

WE  
DELIVER

Leadership  
JOHNSON COUNTY

LEADERSHIP TO YOUR DOOR





## Why Leadership To Your Door

The cost of employee turnover is real. Consider that the cost of replacing just one employee making \$40,000 per year can be as high as \$8,400. Two of the top reasons for employee turnover are ineffective managers and lack of professional growth, but less than 10% of workers receive professional development opportunities and 93% of workers leave to get them. Investing even a fraction of the cost of turnover can result in a more engaged, productive and effective workforce.

Leadership Johnson County at Franklin College (LJC) offers workshops customized for you, at your workplace. Enjoy the same professional development training we offer through our Select Workshops brought straight to you. We have a team of content experts who will deliver the training to your team, in your setting, and around your schedule. Our most popular workshops are half-day (3 hours) although we can customize anywhere from one hour to multiple days.

### Contact:

Bea Northcott  
LJC Select Workshops and To Your Door Coordinator  
(317) 441-5295  
[bnorthcott@leadershipjohnsoncounty.org](mailto:bnorthcott@leadershipjohnsoncounty.org)



# Youth Leadership Academy Sponsors



## Johnson County Community Foundation

Since 1991, the Johnson County Community Foundation has been known as a respected community leader. We inspire local philanthropy by providing individuals and businesses planned charitable giving options that maximize tax advantages. When people start funds with us they can rest assured that the Board of Directors will invest wisely to maximize grants to area nonprofits and scholarships to local students. Those donating through us can personally help determine where grants and scholarships go or leave the decision to a trained group of community volunteers. We connect people who care with causes that matter.



**Endress+Hauser**  
People for Process Automation



*Jason & Brittany Benson*

*Dave & Tomi Lessaris*

## Facilitators

LJC has a broad network of seasoned and topic-expert facilitators. Here are some of our most popular facilitators:



### **Brad Coy**

Brad Coy is the Assistant Fire Chief of the Greenwood (IN) Fire Department. He received his master's in organizational leadership from Indiana Wesleyan University and his B.A. in Biology, with an emphasis in Athletic Training from Franklin College. Brad is in his 30th year as a public servant, serving more than 25 years with the Greenwood Fire Department. He has been awarded many honors with the fire service including the 2016 Van Valer Service Award for Outstanding Service to the Community. Brad is a proud graduate of Leadership Johnson County (Class of 2010) and has been a member and Past President of the LJC Board of Trustees.



### **Julie Gahimer**

Julie Gahimer, a 2020 graduate of the LJC Signature Program, has been a Professor of Physical Therapy at the University of Indianapolis (UIndy) for more than 35 years. She teaches courses in health promotion, interprofessionalism and education. She has received numerous awards for her role in community leadership and service learning, including Teacher of the Year at UIndy in 2012. She recently became a Certified Laughter Leader. Her passions include life-long learning, storytelling, creativity and health.



### **Marilyn Kuhn**

Marilyn Kuhn has more than 18 years' experience as a facilitator, coach and trainer, working in higher education and nonprofits. She uses a collaborative approach to work with teams and individuals to build solutions, enhance effectiveness and develop employee competencies. As an internal operations officer, she navigated the complex, internal relational and morale issues surrounding change initiatives. As a senior consultant in Training & Organization Development, she facilitated meetings, retreats and workshops for teams, departments and schools, ranging in size from four to over 75 people.





### **Tamara Moore**

Tamara Moore is the Director of Performance Excellence at Johnson Memorial Health (JMH). She holds a master's in public health from IU Bloomington and a BA in Community Health from the University of Northern Iowa. Tamara has more than 30 years' experience in training and facilitation and is a certified facilitator in True Colors (basic and advanced applications), Crucial Conversations, and Crucial Accountability. She has been with JMH for more than 20 years and holds credentials as a Certified Professional in Healthcare Quality (CPHQ) and is Certified in Healthcare Compliance (CHC).



### **Katie Nolley**

Katie Peggs Nolley is a certified Enneagram coach and the owner of True Roots Coaching, an Enneagram training and coaching business. She received her B.S. in Organizational Leadership and Supervision from Purdue University and has 20+ years of experience working in a corporate setting. As an Enneagram educator and coach, her passion is helping people discover who they truly are, so they can reach their full potential and live each day as the person they were created to be.



### **Bea Northcott**

Bea Northcott is a professional, certified facilitator who provides opportunities for individuals and teams to learn and grow. She has extensive experience in nonprofit leadership, board governance and strategic planning. A graduate of Butler University and Leadership Johnson County (Class of 1997), she is the Select Workshops and To Your Door Coordinator for LJC.



### **Amanda Parkhurst**

Amanda Parkhurst is an HR Business Partner and part of the Leadership Team at the Temperature and System Products division of Endress+Hauser. In 2019, she was introduced to CliftonStrengths and had a coach of her own who encouraged her to become certified. So, during the pandemic, she dove in and became a certified coach in August 2021. She has a passion for helping others find their confidence and success in their personal and professional work and StrengthsFinder is one tool that helps do just that. Amanda is a 2010 graduate of the LJC Signature Program.



### **Tandy Shuck**

Tandy Shuck is a certified MBTI trainer with a wealth of facilitation experience. Tandy began working at Leadership Johnson County at Franklin College in 2001 and serves as the Executive Director. Her experience includes a background in clinical psychology and over 15 years of facilitation experience. She is a dynamic presenter who will lead participants into better discovery of their personalities.



### **Wendy Pottgen**

Wendy Arralde Pottgen is the founder and principal consultant of HR-All-Day Pottgen Consulting. She cares deeply about the intersection of people in organizations and processes in organizations. Business relies on people, and people rely on the business. Wendy spent 13 years at the NCAA national office in downtown Indianapolis, and had oversight of the talent acquisition process, which included hiring for all levels within the organization for all roles through vice president level.



### **Amanda Stevenson-Holmes**

Amanda Stevenson-Holmes has more than 20 years of marketing communications experience. She earned a bachelor's degree in journalism from Franklin College and a master's of business administration from Indiana Wesleyan University. She "pays it forward" sharing her knowledge and real-life scenarios with students. Amanda currently serves as Lecturer of Strategic Communication and Department Chair at Butler University. She's a graduate of Leadership Johnson County's Signature Class of 2019.



### **Steve Wohlford**

Steve Wohlford is a Leadership Advisor for the Indiana Department of Child Services (DCS). He has more than 25 years health care management and executive leadership experience in both for-profit and non-profit sectors with an enduring record of strategic growth, service excellence, quality enhancement, competitive market share development, and physician integration strategies. Prior to working at DCS, Steve was the Chief Operating Officer at Johnson Memorial Health. He received his undergraduate degree at William Jewell College, Liberty, Missouri, and his MS in Administration from Central Michigan University.



## Cost

Cost of workshops depends on the length of the program and the number of participants. Nonprofit discounts are available and there is a discount for booking three or more workshops. Contact Bea Northcott at (317) 441-5295 or [bnorthcott@leadershipjohnsoncounty.org](mailto:bnorthcott@leadershipjohnsoncounty.org) for scheduling and pricing information.

## Clients

These clients have made an investment in themselves through Leadership To Your Door!

Adult & Child

Aspire Johnson County

B2S Life Sciences

Bargersville Wellness

Better Business Bureau Serving Central Indiana

Center Grove School Corporation

Endress+Hauser

Enterprise Holdings, Inc.

Festival Country Indiana

Franklin First Scholars

Girls Inc of Franklin and Johnson County

GMI

Greenwood Public Library

Humane Society of Johnson County

Indian Creek High School

Indiana Mineral Aggregates Association

JCREMC

Johnson County Public Library

Knauf Insulation

Leadership Bloomington-Monroe County

Leadership Shelby County

MIBOR

Mid-State Athletic Conference

NSK

PAX (Program for Academic Exchange)

Podiatry Associates of Indiana

Top Floor Women

Youth Leadership Hancock County





### **Ezra Henry – Franklin Community High School - Senior**

**Next steps:** I plan to attend Taylor University and major in Spanish and Chemistry.

**Why LJC:** In applying to YLA, I wished to connect with students across the county and advance my leadership skills.

**Biggest lesson:** The biggest lesson I learned this year was the importance of communication and networking.

**Accomplishments:** Recipient of the Set A Good Example (SAGE) award, 4-year varsity swimmer, and recipient of the Mental Attitude Award for Tennis

**How will you become a better leader:** The life skills I was introduced to throughout the YLA program brought awareness to the next steps I will need to take in my leadership journey. I hope to use lessons learned in communication, finance, and personality traits to become the leader that God would have me to be.

**Advice for the next YLA Class:** I would advise future students to enjoy the program days and connect with your fellow classmates!



### **Sarah Henson – Franklin Community High School - Senior**

**Next steps:** I plan to work as a medical assistant out of high school, and then attend Western Michigan University as a direct admit to their nursing program. I ultimately plan to pursue my doctorate in nursing anesthetics practice and receive my CRNA.

**Why LJC:** I applied to youth leadership to gain critical skills in order to develop my employability as well as gain valuable skills for my future plans.

**Biggest lesson:** My biggest lesson from Youth Leadership Academy was taking the opportunity to branch out of your comfort zone in order to fuel your success.

**Accomplishments:** Graduating with a technical honors and academic honors diploma; becoming a CCMA, then becoming a hire on at Johnson Memorial Health; being accepted and directly admitted into the WMU nursing program

**How will you become a better leader:** I hope to apply my employability, professionalism, and leadership skills I learned in the course to make a difference within the healthcare field and develop my career portfolio.

**Advice for the next YLA Class:** Take chances, talk to people, when an opportunity comes take a chance.



### **Reagan Hill – Whiteland High School - Junior**

**Next steps:** I plan to apply to the University of Florida to study pre-med in hopes of becoming a physician's assistant.

**Why LJC:** I applied to YLA to learn new skills not taught in school that will be useful in my career and future! I hoped to learn how to become a better leader and be able to speak confidently in front of large groups of people.

**Biggest lesson:** The biggest lesson I learned from YLA this year is to be confident in myself in all aspects of my life. I learned valuable lessons that I will be able to use in my future field of work.

**Accomplishments:** One of my accomplishments is how many clubs I am in as a junior; some include NHS, SHS, FCA, Student Council, etc. Another accomplishment would be making honor roll every year I've been in school. My last big accomplishment was being cleared to play softball again after dealing with a severe injury for two years that ended in me having surgery.

**How will you become a better leader:** I will use the skills I learned to look at things from different perspectives, listen to my peers, and provide positive and negative feedback in a professional manner.

**Advice for the next YLA Class:** My advice would be to never take opportunities for granted during this program and to allow yourself to become friends with the good people surrounding you that are also in this program.



### **Sarah Hoggatt – Whiteland High School - Senior**

**Next steps:** College - undecided

**Why LJC:** I applied to YLA, because I hoped to gain valuable leadership skills and meet new people from around Johnson County. My older sister also influenced my decision due to her being a member of YLA in a previous year and mentioning that it was a great program. I hoped I would learn new, useful leadership skills, while also learning about Johnson County and helping our community.

**Biggest lesson:** I would say my biggest lesson learned from YLA this year was learning how to collaborate on projects with people you barely know. From the start of YLA, we were put in random groups and would have to complete different tasks, which helped me gain insight into group communication and working together, even when you don't know the people.

**Accomplishments:** Whiteland Community High School Student Council Vice President, top 10 of WCHS Senior Class, and WCHS English Academic Team Captain

**How will you become a better leader:** I hope I can apply the knowledge I've learned in YLA to develop my leadership skills even further. Additionally, I plan to use the lessons I've learned such as effective communication, problem solving, and team-building to be a great leader during college and into my future career.

**Advice for the next YLA Class:** My advice for the participants in the next YLA Class is to engage in all of the activities during this program. There is much this program is trying to teach its members and if you actively immerse yourself, you can learn many things about knowledge and skills.

## Testimonials

“We prioritize team growth. Leadership to Your Door helped our team learn about working in small groups through the tinker toy activity, and to understand each teammate’s strengths through the Intro to StrengthsFinders training. Our staff feels valued when we invest in their learning. I’m glad LJC comes right to our door to offer these great programs.”

**Cathy Ann Armour**

**President & CEO, Better Business Bureau®**

“Our Youth Leadership Hancock County group recently had the pleasure of having a Leadership to Your Door experience as part of our curriculum. This engaging program focused on generational differences, specifically tailored for high school students. It effectively addressed the challenges of understanding and connecting with different age groups, offering active participation and practical strategies. The program’s relevance to daily life and real-life examples highlighted how bridging generational gaps positively impacts collaboration, creativity, and communication. Youth left with a better understanding and a newfound appreciation for creating relationships across generations. If you’re seeking a timely and genuinely helpful program for navigating the generational maze, I highly recommend this investment in building stronger connections and thriving in today’s diverse world.”

**Amber Barks**

**Extension Educator, 4-H Youth Development**

**County Extension Director, Purdue Extension-Hancock County**

“Please allow me to share our many thanks to Leadership Johnson County for their partnership and facilitating our Excellence in Leadership Program. This year long training to help develop future leaders in the Indiana Aggregates industry is one of the most important initiatives that we offer all year. It was also imperative that we place trust in an organization such as Leadership Johnson County to deliver a quality program for our members. They ‘knocked it out of the park’ and we are grateful for their involvement. We look forward to working with them again.”

**Calvin Lee**  
**Executive Director**  
**Indiana Mineral Aggregates Association**



“The student-athletes and athletic administrators of the Mid-State Conference really enjoyed their day with LJC. The content was meaningful and instructors were spot on with their delivery of the topics.”

**Bill Doty**  
**Director of Athletics**  
**Franklin Community High School**

“The facilitator was a very engaging speaker and did a great job captivating the audience throughout the workshop. She made everyone feel at ease and told some good stories that got some laughs and positive reactions.”

**Chris Burton**  
**HR Manager**  
**Endress+Hauser**

“Thank you again for helping coordinate and organize. We have received great feedback. The trainings did exactly as we had hoped in reiterating concepts by hearing them from a third party such that they will be memorable and actionable in the future.”

**Seth Alte**  
**Group Human Resources Manager**  
**Enterprise Holdings Indiana Group**





**Contact us:**

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