



A Chapter of the Association of  
Biomolecular Resource Facilities

# *Midwest Association of Core Directors*

*2014 Meeting – Madison, WI*



**Panel Discussion - “Managing People”**

**Varsity Hall II – 3:15 – 4:40 pm**

**Sherry Harsch-Porter**

*Founder - Porter Bay Group*

**Charles Konsitzke,**

*Assoc. Director of the Biotechnology Center*

*University of Wisconsin-Madison*

**Karen Staehling,**

*Stowers Institute – Head of Molecular Biology*

*Moderator: David McCarter, Monsanto Company*

# People Management Panel Discussion

## Abstract

Managing people resources is essential to running a successful core facility. To be a great manager, you must have an extensive set of skills from planning and delegation to communication and motivation. People assessment tools are available that can be used to help us understand ourselves, help people improve performance, deal effectively with conflict and value our differences. Understanding why we act the way we do fosters a better exchange of ideas with collaborators or customers. This panel will compare and contrast several people assessment tools (Myer's Briggs, Emotional Social intelligence, Strength Finder and DISC) and how these tools can be used to create and maintain a productive team environment.

## Panel Topics – Agenda

**Sherry Harsch-Porter (30 min)**

*“Compare and contrast people assessment tools”  
QuikDiSC - DiSC Group activity*

**Karen Staehling (10 min)**

*“Meyers-Briggs Applied”*

**Charles Konsitzke (10 min)**

*“What Makes a productive Team”*

**Open forum discussion (35 min)**

**Sherry Harsch-Porter, Ph.D.**  
***Board Certified Coach (BCC)***  
**The Porter Bay Group, Inc.**  
***Developing Leaders. Building Teams. Accelerating Results.***



Sherry Harsch-Porter founded The Porter Bay Group, Inc., an executive development and business consulting firm, in 2000. Prior corporate experience includes AT&T, SBC Communications and DuPont. Over her corporate career, Sherry held positions in a wide variety of functions including Finance, IT, Corporate Development, International Marketing, and HR. Sherry holds a Ph.D. in Behavioral and Social Sciences, a Master's Degree in HR Management, and an MBA.

She is a Board Certified Coach (BCC), achieving CCP and SPHR designations and is certified to administer a number of assessment tools including the Center for Creative Leadership's suite of 360 degree assessments; Hay McBer's Emotional Competency Inventory; InScape's DiSC Behavioral Profile; CPP's Myers Briggs Type Indicator; The Birkman Method; and Leader-to-Leader Institute's "Five Most Important Questions." Sherry teaches graduate-level courses in Executive Coaching; Leadership Skills for Women; and Global Management at Washington University; is a frequent speaker at national and regional conferences. She is a contributing author to the landmark coaching reference book "The Handbook of Knowledge-Based Coaching: From theory to practice" and author of "Education as Possibility: Coaching for Persistence" published in 2012.

Sherry serves as Chapter Chair and Facilitator for the Women Presidents' Organization (WPO), an international membership-based organization for women entrepreneurs leading multi-million dollar companies. She is on the Steering Committee for St. Louis Graduates, an organization focused on increasing college graduation rates for low-income youth in the St. Louis region. She serves on a number of boards including the Graduate School Alliance for Executive Coaching, where she is Secretary- Treasurer. Sherry was a founding member of the St. Louis Chapter of Human Resource People and Strategy (HRPS), where she serves on the Executive Committee. Sherry works with organizations and leaders across a broad range of industries and sectors.

**Karen Staehling, Ph.D.**  
**Head, Molecular Biology**  
**Treasurer - MWACD**



As Head of Molecular Biology for the Stowers Institute for Medical Research, Karen Staehling provides a wide variety of rapid and high-quality services, including sequencing, next-generation sequencing, microarrays, real-time PCR, site-directed mutagenesis, recombineering and custom robotics. She also collaborates with principal investigators on large-scale automation and genomics projects and is responsible for the acquisition of state-of-the-art technologies and the development of customized applications in the area of molecular biology/genomics.

Staehling graduated *summa cum laude* with honors with a B.A in biology and chemistry from William Jewell College and earned a Ph.D. in cellular and molecular biology from the University of Wisconsin, Madison. As a postdoctoral fellow at the Massachusetts General Hospital Cancer Center, Staehling initiated and directed a large scale genetic screen using chemical, P-element and X-ray mutagenesis. After a short stint as a contract scientist at the Genetics Institute in Cambridge, MA, Staehling joined Celltech R&D Inc. in Bothell Washington, where she discovered the genetic lesion underlying Van Buchem Disease. She also directed the mapping efforts of a large-scale ENU mouse mutagenesis program and spearheaded the implementation of an automated genotyping system and the development of a data management system for tracking all data related to Celltech's large scale mouse mapping efforts before being recruited to the Stowers Institute, where she oversees a team of 16 scientists. Staehling is also a founder of the Midwestern Association of Core Directors (MWACD), which fosters close interaction between regional core facilities.

**Charles M. Konsitzke**  
**Associate Director**  
**Biotechnology Center**  
**University of Wisconsin, Madison**



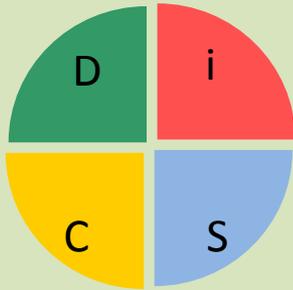
As Associate Director of the Biotechnology Center, Charles oversees the Business Services, the Outreach Program, and the seven Core Facilities that make up the Biotechnology Center. In conjunction with the Director, he has transitioned the Biotechnology Center infrastructure from an academic to a business model improving both fiscal and operational outcomes. Charles is responsible for managing funds and human resources of over one hundred fifty faculty, academic, classified, graduate, and undergraduate student staff. He currently supervises fifteen staff members including administrators, facility directors, and outreach and building management. He was instrumental in the creation of the Bioinformatics Resource Center which provides bioinformatic services and resources to the University of Wisconsin-Madison campus and external clients worldwide. Currently, Charles is assisting with the creation of the Molecular Archaeology Groups aDNA Laboratory, Quantitative Genomics Group, the Wisconsin Institute for Biomedical Development and Genomic Research and a new Core Facility related to Transgenic Plants.

As a member of the University of Wisconsin-Madison community with over twelve years of administration experience, Charles has chaired numerous committees, taught seminars on proposal preparation, advised center and departmental staff in state and federal policies and procedures, and served as the primary contact for state and federal audits. Charles was invited to participate in the distinguished Joseph F. Kauffman Administrative Development Program which provides campus administrators the opportunity to enhance their knowledge and skills, and a forum to discuss various topics with senior management. He also mentors an undergraduate student through the Chancellor's Scholarship Program.

**Name**

**My DiSC Style**

**D**



**DOMINANCE**

**Working Effectively with D**

**When Trying to Connect**

Make efficient use of time, get right to the point and expect candor

**When Problems Need to Be Solved**

Tackle problems boldly and avoid sugar-coating or over analysis

**When Things Get Tense**

Face issues quickly and directly, and avoid taking bluntness personally

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**INFLUENCE: Working Effectively with I**

**When Trying to Connect**

Convey enthusiasm; make a personal connection; be collaborative

**When Problems Need to Be Solved**

Remain optimistic; be open to change; expect spontaneity

**When Things Get Tense**

Stay calm; acknowledge their feelings; avoid personal attacks

**STEADINESS: Working Effectively with S**

**When Trying to Connect**

Show warmth; take an easygoing approach; be collaborative

**When Problems Need to Be Solved**

Respect their caution; acknowledge people's needs; set timelines

**When Things Get Tense**

Practice patience & diplomacy to avoid shutting them down

**CONSCIENTIOUSNESS: Working Effectively with C**

**When Trying to Connect**

Focus on the facts, avoid pushing them; expect skepticism

**When Problems Need to Be Solved**

Show appreciation for their logic; don't let them get bogged down

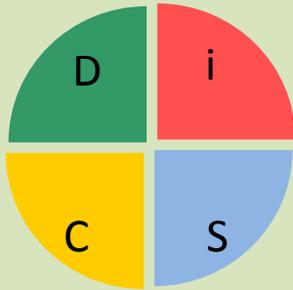
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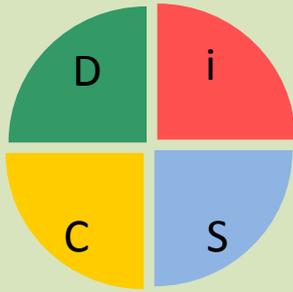
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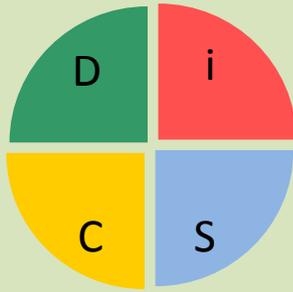
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