Emerging LEADERS CONFERENCE

November 14, 2025

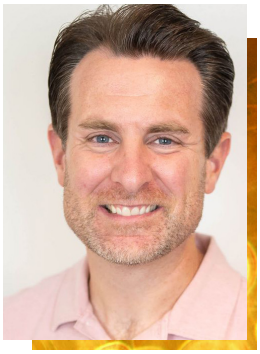
Speaker Bios

DR. MEGAN (MEG) ADAMS, *PhD,ounder of Homeplace Creative*

Dr. Megan (Meg) Adams, PhD, is a TEDx speaker, professor, and founder of Homeplace Creative, where she helps leaders and organizations humanize their communication in an age of AI. As the creator of Whole Story Living, she teaches people how to lead with presence, connect with purpose, and live stories that feel like their own. Her first job as a local TV news reporter sparked her belief that the best leaders aren't the loudest, they're the ones who make people feel seen.

First Job: My first job was a bus girl at DiLucia's - a banquet center in Warren, Ohio.

Trait that Makes a Good Leader: The trait I think makes a great leader is authenticity.



KYLE ADAMS, *Business Owner/Television Meteorologist/Basketball Coach*

Kyle has spent more than 15 years as a television journalist and meteorologist, currently forecasting part-time for Cleveland's News Channel 5. His work has earned multiple Associated Press awards, including Best Anchor, Best Documentary Series, and Best Weather Operation. In 2016, he and his wife, Megan, co-founded Homeplace Creative, a video storytelling business. Kyle also coaches 8th-grade girls basketball at North Canton Hoover and believes great leadership starts with curiosity—being interested, not just interesting! To learn more about Kyle and his work, check out "The Story Craft Podcast" in which he co-hosts with his wife.

First Job: Maintenance (raking sand traps at the crack of dawn) at Skyland Pines Golf Course at 16 years old.

Trait that Makes a Good Leader: Great leaders lead with curiosity—being interested, not just interesting!

JIM CONLEY, *Financial Advisor at Generations Investment Management*

Jim Conley is an accomplished educational leader and financial advisor with more than 19 years of experience in leadership, strategic planning, and client-focused financial management. With a strong background in educational administration, Jim successfully transitioned to the financial services industry, where he now serves as a Financial Advisor at Generations Investment Management. In this role, he provides comprehensive financial guidance—helping individuals, families, and business owners build and protect their financial futures—while leveraging his expertise in strategic planning, data analysis, and effective communication.

Jim earned his Master of Arts in Educational Leadership from Malone University, where he also obtained his administrative licensure for grades 5–12. He holds a Bachelor of Arts in Integrated Social Studies from Hiram College, along with industry certifications including SIE, Series 63, 65, 6, and Life and Health Insurance licenses.

Before entering financial services, Jim served as a high school principal at Rootstown Local Schools, where he led teams of educators, coaches, and students in initiatives that enhanced academic outcomes and school operations. His leadership experience continues to guide his approach to financial advising—focused on education, transparency, and long-term success for his clients.

Deeply rooted in community service, Jim serves on the Board of Directors for North Canton Little League and the Mercy Hospital Foundation Board, is a proud graduate of Leadership Stark County's Great 38 Class, and an active member of the Rotary Club of North Canton.

Jim and his wife, Ashley, reside in North Canton with their four children—Oliver, Sullivan, Evelyn, and Porter.

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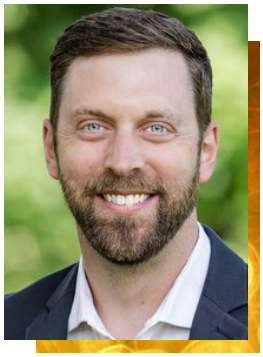
A devoted family man and active member of St. Paul's Catholic Parish, Jim enjoys coaching youth sports and participating in community activities. His dedication to servant leadership continues to guide both his personal and professional life.

First Job: Cleaning Horses stalls $5 an hour

Trait that Makes a Good Leader: Great leaders are great listeners



ANDREW FARBER, *Recruiting Manager, Arrowhead Talent Solutions*

Andrew manages the day-to-day operations of Arrowhead Talent Solutions in addition to a team of high-performing executive recruiters. He also works with clients to fill positions, with a special emphasis on executive, sales/business development, engineering, and EHS roles. Andrew holds a bachelor's degree from The Ohio State University. Prior to working in recruiting, he served as an environmental consultant for a leading firm in Ohio for more than a decade.

First Job: My first job in high school was in a metal chroming factory but my first career job was as a biologist for an environmental consulting firm.

Trait that Makes a Good Leader: To me, a good leader must act with integrity, must respect the opinions (and time) of others, and must communicate openly.

KAYLA DEVITTO, *Development Manager*

Kayla DeVitto has spent her entire career in the nonprofit world because she believes in the power of people coming together to do good. As the Development & Grants Manager at the historic Canton Palace Theatre, she leads efforts to build meaningful community relationships, secure vital funding, and share the theatre's story as a cornerstone of arts and culture in Stark County.

A connector at heart, Kayla thrives on building relationships that move missions forward, whether that's bringing new donors into the fold, creating collaborations between organizations, or sparking conversations that lead to big ideas. With more than a decade of experience in development and communications, she's passionate about using storytelling and strategy to inspire action and strengthen communities.

Before joining the Palace Theatre, Kayla served as Lead Story Guide (Director of Communication) at TomTod Ideas, where she guided brand development, donor engagement, and storytelling initiatives. She also previously worked with The Stock Pile, developing marketing strategies and securing community partnerships.

An active leader in the region, Kayla serves on the boards of Cleveland GiveCamp and Mercy Hospital Imminent Leaders, is a member of Women's Impact Inc., where she chairs the Marketing Committee and sits on the Impact Awards Planning Committee. She's also a YStark Planning Committee member, an active Canton Symphony Orchestra volunteer, and part of the Symphony League. A Leadership Stark County Spotlight Graduate, Kayla brings her belief in creativity, connection, and collaboration to every space she's part of.

First Job: McDonald's

Trait that Makes a Good Leader: Curiosity

SANDY GAMBY, *Program Manager, Leadership Stark County*

Sandy began her career at Owens Corning in Toledo, Ohio, and since relocating to the Akron/Canton area in 1998, she has devoted her professional life to the non-profit sector. With a strong focus on operations, training and development, and personal coaching, Sandy brings deep commitment and expertise to helping others grow—both personally and professionally. She sees continuous growth as essential to both personal and professional success.

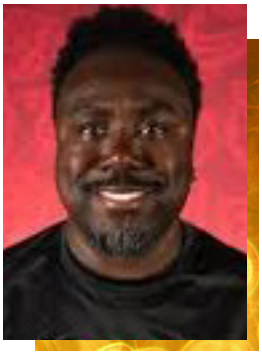
In March 2025, Sandy joined Leadership Stark County as a Program Manager, a role that has brought together all the threads of her previous experience into one meaningful position. This opportunity allows her to guide and support emerging leaders while applying her strengths in organization, facilitation, and coaching.

A lifelong learner, Sandy is an avid podcast enthusiast and a dedicated reader. She enjoys playing pickleball, spending time in the kitchen experimenting with recipes, and has recently embraced the value of simply being still.

Sandy and her husband, Ross, are the proud parents of three amazing adult children and their partners, and they delight in the joy of their three grandchildren.

First Job: Waitress at Bob Evans

Trait that Makes a Good Leader: Knowing what makes each individual on your team thrive in their work



ELLIOTT GILES, *NFL Flag League Organizer | Penguin Travel Flag Coach | Youth Sports Leader*

Elliott Giles is a nationally recognized youth sports leader and a driving force behind the growth of NFL Flag Football in Northeast Ohio. As an NFL Flag League Organizer and head coach of the Penguin Travel Flag Team, he has built programs that empower young athletes to grow in skill, character, and confidence—on and off the field.

Through partnerships with USA Football, the Cleveland Browns, and the NFL Flag organization, Elliott has created opportunities for athletes to compete on regional and national stages while fostering a love for the game rooted in teamwork and respect. His teams have earned national recognition, reflecting both athletic excellence and the culture of mentorship he champions.

Elliott believes the best leaders are those who serve first, who lead by example, invest in others, and create environments where people feel seen, supported, and challenged to grow. Whether coaching athletes or guiding peers, Elliott leads with humility, passion, and purpose, inspiring others to lead with integrity and heart.

First Job: My first job out of college was a title one math teacher.

Trait that Makes a Good Leader: Humility/Courage

KAYLA KLEMENT, *Associate Professor/Programs Coordinator/BEIT Division Advising Coordinator*

Kayla Klement is an Associate Professor in the Digital Media and Administrative Technologies Department at Stark State College, where she has taught and developed courses since 2007. She holds a Master of Science in Technical Education from The University of Akron and is an Adobe Certified Professional in Photoshop.

With expertise spanning instructional design, business technologies, and student success initiatives, she leads multiple course areas including administrative assisting, professional communication, and graphic design technologies. In addition to her faculty role, she serves as the Programs Coordinator for Administrative Technologies programs and as the Advising Coordinator for the Business, Engineering, and Information Technology Division, supporting more than 100 instructional employees in student advising excellence. She is a recipient of the Strategic Board of Excellence Award and has been nominated multiple times for the Distinguished Teacher Award in recognition of her commitment to student-centered education.

Kayla is an active presenter and higher education collaborator, sharing innovative strategies on advising technology and student engagement at regional and national conferences including CONNECTED24, NACADA National Conference, and the Student Success Leadership Institute. Her leadership has also included policy development, committee chairmanships, and participation in statewide student success initiatives.

Dedicated to community wellness and engagement, Kayla serves on the Friends of Stark Parks Board, is a volunteer and co-event director for parkrun, and volunteers for Run To You Racing.

First Job: I worked part-time at a doctor's office doing various office tasks.

Trait that Makes a Good Leader: I had to pick two – Human-centered empathy and adaptive intelligence (resilience). The most effective leaders understand their people, support them holistically, and remain adaptable as technology, workplaces, and expectations continue to shift.

CHENTELLE LANE PT, DPT, *Senior Vice President of Operations at Vori Health*

Chentelle leads operational excellence for a physician-led virtual musculoskeletal practice. A Doctor of Physical Therapy from Walsh University and graduate of The Ohio State University, she began her career as a Physical Therapist in a rural Ohio hospital before transitioning from direct patient care into leadership roles at naviHealth, Somatus, Cityblock Health, and Karoo Health, advancing value-based care and population health management across the nation.

Recognized by Storm3 as one of the Top 100 Women in HealthTech and a proud member of Leadership Stark County's "Great 38," Chentelle believes great leaders balance clarity and compassion-setting high standards, empowering others to execute boldly, and fostering cultures where excellence and authenticity thrive.

First Job: Press Operator at a Factory

Trait that Makes a Good Leader: Seek to understand (Curiosity)

DEVON MCCARTY, *Founder & Business Coach | QuickShot Coaching*

Devon is a proud veteran of the United States Marine Corps. With deployments to Iraq on the Syrian border during Operation Iraqi Freedom and collaborative experiences with the Republic of Korea Marines, the United States Marines, and the US Army in Korea, Devon brings over 20 years of diverse, impactful leadership experience across various industries.

His extensive military and professional background has informed his unique, results-oriented approach to leadership development, emphasizing clear, actionable coaching that directly addresses key communication challenges. This method is crucial for businesses facing complex issues requiring precision and confidence.

Devon's career took a pivotal turn while employing his broadcast journalism skills at Mazzella Companies, one of the largest privately-owned rigging manufacturers in the United States. Here, he applied visual, written, and storytelling techniques that significantly boosted the company's digital presence and revenue, aligning him with the "They Ask, You Answer" methodologies at IMPACT.

This experience at Mazzella ignited Devon's passion for leadership, leading him to a role as a Digital Sales and Marketing Coach at IMPACT. It was here that Devon identified the most common issues businesses face: challenges in leadership communication, planning, organizing, and executing effectively.

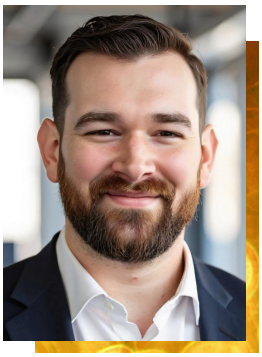
Realizing his true passion was in solving leadership challenges rather than sales and marketing, Devon founded QuickShot Communication Coaching to empower leaders to excel in these critical areas.

When he's not mentoring others or creating leadership programs, Devon dedicates his time to his wife Danni, daughter Charli, and son Parker. The family enjoys spending time outdoors, cooking, and attending various sporting events, including swim meets, softball games, and other youth sports events. Devon's wife, Danni, is the CEO of Rize Up Counseling and actively contributes to local organizations that provide care, training, and resources to children and families managing Type 1 Diabetes.

Through QuickShot, Devon continues to inspire and guide leaders, helping them propel their organizations towards sustainable success while maintaining a healthy work-life balance. Our mission focuses on the transformative power of effective leadership and communication, aiding leaders in not only succeeding in business but also enriching the lives of those they lead.

First Job: My first job was at Wendy's. I took it because I hated asking my mom for money, and they were the only ones hiring that young. What I learned there stuck with me; some people will try to steal your potential for their own gain. After I saw the towers fall, I told my GM I was joining the Marines to fight for my country. She warned me I'd be leaving a "great career" behind as a manager if I just waited a year or two. That moment taught me to trust my gut and question the motives of those around me.

Trait that Makes a Good Leader: The trait that makes me a strong leader is being passionately sincere. I bring genuine energy to the problems I get to solve and try to inspire the people around me to solve them with me.



ZACHARY MCMULLEN, *Northern Ohio Division Manager*

Zachary McMullen began his career as a Sales Associate at Sprint and has since grown into a Division Manager, leading high-performing sales teams. He believes that resilience is a cornerstone of great leadership, and he is driven by his family, always striving to better himself both personally and professionally.

First Job: Part Time Sales Associate at Rue21, first real job; Sales Associate at Sprint.

Trait that Makes a Good Leader: Two things; always available to help, even if it is just talking things out and two being resilient. No matter how hard the day, week or month, they push through and motivate others to do the same.

TRACY NICODEMO, *Executive Director of Leadership Stark County*

As the Executive Director of Leadership Stark County at the Canton Regional Chamber of Commerce, Tracy is dedicated to developing and empowering leaders to make a lasting impact in their communities. Passionate about mentorship and creating opportunities for growth, Tracy believes in the power of leadership to inspire change and build stronger connections.

Before stepping into the world of leadership development, Tracy had a successful career in design. Most recently, she worked as a Designer for Abercrombie Kids and previously held a sourcing role at Express. Tracy's journey began with studies in Interior Architecture at Ohio University, later shifting to Fashion Design at Parsons The New School for Design.

So why leadership? And why Stark County? Having been deeply influenced by exceptional leaders and human beings throughout her life, Tracy recognized the profound impact of mentorship, perspective, and passion. When she and her husband decided to return to Stark County, it became clear her true calling was helping people reach their full potential.

First Job: Donatos

Trait that Makes a Good Leader: Curiosity

CONNOR ORBAN, *Co-Founder, President & CEO of A Blessed Path, Inc. dba ReliaRide*

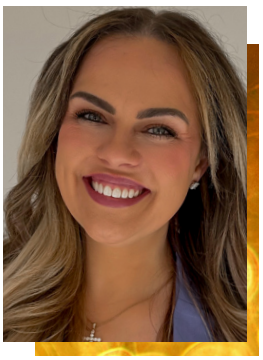
Connor Orban is the Co-Founder, President & CEO of A Blessed Path, Inc. dba ReliaRide, and the Co-Owner, President & CEO of Delta V Management, LLC and Co-Owner, President & CEO of Cryogenic Services, Ltd.

Recently recognized among the region's 20 Under 40 leaders, Connor leads one of Ohio's fastest-growing networks of purpose-driven companies, including the state's largest licensed ambulette transportation provider. Through ventures spanning transportation, business management, and wholesale medical supply, he focuses on building organizations defined by integrity, innovation, and community impact.

Guided by faith, family, and philanthropy, Connor and his wife have built a family of companies that prioritize people over profit—creating opportunities, fostering inclusion, and supporting the communities they serve. He continues to expand into businesses that create synergy across his organizations—allowing each to prosper while giving the community reliable companies they can count on. As his companies grow beyond Ohio, Connor remains dedicated to blending business and purpose, building a lasting legacy of leadership, service, and growth.

First Job: My first paid position was as a lifeguard at Congress Lake Country Club, while also running my own aeration landscaping company in high school. That combination of responsibility and entrepreneurship taught me discipline, accountability, and the importance of earning trust through effort and consistency.

Trait that Makes a Good Leader: Self-awareness and empathy. Great leaders recognize their own weaknesses and surround themselves with people whose strengths complement theirs. They see potential in others—sometimes before those individuals see it themselves—and place people in roles where they can thrive. Leadership isn't about control; it's about alignment, humility, and empowering a team to succeed together.

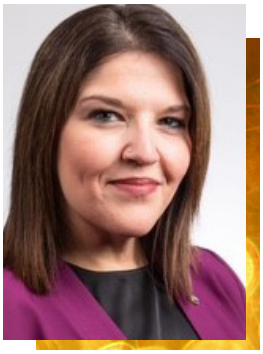


MICHELE SPRING-MILBURN, *Morning Show Host & Community Advocate*

Michele Spring-Milburn is the Morning Show Host at WJER Radio in Dover–New Philadelphia, where she shares the stories that celebrate her community. A New Philadelphia native and graduate of the University of Akron and the Ohio Center for Broadcasting, she began her broadcasting career at WOIO Cleveland 19 News, contributing to Emmy Award–winning stories. Michele now leads as President of the New Philadelphia Rotary Club and Vice President of Leadership Tuscarawas. Recognized as one of Tuscarawas County's Top 20 Women Under 40, she's passionate about connection, community, and inspiring others to lead with purpose. Michele lives back in her hometown with her family.

First Job: My first professional job was in marketing. I was the community liaison and marketing manager at a medical facility in Brunswick.

Trait that Makes a Good Leader: A good leader should be a good listener. And not just listening with their ears, but also with their heart. When we value every voice, we bring out the best out in others and create an environment where people feel seen and heard.



JENILEE TAYLOR, *Regional Marketing Manager*

Jenilee Taylor is an Innovative Marketing and Learning & Development Leader with more than 15 years of experience in hospitality, brand strategy, and leadership development. She currently serves as Regional Marketing Manager for BWH Hotels and as International Director for Toastmasters International. Known for her creative approach to connection, resilience, and leadership, Jenilee blends strategy with storytelling to inspire growth in individuals and organizations. She is also a sought-after speaker, bringing her unique brand of "emotional glitter" to stages across the country.

First Job: Scooping ice cream at a small-town shop, where I first learned the power of connection with every customer.
Trait that Makes a Good Leader: The courage to stand alone when it matters, and the wisdom to know when to stand with others.

LUCAS TINDELL, *Lucas Live Media*

Lucas Tindell is a keynote speaker, corporate trainer, podcast host and founder of Lucas Live Media. He has spent decades working in key leadership positions focusing not only on organizational development but primarily on the development of people. Tindell is highly regarded for his ability to simplify life's most difficult problems and help people reach the success that has often eluded them. Whether he is facilitating training for a large group, or giving one on one advice, Lucas focuses on helping people connect the dots between their goals and what it takes to reach them. His goal is to plant the seeds of knowledge that will grow into deeper understanding as each participant begins applying what they've learned to their own life and work.

LUCIEN TOLBERT, *HR Director, Marathon Petroleum Refinery*

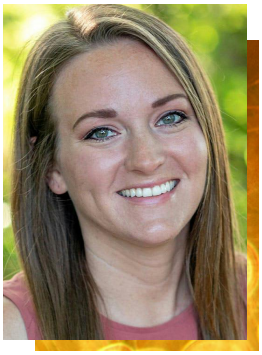
Lucien Tolbert is a seasoned Human Resources leader with a passion for people, performance, and purpose. As the Human Resources Director at Marathon Petroleum's Canton Refinery, Lucien leads with integrity and strategic insight, specializing in employment law, union relations, employee development, and organizational transformation.

He currently serves on the Board of Directors for both the Canton Regional Chamber of Commerce and the Stark County Urban League, where he advocates for workforce development and community empowerment. Lucien holds a Professional in Human Resources (PHR) certification and is recognized for his expertise in leadership, mediation, compliance, and performance management.

Outside of work, Lucien finds joy in spending time with his wife of 26 years, Roselyn, and their two adult children, Caleb and Lael. He is an active community servant who enjoys traveling to new places, reading, outdoor adventures, and cheering on live sporting events. He is committed to helping others obtain professional and personal growth and believes that one of the most important traits of a great leader is removing barriers to allow others to succeed.

First Job: My first job was with Little Caesar's Pizza in New Orleans, LA when I was 17 years-old. I made pizza, worked the cash register, and even wore the Little Caesar costume in the mall's parking lot to coax people to come into the store. My first job in Human Resources was with Sears Credit Center in New Orleans, LA as a Recruiter. I sourced and recruited candidates for the credit center's local call center positions, and also traveled to various colleges to recruit rising seniors for Sears's Executive Management program.

Trait that Makes a Good Leader: While there are several traits that make a good leader, I believe that selflessness is very important. It is imperative that a good leader supports their employees and peers and removes obstacles that hinder other people's growth and success.



RACHEL VAN DYKE, *Associate Director at The Legacy Project of Stark*

Rachel leads with a passion for youth development, education, and community impact. With expertise in nonprofit leadership, program development, and management, Rachel has expanded The Legacy Project's reach by launching both high school and elementary programs that connect students across Stark County with meaningful mentorship opportunities.

Named one of Stark County's 20 Under 40 in 2025, Rachel is recognized for her dedication to empowering young people and strengthening local communities. Her first unofficial job was working with her aunt in an office where she learned early lessons in organization and management, while her first official role at Subway shaped her understanding of customer service, speaking to people, and the power of creating welcoming spaces.

Rachel believes great leaders know their people, invest in them, and lead through encouragement and example. She lives in Green, Ohio with her husband of 11 years and their four children. She and her family attend The Chapel in Green, where faith and community remain central to their lives.

First Job: Her first unofficial job was working with her aunt in an office where she learned early lessons in organization and management, while her first official role at Subway shaped her understanding of customer service, speaking to people, and the power of creating welcoming spaces.

Emerging Leaders Committee

KAYLA DEVITO

CHENTELLE LANE

LUCIEN TOLBERT

RACHEL VAN DYKE

JAMAR WILLIAMS