2008 Event Speakers  *Please note speakers subject to change

**Ris Higgins ~** co-founded Leadership Outfitters, a Bozeman, Montana based coaching and experiential learning company 15 years ago to offer a unique development approach for clients seeking to achieve breakthroughs in their business and personal lives. Past clients include Kraft, Capital One, Albertsons, FINRA, Turner Enterprises, Inc., Houston Rockets, Chevron Texaco, and Heineken U.S.A. Ris's professional background encompasses a corporate executive, government manager, magazine editor, business owner, and executive coach. She also writes a monthly business column coaching readers, has co-hosted a monthly radio show on leadership, and co-produced a documentary on leadership using horses. She received her B.S. from Iowa State University in 1973. Ris is a graduate of the Organizational Development Internship with National Training Labs (NTL), is a graduate of a program on Coaching and Leadership offered by the Center for Authentic Leadership, and is an approved Epona Instructor in equine experiential learning through the Epona Center in Tucson. In addition, Ris is a member of the International Coach Federation and is certified in the Tracom Social Style model. She is currently completing the Newfield Ontological Coach Program.

**Carmen McSpadden ~** is the Director of the MSU Leadership Institute, adjunct faculty in management for MSU’s College of Business, and a trainer for Leadership Montana. In December, Carmen and her husband Doug launched [www.outdoorgiftworks.com](http://www.outdoorgiftworks.com), an internet retailer. Prior to her current work, Carmen was the founder and general manager of an adventure travel company for ten years, which offered distinctive vacations throughout the world and served over 1,000 clients yearly. She believes strongly in community service and served eight years with the Montana School Boards Association (President), ten years for Anderson School Board (Chair), and five years with both the Gallatin County Planning Board and the Gallatin County Open Lands Board (Chair). Carmen has received the Community Mediation Center’s Peacemaker Award and the Chamber of Commerce’s and MSU Alumni Association’s MSU Award for Excellence. She currently serves on the board of Equinox Theatre Company and Headwaters Economics.

**Tammy Machowicz Olsztyn ~** is the owner of Harvest Coaching, a business dedicated to coaching people and growing business. Tammy specializes in assisting entrepreneurs, business leaders and their teams to be more productive, build and sustain relationships and ultimately create enduring profitability. She has more than 20 years experience harvesting the potential of individuals and groups in various business and academic environments. She is a certified coach, holds a Communications degree from Oakland University in Michigan, and a masters degree in Education from Montana State University where she also enjoyed being a communications instructor for nine years.

**Carina Beck ~** earned her Doctorate in Education from Montana State University and her Master’s and Bachelor’s of Arts from The University of Montana. Since 2001, she has been the Director of Career Services & Student Employment at MSU. She enjoys the dynamic environment of employment and internship placement, working closely with companies and organizations to develop effective strategies to meet their human capital needs. She also develops and implements creative methods to promote the quality and employability of MSU interns and graduates to potential and current employer partners. At the same time Carina advises MSU students to meet the challenges of today’s and tomorrow’s employment market through the use of the MSU Career Planning Model while monitoring the interplay between the work of work and evolving domestic and key foreign economies.
Ardi DeVries ~ holds a Master of Professional Accountancy from Montana State University and a Bachelor of Science in Business Administration from the University of Denver. She has worked in the automotive and trucking industries and is the former president/owner of Yellowstone Harley-Davidson in Belgrade, MT. Ardi has been involved with many community organizations and currently serves as a director on the boards of Big Sky Western Bank and the MSU Foundation. Ardi joined ERA Landmark Real Estate’s Commercial team in 2006 where she specializes in commercial real estate, IRS tax-deferred 1031 exchanges, and real estate investments and valuations.

Susan Carstensen ~ Susan is the newly promoted Chief Operating Officer for RightNow Technologies and she also serves on the company’s executive management team. She led the company’s financing activities from startup though it’s Initial Public Offering in 2004 as Chief Financial Officer. She joined RightNow in 1999 following 5 years at Powerhouse Technologies. At Powerhouse, Susan held various positions in finance and audit, advancing to chief financial officer in 1997. Susan’s earlier experience includes 3 years in financial management with Martin Marietta Astronautics Group and 6 years with Ernst & Young. She also co-chairs the Bridger Ski Foundation Alpine Committee and serves on the MSU College of Business Advisory Board.

Linda Reynolds ~ Linda built a financial services practice in a 24-year association with Northwestern Mutual and was ultimately appointed as Managing Partner for a three-state area, retiring in 2006. Prior to this accomplishment, Linda worked in engineering and management as well as provided personnel consulting services for many businesses. Linda has a Chemical Engineering degree from Montana State University.

Molly Semenik ~ is founder and operator of two fly fishing businesses, Tie the Knot Fly Fishing Instruction and Yellowstone Fly Fishing School. Molly grew up in Michigan where she honed her fly fishing skills but she now lives in Livingston, Montana. In 2001, she became a Certified Fly Casting Instructor through the Federation of Fly Fishers (FFF) and obtained her guide license. She then became a Master Certified Fly Casting Instructor (one of 150 Masters in the world and the ninth woman in the world) in the spring of 2006. Tie The Knot Fly Fishing provides fly fishing instruction in Montana and through out the United States. The company also provides guided fly fishing destination trips in Montana and Idaho for women. The Yellowstone Fly Fishing School offers instruction to fly fishers of all ages and skill levels with sessions taking place at the Mammoth Hotel in Yellowstone National Park.

Dana Lasher ~ founder and co-owner of Race Ready Lady, graduated from the MSU College of Business in 1990, spent 15 years in "Corporate America." She worked for Fortune 100 companies, including Unilever and Coca-Cola USA, until starting Get Ready Girls, Inc., more than a year ago. Her company licenses and manufactures women's products for NASCAR and universities under the sub-brand names "Race Ready Lady" and "Spirit Ready."

Shelby Nordhagen ~ is the owner of NetNewMarketing, an internet consulting firm assisting business clients in identifying unique online strategies and tactics for generating sales in association with or as a direct result of a client's web presence. Shelby developed her internet expertise over the past 15 years working for a variety of technology businesses and organizations including RightNow Technologies, ProClarity (acquired by Microsoft) and Extended Systems (now Sybase iAnywhere). She holds a Business Marketing degree from Montana State University.
Melanie Bury Schell ~ is the Director of Planned Giving and General Counsel for the Montana State University Foundation. An alumna of MSU, she received her J.D. from the University of Utah College of Law in Salt Lake City where she practiced in federal criminal defense. She later opened a private practice in Minnesota specializing in estate planning and small business formation. Melanie provides comprehensive gift planning for the philanthropically inclined.

Mary Perry ~ With over 25 years of experience in business, Mary Perry has worked with Nestle brand promotions and financial institutions before she joined Ryan Partnership in 1990. Ryan Partnership, recently named "Agency of the Year" by PROMO magazine, is the leading independent marketing agency in the United States. As the President of the Promotion Agency, Perry is supported by six divisions spread over twelve offices with more than 500 employees who cater to iconic brands such as Dove, Heineken, Nestle, New Balance, Advil, and Energizer. She graduated with a B.S. in Marketing from Mercy College in New York.

Paige Taylor ~ Paige received her Bachelor’s Degree from Montana State University in Psychology with a minor in Women’s Studies. After completing her education at MSU, she pursued a graduate degree at Northwestern University in Counseling Psychology. Paige is currently employed at Bridger Psychiatric Services in Bozeman, MT where she practices counseling for many psychological issues. Paige lives in Bozeman with her husband John.

Susan Dana ~ is the Associate Dean for Academic Affairs and the Director of the Bracken Center for Excellence in Undergraduate Business Education at the MSU College of Business. She has taught a variety of courses at the College including Negotiation, Introduction to Law, and Cultural Dimensions of International Business, and has conducted numerous workshops on negotiation. She has also practiced law in Washington D.C. and served as a law clerk and Special Master to a District Court judge in Missoula. She holds a J.D. from Stanford Law School.

Nancy Dodd ~ is an Associate Professor of Management in the MSU College of Business. She co-coordinates the College of Business’ First Year Experience course (BUS 101), teaches upper division courses in management, and serves as the Director of the Family Business Program at the College of Business. Nancy also researches and consults on a variety of matters including organizational communication, wrongful discharge and employment discrimination. She is the University Ombuds, in which capacity she helps MSU employees resolve workplace conflicts. She holds a PhD. in Management from the University of Nebraska.

Katie Goodman ~ is the creator, writer and director of Broad Comedy, as well as the co-artistic director of the Equinox Theatre Company with her husband, Soren Kisiel. She and her husband were recently nominated for the MacArthur Foundation Genius Grant for their unique work in theatre. Katie offers workshops nationally under the title of "Improvisation For The Spirit". Her new book, Improvisation for the Spirit: Living a Creative, Spontaneous and Courageous Life Using the Tools of Improv Comedy, will be out in the stores in July. Katie also writes for O, The Oprah Magazine, and her piece on a 30-day email detox just came out last month in the March 2008 issue. Katie is also a founding member of the nationally touring improv comedy troupe, Spontaneous Combustibles which has been touring for over 12 years. She was also the founder and producer of the National Women’s Theatre Festival in Los Angeles and an Artistic Director of the Philadelphia Women’s Theatre Festival.