

County Council of Howard County, Maryland

2023 Legislative Session

Legislative day # 8

RESOLUTION NO. 108-2023

Introduced by: Chairperson at the request of the County Executive

A RESOLUTION confirming the appointment of Lorinzo Foxworth to the Howard County Commission for Veterans and Military Families.

Introduced and read first time on July 5, 2023.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

Read for a second time and a public hearing held on July 17, 2023.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

This Resolution was read the third time and was Adopted ☒, Adopted with amendments __, Failed __, Withdrawn __ by the County Council on July 31, 2023.

Certified by Michelle Harrod
Michelle Harrod, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

WHEREAS, Section 404 of the Howard County Charter and Section 6.300 of the Howard County Code provide for the County Executive to appoint and for the County Council to confirm nominees to Howard County Boards and Commissions created by law; and

WHEREAS, Section 6.342 and Title 6, Subtitle 7 of the Howard County Code provide for a Howard County Commission for Veterans and Military Families; and

WHEREAS, the County Executive has proposed the appointment of Lorinzo Foxworth as a member of the Commission for Veterans and Military Families; and

WHEREAS, the County Council ratifies the County Executive's special trust and confidence in the abilities of the nominee.

NOW, THEREFORE, BE IT RESOLVED by the County Council of Howard County, Maryland this 31 day of July, 2023 that the following person is appointed as a member of the Commission for Veterans and Military Families to serve from the passage of this Resolution to July 31, 2026 or until a successor is appointed and confirmed:

Lorinzo Foxworth
Fulton, MD

Applicant for Commission for Veterans and Family

Objective: To service on the Howard County Commission for Veterans and Family Members in order to assist in advocacy, build on relationship, and to support veterans and families based on the mission of the Commission.

US Army Veteran-1975-1995, First Sergeant (E-8)

1975-1979: Calvary Scout-SGT

1979-1981: Human Resources Specialist-SSG

1981-1985: Army Recruiter-SSG

1985-1991: Army Recruiter-SFC (Management Instructor)

1991-1995: Army Recruiter-1SG (Recruiting First Sergeant)

US Army Sergeants Major Academy Graduate - 1994

Education

Doctorate of Management in Organizational Leadership

University of Phoenix

Phoenix, AZ

Master of Arts (Organizational Management)

University of Phoenix

Columbia, MD

Adjunct Professor

University of Maryland Global Campus

2019-Present

Facilitate and Counsel students in Human Resources, Strategic Management, Organizational Management, Business Ethics.

Provide learning in Face-to-face, hybrid and remote modalities

Participate in student engagement and learning development programming

Participate in graduation events

Substitute for colleagues as needed

Conduct one-on-one coaching and counseling sessions

Facilitate the Learning Management System to best enhance student learning and application

Achieve above average student progress report metrics each term

University of Phoenix (MD/CO/GA/VA)

2004-2021

Facilitate course in Human Resource Management, Business Management, Ethics, Organizational Leadership, Operations Management, Organizational Culture, Negotiations, and Marketing at the Bachelor and Masters level (facilitate 4 to 5 classes yearly-5 and 6 week designs)

*Successfully facilitated courses in **online and in class** to enhance student learning and application

*Achieved above average student success rate in all classes based on completion of courses

*Successfully matriculated students to next level to graduate during tenure

*Regular participant and facilitator at UOP training and curriculum events

*Assist and participate in graduation events

*Called on and substitute for instructors when needed; participated in problem-solving sessions to increase student success and volunteered to provide career development sessions

*Conduct one-on-one coaching/mentoring with students for career guidance

*Use the Learning Management System to manage student learning and provide weekly feedback

Applicant for Commission for Veterans and Family

Professional Experience

President/Owner Leadership & Counseling Concepts: theleaderdoc.com 3/2021-Present
Provide executive leadership coaching, strategic development and organizational management transformative learning to senior leaders and managers. Apply process improvement strategic approach to assist leaders to attract, develop, retain and grow talent in organizations. Use hybrid, remote and personal engagement consultations to provide learning and application.

Workforce Labor Relations and RA Consultant 01/2017-12/2023

Department of Veterans Affairs-VA Baltimore

Workforce Labor and Employee Relations Consultant Provide workforce labor management consultation for senior management on best practice workforce and labor relations strategy. Provide policy, strategy planning, workforce planning and execution to seven departments chiefs and over 500 staff. Advise senior management on employee relations, staffing and workforce human capital management practices. Assist in budget development and outreach for seven hospitals throughout Maryland and the District of Columbia VA centers. Operationalize the MOU with labor teams to ensure that hospitals workforce meets needs of new job demands and leverage, and provide conference presentations to national teams. Provide legislative guidance on employment and termination policy per DOL standards.

Director, Apprenticeship & Applied Learning 11/2018-5/2019

Anne Arundel Community College, Arnold, MD

Lead the strategic development, innovation and curriculum design of workforce credentialing for skilled trades in the county. Lead and manage staff of 11, to provide innovative and performance-oriented learning solutions to the college and business community.

Executive Center Director

Chugach Inc, DOL-Potomac Job Corps Center

May 2016-December 2016

Lead a team of 178 FT/PT employees to train over 378 students to attain industry recognized workforce training in 11 trade pathways and attain a high school equivalency. Manage a budget over \$60 million dollars in staff, infrastructure-property, expenses and payroll. Sustained Center operations and branding to place #74/127 DOL centers. Lead and manage the academic and enrollment management processes to ensure pathway integrity and effectiveness.

Interim VP-Associate VP-Workforce Development Sept. 2012-May 2016

Lead Curriculum Development & Implementation, Operations, Business Development departments to deliver quality and effective workforce development services and products to staff, learners and community to advance careers and productivity. Oversight for leading four Directors and team of 49 staff, to carry out continuing education and workforce services, student success, and training & development to over 78000 students, on six campuses, in a 45 square mile area.

Generates over \$11M dollars in revenue yearly providing workforce management and strategy services Ensure customer quality, innovative and effective technologies are offered to learners and businesses for the classroom and online hybrid modalities

Provide effective pedagogy to assess, design, and implement curriculum development and effective practices in all learning environments; Use student GPS to monitor trends and make adjustments

Strategically conducts assessments, environmental scans of market demands, and employee development processes to leveraged products for results

Applicant for Commission for Veterans and Family

Coach leaders and staff by providing process consultation, organizational development and career coaching services
Develop learning and training for professional staff and senior management audiences in IT, Healthcare, Leadership and several key in demand professions
Ensure customer quality for internal and external customers are prioritized for market and branding enhancement
Consult with state, federal and educational partners for collective service delivery
Responsible for ensuring curriculum and pedagogy meets standards of state of VA-SCHEV
Recruit, hire, select and maintain qualified staff for long-term student and worker success
Conducts environmental scans to ensure internal and external markets are monitored and proactively targeted
Approve final output of student schedules, classroom use and course recommendation that meet employer demand areas

Director of Training and Learning (Owner/self-employed)

Synectics Trainers, LLC

Fulton, MD

Jan 96 - 2012

Management Training & Interpersonal Skills Company: (Conduct keynotes address currently)

Assess, design, facilitate and evaluate organizational effectiveness, recruiting management, leadership & strategy planning, & motivation strategies to corporations/government agencies

*Lead team of six contractors on large-scale leadership and learning contract (mid-C level)

*Achieved over 50 contractual agreements through team effectiveness

*Successfully implement ADDIE and Real Time learning models for transfer effects

*Leader in company; developed, marketed and project manager of new business

*Consistently achieves over 93% evaluation rating from seminar participants

*Effectively trained over 4000 personnel, in leadership-recruiting operations for DOD

*Used blended learning process (LMS, CBT and instructor-led courses) for results

*Wrote columns for papers on leadership, business, sales and motivational principles

*Training and Development Consultant with: National Veteran's Training Institute, US Army, Department of Labor-Job Corps, Grady Hospital, Atlanta Urban League

Ran business FT Jan 96-2008

***Grady Hospital-Senior Trainer/Manager of Leadership Development 12/08-02/12)**

Design customized leadership development and competency development-consultative approach

Facilitate over 20 classes monthly for staff, Nurses, supervisors/managers, and directors

Led implementation of LMS and Managed the strategic and tactical yearly training plan

Led all senior-level OD training and development interventions

Achieved 95% or higher on evaluations from sessions

Implemented 5.5 month long Leadership Development Academy for leader development

Use adult-learning principles/concepts

Provided career guidance to all staff while managing the Mentoring Program

Junior Reserve Office Corps Instructor

Baltimore City Public Schools

Baltimore, MD

Sep 95 – Jun 97

Baltimore City Public School System-Baltimore, MD. 1997-1999

Instructor -Junior Reserve Officer Trainer Corps (JROTC)- Southwestern HS

* Taught and motivated students in grades 9-12 in achieving academic success

*Developed curriculum for multicultural learning environment (personal development skills, leadership, teambuilding, government, careers, and problem-solving)

*Coached, counseled, and developed students based on performance and behavior

Applicant for Commission for Veterans and Family

*Designated as Property Book Custodian for budget and equipment over \$70,000

*Designated as primary trainer for leadership development at annual summer camp

Army Senior Director of Training & Recruiting

MD/PA

1981-1995

US Army Recruiting Command

Led and managed team of seven direct reports/47 staff in training and recruiting operations

Managed Senior Recruiting Course that trained and certified leadership on recruiting operations Accomplished annual recruiting and training objectives at 105% consistently

Mentored and recommended promotions for over 15 staff during this period

Won Top Trainer/Leader for the Recruiting and Leadership School

Managed the short-long term training calendar and resources for seven teams

Assisted in production of Prospecting and Training video used by 4000 employees

Implemented Leadership & Organizational Development Process Mapping asynchronously and synchronously that led to 15% increase in retention and 11% increase in student graduation

Implemented training process that automated retrieving recruiting administrative data and resulted in savings of over \$3.5 million annually

Army Human Resources Specialist-1979-1981: Conducted human resources and management process procedures to assist over 550 Army employees in personnel management

Army Calvary Scout-1975-1979: Led and conducted reconnaissance missions to assess and report land and arial strategic information to assist in combat preparation

Education

Doctorate of Management in Organizational Leadership

University of Phoenix

Phoenix, AZ

Master of Arts (Organizational Management)

University of Phoenix

Columbia, MD

Bachelors of Science-Liberal Arts

Regents College (Excelsior) Albany, NY

Advanced Certified Facilitator

University of Phoenix-2014

Memberships/Volunteer:

American Society for Training and Development, Army Recruiter Association, Maryland Center for Veterans Education and Training-Board member (2021-2023), Volunteer high schools, Volunteer Maple Lawn Community Association

Published:

Journal of Psychological Issues in Organizational Culture, 2012: *A Grounded Theory Study of Training Transfer Among Army Noncommissioned Officers*, Vol. 3, (2), pps.30-58,