

At REdCon, we work as project teams. The core team is highlighted below. Collectively this team possesses **decades of experience in both public and private sectors**. Our team's diverse expertise provides a well-rounded and collaborative process with a strong foundation, that is mission-driven and built for long-term impact.



**Lesli Rice, MBA, our Lead Strategist**, leads internal and client-facing strategy for REdCon. A current educator with extensive experience in strategic planning, organizational alignment and stakeholder engagement, she ensures that projects connect vision to execution. With a background in marketing and communications strategy, Lesli supports clients not only in planning and design but also in shaping clear, effective engagement and strategic approaches that support long-term success.



**Rico Rice, M.Ed. our President and Project Sponsor**, providing oversight to ensure projects are delivered with excellence, accountability and alignment to client goals. With a background in education and organizational transformation, Rico brings deep experience in strategy development, facilitation and community-informed planning. His role includes guiding overall project direction, supporting strategy development and ensuring that stakeholder voices are meaningfully reflected throughout the process.



**Ellen Kelley, our Senior Insights Facilitator & Research Lead**, is a seasoned researcher with over 20 years of experience translating human insights into strategic direction. Her expertise spans qualitative facilitation, mixed-method research design, data storytelling and stakeholder analysis. Ellen has led research initiatives for school districts, government agencies, nonprofits and national organizations and is known for uncovering patterns, identifying barriers and elevating opportunities that inform actionable strategy.



**Randy Lyles, M.Ed., MBA, our Senior Management and Data Consultant**, specializes in data-informed decision-making and organizational assessment. His work ensures that strategic recommendations are grounded in strong analysis, stakeholder input and measurable outcomes. With experience supporting schools, higher education institutions and government entities, Randy contributes expertise in capacity building, impact measurement and performance analysis.



**Dr. Josie Evans-Phillips, our Managing Director of Operations**, oversees REdCon's internal operations and supports client engagement, facilitation and strategy development. With over 20 years of experience in education and organizational leadership, she brings a collaborative and design-thinking approach to both internal management and client-facing work. Her strengths include operational alignment, stakeholder engagement and structured facilitation.



**Halie Lansberry, MSIT, our Learning & Development Manager/ Instructional Designer** leads learning and development initiatives and instructional design projects. She brings extensive experience designing interactive, accessible and impactful eLearning solutions and is proficient in a range of authoring and multimedia tools. Halie supports clients through curriculum design, digital learning development and implementation of engaging learning experiences.



**Erica Simmons, MBA, PHR, our Senior Human Resources Consultant** provides senior-level human resources consulting focused on people-centered, compliant and sustainable workforce practices. With more than 15 years of HR experience across multiple sectors, she supports organizations through HR audits, policy development, workforce strategy and organizational effectiveness initiatives.



**Chad Haney, MSIT our Instructional Designer** possesses experience in developing engaging, visually rich and user-centered learning materials. With strengths in digital design and multimedia development, Chad supports both internal and client-facing projects through the creation of asynchronous learning content and instructional assets.



**Andrew Murray MSIT, our Lead Instructional Designer** brings deep expertise in learning design, accessibility and advanced authoring tools. He has led the development of large-scale learning initiatives and supports projects that require structured curriculum design, digital learning solutions and scalable instructional frameworks.



**Alisa Graves, PHR, SHRM-CP, our Human Resources Consultant and Strategist** supports clients with organizational leadership development, workforce strategy and HR program design. Her experience spans nonprofit and mission-driven organizations, where she has led initiatives focused on organizational effectiveness, talent development and inclusive workplace practices.