

2023 Professional Development Summit

SHINE BRIGHT LIKE A DIAMOND



LEADING THE WAY
TO A BRIGHTER
FUTURE

SPONSORED BY:



Balanced Not Busy

Ciji Townsend



Raised by multiple generations of busy people, Ciji didn't realize there was life beyond an over-programmed schedule full of commitments, responsibilities, and obligations. She learned at an early age how to "do" and realized in her 30's she didn't know how to just "be." That revelation sparked the journey of learning how to live **balanced not busy**.

Balanced Not Busy is a lifestyle brand and social movement empowering go-getters with a full plate to step outside their comfort zone and tap into their full potential. Ciji is a sought-after public speaker delivering practical ways to stop glorifying busyness and embrace balance.

She's passionate about her community and serves many Atlanta nonprofits in various leadership positions. Additionally, she solves problems, provides counsel, and executes strategic communication tactics as a corporate communicator while keeping her own, her team and her partners well-being top of mind.

Ciji is a radical advocate for rest and shares how she navigates her own balance as a content creator, storyteller and host of the **being BALANCED podcast**.

Ciji lives in Atlanta, Georgia with her husband Travis and children, Tripp and Trinity Lacey.

The Most Important Client/Project on Your Calendar is You

Lisa Brooks



In our fast-paced, busy, go...go...go culture, it is easy to lose ourselves in our work and the various roles we play in life. Burnout culture shouts, "self-care", which brings up images of bonbons, bubble baths, massages and fancy vacations and can leave us feeling like we need more time, energy and money to make self-care a reality. In this talk, Lisa digs deep into radical self-care and explores five practices that help create sustainable change from the inside out and prioritizes "self" as our greatest change agent.

Lisa Brooks, MSW, LCSW spent the first 20 years of her career providing clinical and forensic services to children and families who experienced trauma. She is now a full-time lecturer in the School of Social Work at the University of North Carolina at Wilmington and is the co-creator of the Provider Sustainability Program, a work based experiential seminar aimed at enhancing work culture, retention and balance. Lisa is an engaging speaker and she operates a virtual/in-person coaching practice in Wilmington, NC. Her most important and best job is being a mom to her two sons, wife to her husband and constant adorer of her puppy, Bleecker.

HUMAN RESOURCES HOUR

Amy Self



Talent Management Business Partner
Southern Nuclear Company - Birmingham

As the Human Resources Business Partner for Birmingham, Amy consults, coaches, and provides management solutions for SNC leadership on employee development, succession planning, workforce planning and many other aspects of helping an employee reach their full potential no matter the level. Amy has been with the Southern Nuclear family since 2013, establishing and maintaining effective working relationships within the fleet in order to facilitate discussions and influence others through trust.

Amy grew up in Huntsville, AL and graduated from Auburn University where she got her Bachelor's degree in Human Resources Management. After graduating, she moved to Atlanta and worked for RaceTrac Petroleum for almost 9 years in different HR capacities before moving to Birmingham to work for SNC.

Amy and her husband Dusty have two children, Cameron (12) and Emmaline (8). She also has two dogs, Odin and Luna, that she loves dearly.

In her free time, Amy enjoys traveling, spending time with family and friends, and binge watching TV shows, especially HGTV.



HUMAN RESOURCES HOUR

Sabrina Hardy



Human Resources Business Partner
Southern Nuclear Company - Birmingham

I graduated with my MS in Leadership and Management in 2020. I am currently the Human Resources Business Partner in Birmingham. Prior to joining Southern Nuclear, I worked in various HR roles for 10 years ranging from generalist positions to strategic leadership roles.

In my spare time, I enjoy spending time with my husband and son. In addition, working in my yard, completing DIY projects, traveling, and reading.



HUMAN RESOURCES HOUR

Ruth Flemming



Talent Recruiter
Southern Nuclear Company

Ruth Flemming has been a recruiter with Southern Nuclear for thirteen years, but has over 25 years of industry experience in recruiting. Ruth handles the salaried hiring for Plants Farley, Hatch and Vogtle 1-2. Ruth also supports executive level hires. Ruth graduated from the University of Alabama with a degree in Marketing and has also earned the LinkedIn Diversity Recruiter status.



HUMAN RESOURCES HOUR

Melissa Roney



Talent Management Business Partner
Southern Nuclear Company - Farley

Melissa has over twenty years in leadership development experience and is enthusiastic in her role of empowering SNC employees in their professional development. She holds a master's degree in Adult Education from Auburn University, a BA degree in Communications/Journalism from the University of Alabama and is certified in more than a dozen leadership training programs. Her Predictive Index workstyle is that of an Operator which reflects she is a supportive colleague who coaches and teaches in a patient detailed way. Melissa leverages this strength in her work and knowledge in Talent Management to assist in building the bench strength of our SNC employees.



HUMAN RESOURCES HOUR

Chiquita Jones



Talent Management Business Partner
Southern Nuclear Company - Hatch

Chiquita Jones joined Southern Nuclear as the Talent Management Business Partner with Plant Hatch in Baxley in June of 2022. Chiquita joins us with HR experience grown through multiple industries including medical, staffing, and large retail. She has over 10 years of HR experience. She most recently served as a HR Manager within Walmart's vast network of distribution centers – working in both operating and startup environments. While at Walmart, Chiquita led a team focused on workforce planning, leadership/employee development and creating customer-specific solutions. Unique in her background is experience collaborating with various customer groups in the establishment of Key Performance Indicators (KPIs).

Chiquita has a Bachelor's degree in Business Management from one of the best HBCUs in the nation, the Unsinkable Albany State University and a MBA with a concentration in Human Resources from Keller Graduate School of Management. She also earned her Society of Human Resource Certification (SHRM-CP). In her current role, she provides consulting services to all employees on their development and leadership skills. Chiquita is a Captain based on her Predictive Index results and never fails to show her leadership and innovative skills.

Chiquita is a native of Baxley, GA. During her spare time Chiquita loves to cook, bake, and spend time with her beautiful 10 year old daughter and family. She is very family oriented and is ecstatic to be home with her family.



HUMAN RESOURCES HOUR

Jana James



Talent Management Business Partner
Southern Nuclear Company - Vogtle 1&2

Jana James currently serves as the Talent Management Business Partner at Vogtle 1&2. In this role she provides consultive support for HR specific talent management needs and reinforces the SNC strategy area of developing our people by creating and delivering engaging and thought-provoking training programs. Jana works closely with individuals and teams to help them identify and overcome gaps to improve overall performance. Her contributions and the efforts of the Talent Management Team have been instrumental in helping the SNC organization improve in the area of Talent Development.

Jana (pronounced Jay-na) has over 14 years of Human Resources experience which includes organization development, leadership training, recruitment, and employee relations. Prior to joining SNC in 2019, she served in several HR roles at Augusta University Medical Center. She has a bachelor's degree from Georgia Southern University and an MBA from Troy University; and recently obtained her Society of Human Resources Certification (SHRM-CP). In addition to her work at SNC, she provides career coaching to individuals all over the United States. She is an active community volunteer; and was recently presented the Legacy Builders Award at the Georgia State Capitol and for her community work in the Augusta area. Jana enjoys traveling, trying new adventurous things, and spending time with her amazing 18-year-old son, Devin (headed to college in the fall).



HUMAN RESOURCES HOUR

Max Morgan



Recruiting Consultant
Southern Nuclear Company - Vogtle 3&4

As Recruiting Consultant, Max Morgan supports all the hiring needs for Vogtle 3&4. Max partners with internal and external stakeholders to ensure Vogtle 3&4 gets staffed on time, with quality. Prior to working for Southern Nuclear, Max served as the Lead Talent Acquisition Business Partner- University Specialist for ADP.

Max is an Augusta native and received his degree in Sociology from Augusta State University. He currently lives in Evans with his wife, Joy, and two children, Rilo and Rowan. Outside of work Max enjoys traveling with his family, competitive tennis, and maintaining the absolute, most pristine lawn in the neighborhood



HUMAN RESOURCES HOUR

Mimi Austin



Human Resources Delivery Business Partner
Southern Nuclear Company – Vogtle 3&4

As the Human Resources Delivery Business Partner for Vogtle 3&4, Mimi handles all aspects of HR Delivery including performance management, talent staffing, workforce planning, HR policies and governance, people health metrics and a variety of other generalist items, as well as providing consultation to site leadership in support of site-specific HR needs. Mimi joined Southern Nuclear in August of 2022 and is focused on supporting employee and leadership HR Delivery needs to achieve the milestones necessary for commercial operations.

Mimi graduated with honors from Bowling Green State University with a Bachelor of Science in Business Administration. Her concentration was human resources management.

In her free time, Mimi enjoys spending time with her family (especially her four grandchildren) and her three rescue dogs. She loves gardening, is a passionate Nascar and Cleveland Brown's fan, and wishes everyone would spay and neuter their pets as well as adopt their next pet from a local shelter.



HUMAN RESOURCES HOUR

Kaitlin Giles



DE&I Business Partner
Southern Nuclear Company

Kaitlin, as the DE&I Business Partner at Southern Nuclear, focuses on implementing and managing DE&I programs and metrics in alignment with Southern Nuclear's strategy for excellence. Kaitlin joined Southern Nuclear in October 2019 as a Talent Management Business Partner. Prior to joining SNC, she was a Senior Assessment and Development Specialist for Jefferson County Commission in Birmingham, Alabama, where she supervised a team of analysts to ensure a fair and legally defensible selection process. She helped the county be released from a 40-plus year consent decree for discriminatory hiring practices. Kaitlin has bachelor's degrees in both marketing and Spanish, along with a master's degree in industrial/organizational psychology.



DEFINING MOMENTS: LESSONS FROM THE PITCH

Joe Miller



Vice President of Project Development and Execution
Southern Power

Joe Miller serves as vice president of project development and execution for Southern Power, a subsidiary of Southern Company. In this role, he leads project diligence, planning and execution across all Southern Power technologies.

Prior to his current role, Miller served as vice president of technical services for Southern Company Services' Technical and Project Solutions (T&PS), formerly Engineering and Construction Services (E&CS). As part of the E&CS and T&PS organizations, he led the team that provides technical support to generation assets across Southern Company.

Since joining Southern Company in 2002, Miller has held various leadership positions including instrumentation and controls team leader at Plant Stanton in Florida, several Operations and Maintenance (O&M) positions and plant manager over Southern Power's Florida assets. In 2011, Miller joined E&CS, holding many key roles including general manager of new generation and leading the Kemper County Integrated Coal Gasification Combined Cycle startup team. In 2016, Joe was named Southern Power vice president of gas and biomass. In this role, he was responsible for leading Southern Power gas and biomass generation assets as well as monitoring the Southern Power-owned fuel cell assets operated by Bloom Energy.



LEADERSHIP SKILLS FOR EVERY EMPLOYEE

Kathryn Stout



Talent Management Business Partner
Southern Nuclear Company – Birmingham Office

Kathryn joined Southern Nuclear in August of 2022 after working in the Training Department for Southern Company Services for almost 10 years. In this role, she manages the SNC leadership programs for the fleet and is responsible for partnering with leaders and creating a workplace that empowers an engaged workforce by implementing the Talent Development Strategy for the Birmingham site.

Kathryn is a native of Birmingham and has a BA in Communications from The University of Alabama. During her free time she loves spending time with her husband and two sons, attending sporting events (Roll Tide!) and vacationing at the beach.



LEADERSHIP SKILLS FOR EVERY EMPLOYEE

Liz Williford



Senior Manager of Fleet Projects
Southern Nuclear Company

Liz Williford is the Senior Manager for Fleet Projects for Southern Nuclear, a position she assumed in June of 2022. She is responsible for the Digital Modernization projects for Southern Nuclear's fleet. She is also responsible for the organization's Subsequent License Renewal projects. Before she assumed her current position with Fleet Projects, Liz was Director of Emergency Preparedness at Southern Nuclear. She also served as Regulatory Affairs Manager at Plant Farley. While there, she served as an Emergency Director. Prior to that she served as the site Licensing Manager, where she was responsible for daily interfaces with the NRC Residents.

After receiving her license as a Senior Reactor Operator, Liz worked on shift for several years. She also worked off-shift in the Operations department as the Clearance and Tagging Supervisor.

Liz received a master's degree in business administration and a bachelor's degree in mechanical engineering from the University of Alabama.

Liz and her husband Brent have three daughters.



EMOTIONAL INTELLIGENCE

Lisa Hopper



Talent Management Business Partner
Southern Nuclear Company – Vogtle 3&4

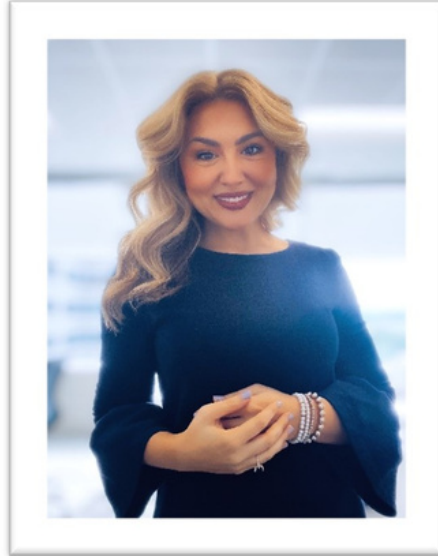
Lisa handles all aspects of Talent Management including development and implementation of company-wide talent management processes and programs as well as providing consultation to site leadership in support of site-specific talent management needs. Working with all levels of the organization, Lisa is focused on developing a highly effective organization through an emphasis on developing talent pipelines and working with leaders to identify high potential employees and succession plan candidates for key positions. She provides oversight of the succession planning process, which includes facilitating the Site People Health Committee Meetings.

Lisa graduated from the University of Georgia with a Bachelor of Arts in Journalism. When she's not in the office, you can find her cheering on the Bulldogs and spending time outdoors with her husband, Rick, and their four children, Braxton, Carson, Avery and Emme.



BOOK CLUB

Heather Hamilton



Executive Assistant – EVP & Chief Nuclear Office, and System Air Coordinator
Southern Nuclear Company

She began her career interning in the marketing department of a Birmingham law firm, Walston Wells & Birchall LLP. While completing her undergraduate and accepting a full-time position with the firm she worked with the regional marketing department, recruiting coordinator, accounting department, and then spent the last 5 of her 10 years with the firm as their managing partner's litigation practice administrator. Her experience was mainly focused in the energy sector, pharmaceutical defense, chemical and environmental exposure, and aviation industry. Heather started her career with Southern Nuclear in 2017. She onboarded as the Admin, SR. to the Governance & Oversight organization and transitioned to the Executive Assistant to Rick Libra in 2019. In her time with Southern Nuclear she has been on our Safety & Health Committee, Diversity, Equity & Inclusion Committee, and is a member of our WIN and NAGYN organizations.

Outside of Southern Nuclear, she is a mother, freelance photographer, student ministry leader, senior worship vocalist, lifestyle writer, and watercolor artist. She is also a board member on her local Arts Alliance, City Council, and Small Business Mentor committee.



BOOK CLUB

JJ Hutto



Fleet Governance & Oversight General Manager
Southern Nuclear Company

Starting his nuclear career right after completing his college education, JJ joined the Southern Nuclear team in 1998 at Plant Farley. He has worked in various roles and leadership positions in his 24 years in the nuclear industry. He started his career as a Maintenance engineer. Later in his career he transitioned from OPS to become the Engineering Director at Plant Farley. Following this assignment, he served as the Plant General Manager.

After his tenure as Plant General Manager, he took an assignment in the corporate office of Southern Nuclear Company as the Nuclear Fuel and Analysis director. He has also fulfilled the roles of Regulatory Affairs Director, Business Modernization Director, and his last role before the assignment to INPO he served as the Fleet Capital Projects Director.



DE&I PANEL

Keith Harrison



Environmental Affairs
Southern Power Company

Keith Harrison currently serves as Environmental Affairs General Manager for Southern Power and PowerSecure where he is responsible for environmental policy, acquisitions due diligence, permitting, and compliance for the companies' clean energy assets across the US. Keith has over 25 years of experience with Southern Company serving in various leadership roles in research and environmental affairs, strategic generation planning, and fuel services. He and his husband, Mike, live in Birmingham.



DE&I PANEL

Matthew Martin



Business Development Manager
Southern Power Company

Matthew is responsible for wholesale origination and customer care efforts in the Southeast region. Matthew most recently served as a wholesale marketing analyst in Southern Power's Commercial Operations & Trading (CO&T) organization. In this role, Matthew supported Southern Power's existing wind and solar assets, primarily in CAISO, as well as coordinated multiple facility O&M transitions. Prior to joining CO&T, Matthew worked as a fleet operations coordinator on Southern Company's Real Time Operations team. In this role, he managed and dispatched the generation fleet to serve Southern Company's native and contracted loads. Matthew also has prior experience as an hourly energy scheduler on the Southern Company trading floor and as a distribution system operator for both Alabama Power and Gulf Power.

A native of Tampa, Florida, Matthew now resides in Trussville, Alabama, where he lives with his wife, Marjorie, daughter, Alyssa, and son, Kashmir.



DE&I PANEL

Trina Swindle



Residential Marketing
Alabama Power Company

Trina started her career with Alabama Power in 1996 in Customer Service in the Birmingham Division. During her career at Southern Company Services (SCS), she has held various positions of increasing responsibility as she progressed to roles in Alabama Power Accounting and SCS Fuel Services. Since 2009, Trina has been a Sr. Fuel Analyst on the Coal Logistics team providing transportation, inventory management, and quality control support to the coal fleet.

In December 2022, she accepted a job with Alabama Power Residential Marketing. In her current role, she works externally with Developers, Home Builders and Heating, Ventilation, and Air Conditioning (HVAC) Contractors, as well as internally with the Power Delivery team and Marketing Strategy department, to promote the advantages of electrical end-use products and services, exceeding sales goals while ensuring exceptional customer satisfaction and market landscape.

Trina earned a bachelor's degree in Business Administration from Stillman College. Trina and her husband, David, have been married for 27 years and reside in Jasper, AL, and her daughter, Ashlee, works for Alabama Power's Human Resources team in Birmingham. Trina enjoys golf, hunting, fishing, reading, running, and watching sports.



DE&I PANEL

Carrie Gilbreath



Interim Fleet Equipment Reliability Manager
10CFR 50.69 Program Owner
Southern Nuclear Company

Ms. Gilbreath has been at Southern Nuclear for 14 years, starting her career in Probabilistic Risk Assessment. She has held roles in Performance Improvement, Engineering, Business Modernization and Plant Operations. Ms. Gilbreath has a Senior Reactor Operator (SRO) certification from Plant Hatch, a Project Management Professional (PMP) certification, and a Bachelor's degree in Electrical Engineering from the University of Alabama at Birmingham.



LEADERSHIP PANEL

Angele Monconduit



Director of Corporate Real Estate
Alabama Power Company

Angele leads strategic initiatives to support growth and innovation in real estate land acquisition, land technology, strategic land use, and forestry activities. Angele has worked in the energy industry for over 21 years in leadership positions across various business units and operating companies. Prior to her current role, she served as the assistant to the executive vice president of External Affairs for Alabama Power and the assistant to the executive vice president of Engineering and Construction Services for Southern Company.

During her tenure at Southern Power, she established the Contract Compliance and Partnerships organization responsible for risk management of power sales agreements. She spent 13 years in power plant leadership roles including serving in technical manager positions and leading teams that provided engineering support to the entire Southern Company generation fleet. She also served in Operations & Maintenance manager positions at generating plants across the southeast.



LEADERSHIP PANEL

John Smola



Director, Marketing & Business Development
Alabama Power Company

John was born in Norman, Oklahoma, went to high school in Eufaula, AL, but now calls Birmingham, AL home. He graduated summa cum laude from Auburn University with a bachelor's of science in Chemical Engineering in 2007 and completed a Master's of Business Administration with Beta Gamma Sigma honors from the University of Alabama at Birmingham in 2011. After graduating from Auburn, he started work with Alabama Power in their Professional Development Program. He has held varying roles in marketing, regulatory and external affairs.

John is married to Cassi, a pediatrician at Children's of Alabama, and have twin girls, Madelyn and Margaret. During their free time they enjoy long distance running, English Premier League, all things culinary and traveling.



LEADERSHIP PANEL

Ralph Williams



Area Manager Birmingham Division
Alabama Power Company

Ralph is a native of Birmingham and has studied at both Alabama A&M and Miles College with a degree in Political Science. Prior to joining Alabama Power in 2011, he worked briefly with the City of Birmingham in 2010. Ralph was also the executive director of the Georgia State Employees Association for several years. He serves on the board of directors of Urban Impact, The Birmingham Urban League the Railroad Park Foundation, the YMCA of Greater Birmingham, and The Woodlawn Foundation. Ralph is married to Raquel Morgan-Williams and has two children Morgan and Kiara.



LEADERSHIP PANEL

Tiffany Davis



Director, Innovation Development
Alabama Power Company

Tiffany has been in her current role with Alabama Power since September of 2022. Prior to this role, she served in a dual role where she served as assistant to the president and CEO of Alabama Power Company and assistant to Alabama Power's executive vice president of Customer and Employee Services, supporting the company's efforts in labor relations, human resources products and services, safety, wellness, health and disability management for employees.

Davis joined the Southern Company system in 2005 and has held roles of increasing responsibility in human resources, supporting businesses and functions across the system. In 2019, Davis was named director of human resources, supporting commercial businesses, operations services and corporate functions.

Davis earned her Master of Business Administration degree from Troy University and a bachelor's degree with a concentration in human resources from the University of South Alabama. She is a member of Alpha Kappa Alpha sorority.

