISSION POSSIBLE
TEAM EXPERIENCE

The three day Mission Possible Team Experience is a tremendous experience for you and your team and our clients consider it the most unique and engaging team-building experience they have encountered. It is only conducted between the end of June 1 and September 30.

MindSpring™ recognizes that there are many diverse forces, needs, and perceptions at work within any group. Some groups require individuals strong in sequential step-by-step progression. Others rely upon individuals versatile in random, three-dimensional, creative patterns. The entire organization benefits when team members increase their awareness of these dynamics.

To maintain and nurture an effective team, it is important to assess the strengths, weaknesses, and needs of the individual. Assessing the role the individual plays in relationship to the above goals is essential but it is equally important to know what skills are required in order for the team to succeed. It is not a matter of offering a "cookie-cutter" solution to everyone. Using a style delineator, participants will examine and refine their understanding of the dynamics related to successful teams, develop appreciation for differences, and understand how to nurture those differences. The differences are highlighted and experienced on Day 2!

At the end of Day 1, you and your team will begin preparations for Day 2 Mission Possible!
Functioning independently from the end of the 1st day to lunchtime on the 2nd day, you are provided a set of instructions that include:

- What must be prepared as a group before day 2.
- Directions to Day 2 location.
- The name of a person you must locate upon arriving.
- This person will give you a box. Inside the box are your instructions to follow on your 54 mile roundtrip journey.
- You do not have to be in shape. There is no hiking, swimming, rafting or sweating.
DESIGNING EFFECTIVE MEETINGS AND DYNAMIC PRESENTATIONS

Our clients report time and time again the need to increase the quality of presentation and meeting time that results in continued learning and improved outcomes. This program lays out a powerful platform of learning to anyone wishing to improve the quality of their communications, ability to motivate and inspire others, create effective presentations, and increase the chances of innovative outcomes.

In today’s digital age, leaders must move beyond the simple exchange and dissemination of information that can be easily accomplished through a plethora of standard means if they wish to maintain a strong and influential presence in conducting meetings and delivering presentations. Using video examples, you will analyze the mundane and ineffective presentations to the truly effective ones and clearly understand why and what creates a powerful meeting or presentation.

Most importantly, MindSpring™ has created an incomparable process that allows you design your meeting or presentation based upon a style differentiated mapping guide that is sure to result in audience engagement, application, synthesis and innovation.

The program is an extraordinary springboard that concentrates on expanding your ability to teach and increase learning outcomes in your leadership and organization through designing effective presentations and meetings.

Using innovative MindSpring™ products, you will:

**Benefits**
- Be able to distinguish between different cognitive patterns and thinking processes and as a result, predict the learning outcomes of those patterns and outcomes.
- Extend your repertoire in developing and implementing presentations that maximize dynamic thinking and innovation.
- Create learning processes in group settings that lead to high-level learning and change.
- Design learning maps that guide yourself and others to peak performance outcomes.

**Core Concepts**
- Be able to distinguish between different cognitive patterns and thinking processes and as a result, predict the learning outcomes of those patterns and outcomes.
- Extend your repertoire in developing and implementing presentations that maximize dynamic thinking and innovation.
- Create learning processes in group settings that lead to high-level learning and change.
- Design learning maps that guide yourself and others to peak performance outcomes.
Haydn Hasty is President of MindSpring™ Consulting, Inc. He started MindSpring in 1994 in Asheville, NC with a 2MB Mac Classic computer and a dream. He holds a B.A. in French, a M.A. in French, an Educational Specialist degree in curriculum and instruction, and a Ph.D. in psychology. He was a dedicated student of leadership and behavioral development at a major behavioral science firm for over 10 years. He also studied at the Faculte des Lettres in Avignon and Dijon, France and was a former finalist for NC Teacher of the Year, having taught at the secondary level for 20 years.


Terry Hasty, his wife, best friend and business partner, joined MindSpring in 1996. Haydn and Terry Hasty have been the principal designers of MindSpring’s Center for Integrated Leadership curriculum. With its own facility in Asheville, MindSpring™ continued to expand with franchise operations in Washington, DC and Charlotte, NC. In 2016, Haydn and Terry expanded the Asheville campus with the addition of WellSpring Wellness Center, a pioneering effort that focuses on the increase of consciousness in daily life.

Terry Hasty is Vice-President and co-founder of MindSpring™ Consulting, Inc. and WellSpring Wellness Center. She holds a B.A. degree from UNC-Chapel Hill and a M.S. degree in human resource development from Western Carolina University. She and her husband, Haydn started MindSpring in 1994, and have worked with organizations, teams and individuals in the US and in Europe in the areas of leadership development, emotional intelligence, group dynamics, relationships, integrity, consciousness and wellness. She serves as a designer, facilitator, workshop leader and coach.

Terry has facilitated leadership and personal development workshops for women across the U.S. for 20 years and understands the dynamics that lead to personal power, accountability and well-being. In her individual coaching work, Terry is passionate about leading people to greater understanding and wisdom.
WE STRENGTHEN TEAMS
Whether it’s emotional intelligence or designing excellence, our workshops help you and your team grow.

Ann Cope is President of Cope Leadership & Company and key business facilitator of MindSpring™ Consulting, Inc. She's known for her expertise in strategy execution, leadership development, and business transformation. In high demand as a consultant, Ann draws on 30 years of corporate and operational experience leading organizations through integrations, divestitures, and realignments. She has a proven ability to teach and inspire leaders to maximize their potential and growth, improve talent alignment and engagement and effectively execute strategic initiatives.

Ann holds a B.S. in Business Management, concentration in Human Resources from Indiana University of Pennsylvania and a M.S. in Organizational Science from Villanova University. Most recently, as the Vice President, Talent Management Organizational Development, she led the successful design and implementation of an organization wide transformation for SPX Corporation, a $5B global diversified Fortune 500 company. During her other 11 years at SPX she held several Vice-President of Human Resources roles for their global businesses. Prior to joining SPX, Ann held various human resources and business advisory roles at Amphenol Corporation, Coopers and Lybrand, Stonhard Corporation and The New York Times.

WE HELP YOU LEARN
Whether face-to-face or online, we meet your needs. Our services help you learn when and where you choose.

Denise Minor owns and operates MindSpring Metro DC. Before that, she spent over 28 years in public service as a Special Agent with the Federal Bureau of Investigation where she investigated violent crime, white collar crime, public corruption, counter terrorism, and foreign counter intelligence cases. She was a squad supervisor in the New York FBI office where she led 12 agents, and she established and led the FBI’s Legal Attaché office in Rabat, Morocco. As a certified FBI instructor, she worked as a facilitator/instructor on the FBI’s Leadership Development Program team to improve and shift management culture in the FBI to leadership. Denise holds a Juris Doctor degree from Lewis and Clark Law School and a B.A. degree in Political Science / French from Colorado College. She’s a licensed attorney, a Co-Active coach, and maintains a Top Secret security clearance.
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