

SPEAKER GUIDE



Heidi Anderson

Marketing Content Transformation Manager

Shutterfly

Heidi Anderson works with the marketing leadership team to evaluate current state technology and processes and presents future state with the goal of creating capacity and enabling personalization and automation. She works with different marketing technology teams in three different countries owning different platforms like CMS, DAM, Workfront, and more. In the past Heidi has been responsible for bridging technology platforms and marketing, and she has also been a recruiter for the technology sector in the Twin Cities.



Jennifer Carlson

Co-Founder and Executive Director

Apprenti

Jennifer Carlson serves as Executive Director of the Washington Technology Industry Association (WTIA) Workforce Institute. The Institute is the workforce development arm of the WTIA focused on addressing the tech industry's workforce and diversity needs through a building a nationally registered technology apprenticeship program called Apprenti. Additionally, she serves on the Tech Councils of North America (TECNA) workforce board and as an Adjunct Professor in Graduate Studies at Seattle University. Previously, she successfully ran a \$260MM P&L in 12 states, developed web based policy management systems and ran national branding initiatives for AIG Agency Auto, a billion-dollar insurance division of AIG, and managed U.S. sports and event marketing for Progressive Insurance. While Jennifer began as pre-law in college, she completed her BA in technical journalism with a concentration in public relations, a minor in sociology, and has an MBA from Ohio University.



Bai Chang

Senior ServiceNow Business Analyst

ICF (Inner City Fund)

Bai Chang is a proud Alumni of Genesys Works (GW) Twin Cities, Class 4. Bai attended Como Park Senior High School and graduated from Columbia Heights High School. Bai interned at Medtronic through GW while in high school and became a Medtronic employee after graduating from Metropolitan State University with a B.S. in Management Information Systems. Bai recently joined ICF.



Joel Crandall
Vice President of Programs
Genesys Works

Joel uses meaningful relationships and technical solutions to solve intractable challenges. He currently serves as the Vice President of Programs at Genesys Works in the Twin Cities—a talent pipeline for students in underserved communities pursuing careers in business technology. Joel and his wife, Lorie, live in north Minneapolis with their three kids. Family, coffee, soccer, coaching, beer, public speaking, and church are passions that make his life good.



Paul DeBettignies
Principal
Minnesota Headhunter, LLC

Paul DeBettignies is better known online as Minnesota Headhunter. He has various titles including Senior Tech Recruiter, Senior People Operations and Advisor who builds teams with startups and tech companies, creates recruiting strategies for Fortune 500 clients and author of Minnesota Headhunter (the longest running regional recruiter blog).

Besides a frequent local and national speaker, trainer and subject matter expert on recruiter, HR, career, networking and social media topics, Paul is involved in the Minneapolis and St Paul technology, marketing and social media communities as a supporter of Twin Cities Startup Week, Minnestar, DocuMNTary, Make It MSP, Prime Digital Academy, mentor to recruiters and technologists and is the founder of Minnesota Talent Leaders and Midwest Recruiting Bootcamp.



Mary Kay Delvo
Strategist | Certified Coach | Certified Facilitator
INspiring SIGHT

Mary Kay Delvo, owner of [INspiring SIGHT](http://www.inspiringsight.com), a coaching & leadership development firm, uses humor, vulnerability, and a little dose of reality to help leaders and organizations get out from under the status quo. Her 30-years of multi-sector and interdisciplinary experience coupled with her training as an ICF Accredited Certified Coach, Certified Enneagram Coach & Enneagram Leadership Trainer, and Technology of Participation certification as a (ToP) Facilitator, help her clients try on approaches from new perspectives. Mary Kay's experience spans multiple sectors including nonprofits, associations, small business, social services, county & state government, postsecondary & K-12 education, advocacy, and grassroots & community engagement. To learn more about INspiring SIGHT visit www.inspiringsight.com and/or www.linkedin.com/in/mkdelvo.



Lucinda DuToit
VP Human Resources
DigiNeer

Lucinda DuToit is responsible for driving the strategic initiatives for all aspects of DigiNeer's human resources, including candidate quality, performance management, development/training, compensation/benefits, and employee relations. Lucinda's expertise is in working with companies on the verge of high growth phases and establishing a strategic framework in how HR interacts and enhances the employee's employment experience and building efficiency and

effectiveness for other departments to succeed in hitting targeted companies profit and growth. Lucinda has more than 15 years in HR management and previously served as Director, HR at Shavlik Technologies, managing the HR operations. Lucinda holds a Bachelor of Arts in Management with an emphasis in Marketing and Psychology from Buena Vista University.



Katherine Garvey

Director, Software Engineering

Medtronic

Katherine Garvey is a Software Engineering Director within Medtronic's Cardiac Rhythm Management Operating Unit. In this role, she is responsible for staffing, talent development, execution, and functional excellence across a 800+ person global organization. Katherine's expertise spans software engineering leadership, program management, and leadership development, as well as acquisition integration and government relations.

She received her B.S. in Computer Engineering and M.B.A degrees from University of Minnesota and University of St. Thomas respectively. She is also a certified Project Management Professional (PMP®).

Jenna Gilbert

Lead Program Manager, Tech Talent

Target Corporation



Jenna Gilbert has been working in the tech field for close to 25 years and holds a Bachelor's degree in Computer Science from the University of Michigan as well as an MBA from the University of Minnesota. After a successful career leading a variety of technical teams and supporting diverse entry level Engineer programs, she has shifted her focus to creating and leading programs which elevate mid and senior level Engineers.

Davon Goodwin

Software Engineer

Target Corporation



Davon Goodwin grew up in the Twin Cities and graduated from Minnesota State University, Mankato in 2017 with a BS in Interdisciplinary Studies and an emphasis in Business Administration, Communication Studies, and Recreation, Parks and Leisure Services. Davon loves working out, shopping, traveling, and trying new restaurants. The Genesys Works, College Possible, and Dream Corps Tech programs have all contributed heavily to Davon's career journey as a Software Engineer with Target.

Ron Hetrick

Senior Labor Economist

Emsi Burning Glass



Ron is passionate about educating companies concerning the labor world that surrounds them. He has published and presented economic and corporate data findings to large companies, trade associations, and local governments. He has provided analysis for prior Fed Chairman Alan Greenspan, The Council of Economic Advisors to the President, Congress, and numerous Fortune 100 companies and trade associations.



Ashley House-Mischke

Manager, Enterprise Services

Icario

Ashley is a project leader that regularly leverages her experience across numerous industries and teams to drive cross-functional efficiencies within her organization. As the Manager of Enterprise Services, she and her team function as the project management office with the added focus on corporate strategy. Throughout her tenure, Ashley has worked in areas such as technology, operations, and client management across industries ranging from non-profits to healthcare technology. Her passion lies with improving company operating models, creating scalable corporate frameworks, and developing individuals to be empowered to grow and succeed.



Barb Johnson

Director of Product Management

Thrivent

Barb is a product leader with experience in building and managing product teams in diverse industries. Barb grew up in roles that straddle business and IT, and loves the sweet spot of bringing teams together to drive outcomes for customers. She has a passion for creating awesome culture within teams, and finding ways to celebrate success. While at TCF Barb helped lead a team to launch a digital loan application for the Paycheck Protection Plan, a government relief program at the start of the pandemic. In 10 days the team launched and accepted their first application, going on to provide over \$2 billion in aide to small businesses. At Thrivent she is excited to begin the journey towards a new Product Operating model, and help teams continually deliver value focused on their customers.



Caroline Karanja

Director, Tech Inclusion Alliance

Minnesota Technology Association

Caroline leads MNTech's Tech Inclusion Alliance, a CIO-led initiative focused on growing and developing a more diverse pool of technology talent in the Twin Cities community. Caroline is an accomplished author, speaker and entrepreneur. Caroline is passionate about making technology accessible to all as well as using tech as a path towards a more equitable society. As the CEO of Hack the Gap, she collaboratively creates pathways for more women, non-binary people, Black, Indigenous and Latinx technologists to get into and thrive in their tech careers. Through her work in Guided Pulse, she's partnered with organizations to implement DEI initiatives specific to their organizational needs.



Jennifer Lee

Reporting & Analytics Intern

Kindeva Drug Delivery

Jennifer Lee is currently a Junior at the University of Minnesota - Twin Cities, majoring in Business and Marketing Education with a focus in I.T. as well as obtaining a certificate in Human Resource Development. Jennifer is a Reporting & Analytics intern at Kindeva Drug Delivery and will be converting to a new full-time role as a Business Intelligence Reporting Analyst after graduation in May.



Katie McClelland

Director, Public Policy & Research

Minnesota Technology Association

Katie McClelland is the Director of Policy & Research for the Minnesota Technology Association. Prior to MNTech, Katie led the workforce policy portfolio for the U.S. House Committee on Education & Labor and the Health, Education, Labor and Pension (HELP) Committee. Prior to her time on Capitol Hill, Katie held roles at The Manufacturing Institute, the nonprofit affiliate of The National Association of Manufacturers, Lumina Foundation and in the Minneapolis Public Schools and AchieveMPLS through AmeriCorps VISTA. Katie has led research on the future of work, employer engagement in workforce development initiatives, and strategies for attracting the next generation of students into STEM careers.



Erin Olson

Director of Strategic Research

RealTime Talent

Erin is a well-known community leader in Minnesota's education-workforce ecosystem with a passion for action research, human-centered design, facilitation, and analysis to drive data into action. Erin is passionate about sparking innovation between workforce, higher education, business, and economic development systems to strengthen high-opportunity career pathways. Erin holds two Masters Degrees in Urban and Regional Planning and Public Health from the University of Minnesota, where she focused on community economic development, housing, and population studies.



Heather Polivka

CEO & Advisor

Awesome People Leaders

Heather Polivka is a trusted business advisor accelerating the growth and success of progressive SMBs and their leaders through practical leadership, employee performance, and thriving workplace cultures. Heather's methodology has been masterfully crafted with over a decade's worth of experience transforming people, processes, and profits of Fortune 10 organizations and businesses of all sizes. She unites marketing and HR expertise to address workplace culture, improve employee engagement, and develop strong people leadership. Heather recently launched a new online manager training program, Awesome People Leaders (APL), to address the prevalent gap in employee retention and engagement at companies of all sizes.



Amy Roberts

Director of State Government Affairs

Code.org

Amy Roberts has over 20 years of experience working in public policy, law, politics and government. Amy advanced numerous public policy initiatives through the Minnesota legislature and within the Executive Branch; including eight years as the Director of Compliance for the Minnesota Department of Education, Government Affairs Manager for Comcast, and as a lawyer-lobbyist in the private sector. Amy is a licensed attorney and a former prosecutor for Dakota County. Amy holds a Juris Doctor degree from Syracuse University College of Law and Bachelor's degree in Communications and Political Science from the University of Minnesota.



Jon Rouse

IT Operations Manager, End User Services

Xcel Energy

As a Manager within Technology Services at Xcel Energy, Jon has spent his entire career within IT End User services. He had many roles within IT starting out as an intern providing support at a Power Plant, providing executive support, and most recently managing a team that provides various End User IT solutions at Xcel Energy. Jon enjoys working with Xcel business partners to learn about their work and find technology solutions that allow them to be as productive as possible. Outside of work, Jon enjoys watching his two kids play sports and hanging out with his wife and dog.



Renee Saint-Louis

VP of IT

Capstone Publishing

Renee Saint-Louis, CBAP, CSM is responsible for driving operational efficiency and transformation through technology at Capstone Publishing. Renee has spent more than 20+ years in roles with increasing responsibility and leadership at companies like Nordstrom, Safeco Insurance and Schwan's. Renee has a Bachelor's degree from Seattle Pacific University and is a Certified Business Analyst Professional and Certified Scrum Master.



Luke Schlangen

Lead Software Engineer and Instructor

C.H. Robinson

Most of what Luke works on involves code and education. He leads HatCHRY at C.H. Robinson - an onboarding program for new Software Engineers. Luke and his wife Lindsey founded Code Championship - competitive computer coding for 3rd to 9th graders - to inspire the next generation of computer coders. Luke loves Minnesota's software development community. His favorite meetups are JavaScriptMN, React Minneapolis, and anything from Minnestar. He finds it rewarding to give fun, approachable talks that welcome newcomers into the world of software.



Lisa Schlosser

Technology Community Advocate

Lisa Schlosser has over 30 years of experience in information technology, holding several corporate leadership positions throughout her career, including CTO for FindLaw, a Thomson Reuters business, and CEO in interim for the Minnesota Technology Association. Lisa believes strongly in volunteerism and is working with the Science Museum (emeritus) and previously served on the MN Tech and AnitaB.org boards. She is actively involved with Technovation[MN], a non-profit organization that inspires and empowers girls to build technology to make a positive impact on their communities, where she previously held the Executive Director role.



Hillary Spreizer
President
The Latitude Group

Hillary Spreizer is a proud member of the MnTech Talent Steering Committee. She is the President and Owner of The Latitude Group, a Minnesota based IT recruiting firm "that provides tailored recruitment services to create the perfect match." She has spent her entire career understanding the drivers of clients and candidates with a focus on diversity, inclusion and building sustainable, scalable placement solutions.



Rayna Taylor
Tech Transformation Specialist
Best Buy

Innovative technical writing professional supporting the integration of digital technology into areas of business that relates to the development of current and future tech talent to strengthen company culture, its value to both customers and employees, and promote a connected community that's inclusive and diverse through strategic communication efforts.



Jamie Thingelstad
Senior Vice President & Chief Technology Officer
SPS Commerce

As chief technology officer since 2013, Jamie Thingelstad leads the growth and development of the company's technology platform, including its global product development teams and data center operations. Prior to joining SPS Commerce, Jamie served as CTO/COO at 8thBridge, a social commerce startup, and as CTO for the Wall Street Journal Digital Network, as well as the enterprise division of Dow Jones. In these roles, he was responsible for platforms that served millions of users worldwide with 24/7 availability.

He is the recipient of numerous awards including the Twin Cities CIO of the Year Orbie Award, the Minneapolis/St. Paul Business Journal's Titans of Technology and is a frequent presenter at technology events. Jamie attended the University of Minnesota Institute of Technology.



Jeff Tollefson
President & CEO
Minnesota Technology Association

Jeff leads the overall management and strategic direction of the Minnesota Technology Association, with a focus on enhancing member value and driving community impact. Prior to joining the MnTech in August 2019, Jeff held various leadership roles with Genesys Works, a national nonprofit helping low-income high school students achieve career success in the tech field through skills training and meaningful work experiences. Before founding Genesys Works' Twin Cities program in 2008, Jeff spent 17 years in the venture capital industry, including ten years as co-founder and General Partner of Crescendo Ventures, an early-stage venture capital firm with more than \$1.1 billion under management and offices in Minneapolis, Palo Alto, and London. A graduate of the University of Iowa, Jeff is a 25-year resident of the Twin Cities where he lives with his wife and their three rescue animals.



Tarek Tomes

Commissioner of Minnesota IT Services and CIO

State of Minnesota

Tarek Tomes leads state efforts to provide the best possible IT solutions and customer service to the people of Minnesota and its business partners. As a recognized industry leader, Tomes brings over 25 years of experience in managing technology innovation across diverse industries, both in national, international, and public and private sector operations. Throughout his career, he has facilitated data-driven decision making, implemented many critical enterprise projects, and improved workforce diversity and inclusion.



Sai Suchir Tyada

Junior Software Developer Intern

Best Buy Health

Sai is a Junior at the University of Minnesota pursuing a double major in Computer Science & Mathematics. He is also a Talent Development Pipeline member doing an internship with Best Buy Health through Genesys Works. As an intern in the Information Technology industry, Sai aspires to be a hard-working individual with the desire to learn, inspire and lead others to success. Additionally, he is passionate about technology and the positive impacts it can have on the world. More specifically, Artificial Intelligence and how it can make daily tasks easier in every field from retail to banking to construction.



Andrea Wilson Vazquez

Director of Educator Training and School Partnerships, **Code Savvy**
Steering Committee member, **CSforAll-MN**

Andrea Wilson Vazquez is the Director of Educator Training & School Partnerships with Code Savvy, a MN non-profit working to expand equitable and engaging K-12 computer science education. She is also a teacher and most recently worked as an innovative instructional coach at an alternative high school, partnering with teachers to engage students with unique learning needs in creative problem solving with technology. Andrea is passionate about the role of equity in CS ed and works to empower each learner to develop a mindset in which they see themselves as confident, creative, critical thinkers.