



Certified Facilitators



Lawson Magruder

Founder and Managing Member of LWM III Consulting LLC, Lawson has been coaching professionals, mentoring leaders and building highly effective teams for more than four decades. He led soldiers in combat in Vietnam and Somalia and as a general officer he commanded three large Army organizations to include the historic 10th Mountain Division. Retiring as a Lieutenant General after 32 years of service, he transitioned into the corporate and academic cultures building enduring research partnerships in the homeland security arena, publicly sharing his leadership journey at seminars and conferences, serving as an executive coach for leaders in the federal and private sectors, and a senior mentor for Army leaders and units. Among his numerous awards, he is a member of the US Army Ranger Hall of Fame. He has been married to Gloria for over 42 years and they are blessed to have three children and four grandchildren.



Byrd Baggett

Byrd Baggett is a best-selling author and popular motivational speaker. He has been helping organizations develop authentic leaders and passionately engaged teams since 1990. His corporate experience includes sales and management careers with two Fortune 500 companies. He is a Member of LWM III Consulting LLC and the creator of the True Growth brand. Byrd is the author of 15 best-selling books on the topics of sales, customer service, leadership and motivation. A former All American sprinter at the University of Texas at Austin, Byrd is also a Certified Speaking Professional (CSP), the highest earned designation presented by the National Speakers Association. Jeanne is his wife and best friend and they have been blessed with three children; Ashley, Amy and Austin



Raymond D. Barrett

Ray Barrett spent 32 years in the Army as an Infantry officer leading numerous organizations from the Lieutenant to Major General level. He commanded a battalion in the 24th Infantry Division during Desert Storm, a brigade along the DMZ in Korea, and the Army's largest training center at Fort Jackson, SC. Before retiring from the military he served as the operations and training officer for TRADOC where he was responsible for the Army's institutional training, schooling, and leadership development. After his military service, Ray entered the private sector serving in executive positions responsible for strategic planning, corporate leadership development, and personal coaching. He is a founding trustee of the Command and General Staff College Foundation and served as its Vice Chairman. He left the corporate sector to organize and stand up a non-profit research center, the Col. Arthur D. Simons Center for the Study of Interagency Cooperation, where serves as its Chief Operating Officer. He is a graduate of the University of Texas, has two Master's degrees, and is a member of the inaugural class of the Army's School of Advanced Military Studies.



Byron Bagby

Byron Bagby served in the U.S. Army for 33 years and retired as a Major General. A majority of his career was spent leading and training Army, Joint and Multinational organizations. Having filled leadership positions at all levels, he has served in five of the Army's ten divisions and has over 11 years assigned to XVIII Airborne Corps units. He has served as Commandant of Joint Forces Staff College, Chief of Staff of U.S. Army, Europe and two tours in the Pentagon. He has combat experience from Grenada and Afghanistan. He earned a masters degree in education from UNC at Chapel Hill and a BA in Economics from Westminster College. He is a 2011 Westminster College Lifetime Alumni Achievement Award recipient. He is co-founder of BMB Solutions LLC, a consulting company focused on leadership development and strategic planning.



Bill Weber

After soldiering for 32 years as an Armor officer, Bill retired in 2008 as a Brigadier General. He commanded numerous units and organizations throughout his career and is a veteran of combat operations during Desert Storm in 1991 and Operation Iraqi Freedom in 2003. He also served in operations in Lebanon, Sinai, Haiti, and Bosnia and had extensive education and experience in the Middle East. Since retiring, Bill has worked in a variety of executive level positions in the corporate sector. He has extensive experience in leadership, training, organizational management, budget management, and operations. A 1975 graduate of Texas A&M University, he has a Masters Degree in National Security Affairs (Middle East Studies) from the Naval Postgraduate School and served as Mayor of the City of Woodway, Texas.



Anne Macdonald

Anne Macdonald served in the United States Army for over 30 years and retired as a Brigadier General. A majority of her military career was spent coaching and mentoring soldiers and building/leading highly effective teams. She is an Army rotary wing aviator and commanded Aviation units at the battalion and brigade level. Key assignments include serving as a Deputy Director for Operations at the National Military Command Center, The Pentagon; serving as the Deputy Commanding General for 7th Infantry Division, Fort Carson and later Division West, First Army; and as the Chief of Staff, United States Army Reserve. Her final assignment was as the Deputy Commanding General for Police Development, NATO Training Mission-Afghanistan where she advised senior Afghan leaders in the Ministry of Interior. She has combat experience from the First Gulf War and Operation Enduring Freedom. Anne was in the first class to graduate with women from the United States Military Academy in 1980.

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Frank Cox

Frank Cox, Colonel, US Army Retired, has been a military and business leader for over 40 years. He has developed military leaders and business managers, has managed complex and highly effective teams, and has been a successful staff advisor for national leaders. He led soldiers in four divisions serving in Vietnam, Germany and numerous posts, and commanded up to brigade-level. Frank became a marketing manager and business developer for a world-class research & development company and interfaced effectively with government and private companies, and grew revenues from \$200M to \$1B in 12 years. His legacy has been training and developing motivated successors and effective leaders. He is a distinguished member of the Chemical Corps Regimental Hall of Fame.



Shane Deverill

Shane Deverill served 32 years as an Army officer and as an Army civilian. His key career experiences include commanding the 10th Aviation Brigade, Army Forces Command Inspector General, First Army Human Resources Director, and CEO for an entrepreneurial start-up company. The majority of his career was spent leading, coaching, and inspiring soldiers and civilians. He has unique HR expertise reorganizing and relocating Army organizations and managing a broad HR portfolio composed of Active, Reserve, National Guard soldiers, and civilian personnel. He has interagency experience both in the U.S. (counter-drug) and Iraq (coalition warfare & nation building) translating agency requirements into military capabilities. He graduated from the United States Military Academy in 1981. He has been married to Libby for 32 years, and they have two sons, Matthew & Hayden.



Bob Hall

Sergeant Major of the Army Robert E. Hall, US Army Retired, demonstrated his personal commitment to the Army and his Soldiers as he advanced to positions of greater responsibility. He held a variety of leadership positions culminating in his last three assignments as Command Sergeant Major 1st US Army, US Central Command, and Sergeant Major of the Army. Upon retirement he continued his commitment to service with his nomination to senior mentor a US Army panel dedicated to NCO Leader and Training Development. He also served as the co-chair for the Chief of Staff, Army Retiree Council, as Vice Chairman of the Association of the US Army NCO and Soldier Programs and is currently a member of AUSA's Council of Trustees. In 2007 he was presented The Doughboy Award for outstanding contributions to the United States Army Infantry.



Bob Dare

Bob Dare served 28 years in the United States Army. He held every noncommissioned officer leadership position culminating with his last three assignments as Command Sergeant Major for the 25th Infantry Division, United States Army Pacific Command and United States Army Forces Command. Since his retirement, Bob has continued leading in the corporate sector. He has been the Vice President of Global Sales for two training and simulation companies. He is currently the President of Dare Consulting, LLC. Bob occasionally serves as a senior mentor for the Pre-Command and Command Sergeant Major Development Program.



Dan Elder

Dan Elder is a retired Command Sergeant Major with more than 26-years serving soldiers and their families. With deployments to Bosnia-Herzegovina and Iraq, Dan's culminating assignment was as the senior enlisted advisor of a major Army Command (AMC) and as the Army's senior enlisted sustainer. He served on the Sergeant Major of the Army's Board of Directors and is author, editor or advisor to a number of soldier-related books and articles. Working as an independent consultant and small-business owner in Killeen TX, Dan continues to serve soldiers as a Coach, Author, Blogger, Podcaster and Speaker. He was selected as the first enlisted Senior Fellow for the Association of the United States Army, and was inducted to the US Army Sergeants Major Academy Wall of Fame and the US Army Ordnance Corps Hall of Fame.



Phil Johndrow

Philip Johndrow served more than 33 years in the United States Army. He has held every noncommissioned officer leadership position culminating with his last three assignments as Command Sergeant Major of the 1st Cavalry Division, Multi-National Division Baghdad and the Combined Arms Center. Phil served 42 months in Iraq as a Squadron, Brigade and Division Command Sergeants Major. Since his retirement Phil has been the National Director for Military Relations at Trident University Internal. Phil also occasionally serves as a Senior Mentor for the Pre-Command and Command Sergeants Major Development Program.



Donna Brock

Donna Brock is a retired Command Sergeant Major with more than 35 years of serving Soldiers and their families throughout the Army and other services. While serving in assignments across the world, including a deployment in support of Operation Iraqi Freedom, Donna's culminating assignment was as the senior enlisted advisor to the Army Surgeon General, the Medical Command, and the Army's senior enlisted Medic. She served on the Sergeant Major of the Army's Board of Directors and as the senior enlisted female advisor and mentor. She's earned her bachelor's degree from Thomas Edison State College and her master's from Trident University International in Healthcare Management. She has dedicated her life towards the service of others which includes teaching, coaching, and mentoring young leaders and the advancement of future women leaders.



John Womble

John J. Womble, Command Sergeant Major US Army retired served more than 31 years in the United States Army. He has held every noncommissioned officer leadership position culminating with his last assignment as the Command Sergeant Major of Command Sergeants Major Development Program (CSMDP). John served 30 months in Iraq and Afghanistan as a battalion and Task Force CSM. He earned his bachelor's and master's degree from Excelsior College in Organizational Management. Since his retirement John has been with Cyber Protection Brigade as a Cyber Training Officer. He is a volunteer and mentor with Big Brothers and the Golden Harvest food bank.