



STRIKER FRONTLINE LEADERSHIP COURSE

Faculty and Support Staff



Small Business
Consulting Corporation

Robin Rand



Senior Mentor
SBCC Guest Presenter
General, USAF (retired)

General Rand is the Small Business Consulting Corporation (SBCC) senior mentor for the Striker Frontline Leadership Course. He served for over 40 years on active duty in the United States Air Force, that included six overseas assignments; multiple flying assignments and duty as an air liaison officer with the U.S. Army; studies at the Naval War College and several Pentagon staff tours; and eight different command tours. His last active-duty assignment was Commander, Air Force Global Strike Command, and Commander, Air Forces Strategic-Air. He is a command pilot with over 5,100 flying hours, mostly in the F-16, including more than 480 combat hours.

After retiring from the Air Force in Sep 2018, he served as Chief Executive Officer, Gary Sinise Foundation, a veteran and first responder non-profit support organization, until July 2021; as the Chairman of the Arnold Air Society and Silver Wings Chairman Board of Trustees until April 2023; and as a Top Aces Corporation proxy board of directors member until Jul 2023.

In addition to his current SBCC duties, he serves as an Air and Spaces Forces Association board of directors member; United States Air Force Academy Falcon Foundation trustee; LEONID board of advisors member; Baker Donelson strategic advisor in government relations and public policy; Victory Strategies managing director; United States Air Force adjunct contract professor and senior mentor; senior consultant for several defense industry companies; and University of Oklahoma policy advisor to the Vice President of Research and Partnerships.

General Rand has a Bachelor of Science Degree in Aviation Science from the United States Air Force Academy; Master of Science degree in aeronautical science from Embry-Riddle Aeronautical University; and Master of Arts degree in national security policy from the Naval War College.

Robin has been married to Kim for over 44 years, and they are grateful parents of two children and three grandchildren. They live in Colorado and are avid skiers.

Rob Lass



Presenter & Moderator
Col, USAF (retired), Ph.D.
SBCC Vice President of
Education

Dr. Robert Lass is the Vice President of Education for the Small Business Consulting Corporation. A retired Air Force Colonel with over 28 years of operational leadership and staff expertise, Dr. Lass' most recent active duty posting was as the U.S. Air Force's Dean of the Air Command and Staff College and later, the Vice Commandant of Squadron Officers College.

A long-time educator and Cyber commander by trade, he continues to instruct courses and deliver lectures across the world on topics ranging from leadership and professional development, national defense and security strategy, ethics and decision-making, organizational behavior, and metacognition and critical thinking.

Dr. Lass has taught or lectured at Duke University, The University of South Carolina, Louisiana Tech University, Japan's Self-Defense Forces Colleges, and a variety of schools and programs across the Air Force's Air University campus -- both in-resident and online.

He holds a PhD in History from the University of South Carolina and holds three Masters Degrees in Organizational Management, National Security and Strategic Studies, and Aeronautical Science from The George Washington University, the Naval War College, and Embry-Riddle Aeronautical University, respectively.

Bill Barrington



Presenter & Moderator
CMSgt, USAF (retired)

Bill Barrington is a recently retired Air Force colonel with over 25 years of experience developing individuals, teams and organizations to reach their highest potential.

Bill's leadership framework draws on his operational and staff experience as a space & missile maintenance officer. His assignments include leading a 470-person maintenance unit, and directing logistics, sustainment and modernization for over 12,000 personnel across a seven-state region. Additionally, he led the training and development of 116 officer candidates, and oversaw talent management for 300 personnel, directing career development and education.

He holds a Bachelor of Science in Space Operations from the United States Air Force Academy, a Master of Science in Engineering Management from University of Central Florida, and a Master of Arts in Leadership & Counseling from University of Colorado, Colorado Springs. He is completing his executive coaching certification through the International Coaching Federation.

Cyrus R. Champagne, III



Cyrus R. Champagne, III is an Air Force Lieutenant Colonel who embodies the Total Force Airman concept. With a diverse military and civilian career, Cyrus has served on Active Duty, in the Air National Guard and Air Force Reserves, both Department of the Air Force and Navy Civil Service, and as a defense contractor. Overall, Cyrus has over 21 years of combined leadership and technical experiences gained from the private and public sectors.

Cyrus received his commission from North Carolina Agricultural and Technical State University in 2001 after completing his Bachelors of Science in Electrical Engineering. He entered Active Duty as a Communications and Information Systems Officer which transitioned to Cyberspace Operations. He has had notable assignments as a Joint Planner, Cyber Commander, Wing Inspector General, and Theater Operations Engineer for the United States Air Force Central Command (USAFCENT) Communications Directorate. He has had numerous deployments in support of Operations NOBLE EAGLE, IRAQI FREEDOM, ENDURING FREEDOM, HORN OF AFRICA, and NEW DAWN.

Cyrus also holds a Masters of Military Operational Art and Science from Air Command and Staff College, and Associates of Science in Electronics Technology. He has obtained various certifications in systems engineering, information technology, and program management from the Defense Acquisition University, as well as Configuration Management. Cyrus has worked as an adjunct instructor at a technical college providing instruction in computer programming and electronics engineering courses. He has also provided consulting services to business startups and city governments specializing in various forms of business management needs, workflow process management, training and leadership development.

A circular portrait of Cyrus R. Champagne, III, a Black man with a short beard and mustache, wearing a dark suit, white shirt, and light blue tie. He is looking directly at the camera with a neutral expression. The background is a blurred outdoor setting with trees and a building.

Presenter & Moderator
Lt Col, USAF (retired)

Charles “Flan” Flanagain



Presenter & Moderator
CMSgt, USAF (retired)

Charles Flanagain, a seasoned leader with over three decades of dedicated service in the United States Air Force, retired as a Chief Master Sergeant October 2023. Specializing as a Security Forces Airman, he honed his skills across various roles, including an impressive 23-year tenure with the Department of Energy on the global stage. His most recent active-duty assignment placed him at F.E. Warren Air Force Base, where he served as the Group SEL for the largest Security Forces Group in the Air Force.

Throughout his distinguished career, Charles has amassed a wealth of leadership experience at the squadron, group, and wing levels, both domestically and internationally. He has been deployed to nine duty locations spanning seven different countries, including Italy, Turkey, the United Kingdom, and the Republic of Korea. Stateside, he has served at bases in Montana, South Dakota, Florida, and Wyoming, contributing to ten operations worldwide.

Now, as the founder and proprietor of Rise Resiliency, Charles channels his expertise into providing invaluable leadership, life, and business solutions consulting. Additionally, he offers executive coaching and delivers keynote speeches, drawing upon his wealth of experience and insights.

Charles holds a Bachelor of Arts in Criminal Justice Administration and is certified as a Resilience Building Leadership Professional Trainer. He is also an Associate Certified Coach (ACC), recognized as the golden standard in coaching globally. Currently, he is in the process of completing his Professional Certified Coach (PCC) in Coaching through the International Coaching Federation, further enhancing his credentials and commitment to professional excellence.

He resides in the Smokey Mountains of Tennessee, with his wife Donna and their two dogs Minka and Paisley.

Eric Foreman



Presenter & Moderator
CMSgt, USAF (retired)

Eric "Skid" Foreman served 30-years in the United States Air Force, recently retiring as a the 497th Intelligence, Surveillance, and Reconnaissance Group Senior Enlisted Leader in April 2022. Entering the military as an Intelligence Operations Specialist, Skid was stationed in Texas, United Kingdom, Arizona, Ecuador, and North Carolina, Florida, Georgia, and Virginia. He was also hand-selected to be an Airborne Intelligence Technician aboard the EC-130E, Airborne Command and Control Center, where he also earned his Instructor tab and continued to teach other intelligence noncommissioned officers and officers. Skid served a cumulative of 17 years in joint assignments such as the Joint Special Operations Command, U.S. Central Command Headquarters, and the National Security Agency-Georgia.

Skid's career highlights includes serving Airmen, joint, and combined service members for a cumulative of 6 years of deployments to Kuwait, Turkey, Europe, Afghanistan, Iraq, other areas of the Middle East, South America, and Southeast Asia. He is a 4-time Major Command-level winner for the Air Force Intelligence, Surveillance, and Reconnaissance Awards Program at the Airman and Senior Noncommissioned Officer levels.

Skid is a lifelong learner and earned his Community College of the Air Force Associates Degree in Communications Applications Technology and a Bachelor of Arts in Intelligence Studies. He has a passion for teaching, coaching, and mentoring and also earned several certifications in Dr. John C. Maxwell Advanced Leadership, Mastering Emotional Intelligence, Crucial Conversations for Mastering Dialogue, and more recently, The 4 Stages of Psychological Safety. Finally, he achieved numerous certificates from Diversity, Equity, and Inclusion, to Innovation (Mastering Business Models, Value Propositions, Business Testing), to Leading High-Performance Teams.

Jason France



Presenter & Moderator
CMSgt, USAF (retired)

Jason France is a retired Command Chief Master Sergeant with over thirty-one years of active-duty service in the United States Air Force. He had the privilege to serve at all levels within the Department of Defense, leading, coaching, and mentoring warfighters from all services, from the squadron to Combatant Command.

Jason began his career in Security Forces, served in nine operational and special duty assignments, and deployed ten times before being selected for command chief duty. He retired in April 2021 as the Command Senior Enlisted Leader of United States Transportation Command.

Jason served twelve years throughout his career as an instructor and mentor for accredited academic institutions, including the U.S. Air Force Expeditionary Center, Joint Special Operations University, Air University, and National Defense University.

Jason is the owner of Elevate Leadership Solutions, where he provides executive coaching and consulting services. He holds a Bachelor of Arts in Organizational Management from Ashford University, an Associate of Applied Science in Criminal Justice from the Community College of the Air Force, and Graduate Certificates in Psychology of Leadership, Performance Leadership, and Change Management from Cornell University. He is a graduate of United States Army Ranger School and National Defense University's KEYSTONE Command Senior Enlisted Course. He is an International Coaching Federation-accredited Leadership Coach and a certified Resilience-Building Leadership Professional Trainer.

Finally, Jason is an avid long-distance hiker who, since retiring, has hiked the 2,650-mile Pacific Crest Trail and the 486-mile Colorado Trail.

Joshua Hurt



Presenter & Moderator
CMSgt, USAF (retired)

Joshua Hurt is an Organizational and Leadership Development Professional at Rice University. He is a recently retired Command Chief Master Sergeant with over 26 years of Operational, Staff, and Leadership expertise. Most recently, Joshua served as the Chief of Enlisted Force Development at the Pentagon, which was preceded by several senior leadership roles as the Command Chief at Eielson Air Force Base, various Group and Squadron Superintendent roles, an Instructor at the Senior Non-Commissioned Officer Academy, and various leadership and instructor roles in the Aircraft Maintenance field.

Joshua currently runs the Leadership and Development programs at Rice University. Their programs are centered around coaching and helping all employees develop the mindsets that help foster a learning organization.

Joshua holds a Bachelor of Science Degree in Occupational Education, from Wayland Baptist University and multiple Associate Degrees from the Community College of the Air Force. Joshua is also certified as a Senior Certified Professional from the Society for Human Resource Management, Master Coach from Next Jump Inc and the Association of Talent Development. Joshua also holds a credential through the Resilience-Building Leader Program as a Trainer. Joshua is the founder of Deep Roots Consulting which has a mission to build organizational and leadership success from the ground up.

Susan Mace



Presenter & Moderator
CMSgt, USAF (retired)

Susan Mace is a retired Chief Master Sergeant with over 25 years of experience. She entered the Air Force in September 1994 as a Personnel Apprentice and spent the first nine years in the Service in that career field. In 2003, Susan retrained into the Intelligence Operations career field. As an Intelligence Operations Analyst she served at Air and Space Operations Centers as well as Major Command- and Combatant Command-level staff assignments. She also deployed in support of Operations SOUTHERN WATCH, IRAQI FREEDOM, and ENDURING FREEDOM. Her first assignment as a Chief Master Sergeant was as the Superintendent of the 324th Intelligence Squadron with over 370 personnel assigned.

Before her retirement in 2020, Susan's final assignment was as an elite instructor for the Air Force's Chief Master Sergeant Leadership Academy. She has been a part of multiple Specialty Training and Requirements Teams (STRT) to improve the education and training of intelligence professionals, and has provided multiple training programs to unit, base, and joint personnel. Susan is an experienced organizational leader adept at team building and professional development.

Susan holds multiple Associate degrees from the Community College of the Air Force (CCAF), a Bachelor of Science in Intelligence with a focus on Terrorism from American Military University, and is currently pursuing her Master of Science in Industrial and Organizational Psychology from Bellevue University in Nebraska.

Mark Mitchem



Presenter & Moderator
Col, USAF (retired)

Mark Mitchem is a retired Air Force Colonel who serves as both a Strategic Advisor for the Small Business Consulting Corporation and as an Adjunct Instructor for Air University's Global College of PME. An Intelligence officer by trade, Mark retired with over 31 years of active duty experience in 2020.

Originally enlisting in the Air Force in 1986, Mark received his commission after graduating from Florida State University and served in Intelligence positions around the world. He commanded a squadron of 850 Airmen at the Defense Language Institute in Monterey, California and an Intelligence, Surveillance, and Reconnaissance (ISR) Group of 1,100 Airmen at Fort Gordon, Georgia. Additionally, Mark served in a variety of other assignments ranging from Joint Interagency Task Forces, National Security Agency operations, Air Operations Centers, Fighter Wings, The Joint Staff; and the intelligence directorate for U.S. Central Command Headquarters – along with six deployments in support of various Air Force and Joint operations around the world. He also served on Air Command and Staff College faculty, serving as a Course Director and instructor.

Mark finished his Air Force career as the Director of Intelligence for Air Forces Strategic, the warfighting air component for U.S. Strategic Command. Upon retirement, Mark served as the Executive Director of Habitat for Humanity in Bay County, Florida. He holds a Bachelor of Science degree in International Relations from Florida State University, a Master of Arts degree in Organizational Leadership from Chapman University, and a Master of Science degree in Military Operational Art and Science from Air Command and Staff College.

Jeremiah Patterson



Presenter & Moderator
SMSgt, USAF (retired)

Jeremiah Patterson is a retired Senior Master Sergeant who served twenty years in the United States Air Force, most recently as the Superintendent of Operational Psychology for the 480th ISR Wing.

Jeremiah spent his entire career as a Mental Health Specialist, with the first thirteen years in clinical settings and the remaining seven years embedded within the Air Force's intelligence community as part of the Airman Resiliency Team.

His duty locations included Japan, Massachusetts, Nevada, Florida, Georgia, and Virginia. Aside from his primary duties, Jeremiah was heavily involved in the Air Force's innovation ecosystem, provided consultation to AFWERX, and coached the finalists in the Air Force's Spark Tank competition. He holds a Bachelor of Science degree in Psychology and is a Certified Alcohol and Drug Abuse Counselor, Design Thinking Practitioner, and Certified Emotional Intelligence Master Trainer.

Jeremiah is the Co-Founder of Lunabre Inc., which provides expert behavioral science insights to Private Equity firms. He is a practicing executive coach and master facilitator who focuses on Design Thinking methodology to guide teams through problems while developing solutions for root-cause issues.

David Satchell



Presenter & Moderator
CMSgt, USAF (retired)

David Satchell is a retired Command Chief Master Sergeant with over 30 years of operational leadership and strategic engagement experience. A Command Post Operator by trade, he spent a great deal of his career in operational assignments across numerous Major Commands and in various leadership positions across the Air Force. His most recent active-duty tour was at The Pentagon serving as a senior advisor and enlisted cabal to the Secretary of the Air Force, Chief of Staff, and the Chief Master Sergeant of the Air Force's executive team.

Prior to his assignment in the Military District of Washington, David served as an Air Mobility Wing Command Chief at Ramstein AB in Germany. His last educational leadership assignment was serving as the Superintendent of the Air Force's Expeditionary Operations School at Joint Base McGuire-Dix-Lakehurst.

Finally, David is the CEO of CORE Leadership Consulting. He holds a Master's degree from Central Michigan University in Human Resource Management and is a regular blog-writer on various leadership challenges. He is the author of *Extracting the Leader from Within: An Experiential Model of Influencing Optimal Performance*.

Lisa Wood



Presenter & Moderator
CMSgt, USAF (retired)

Roelma "Lisa" Wood is a retired Chief Master Sergeant with nearly 28 years of service. Roelma was born in El Salvador, Central America and moved to the United States when she was 12 years old. She entered the United States Air Force in January of 1994 and graduated from the Security Forces Apprentice Course at Lackland Air Force Base. She has served in various positions to include Security Forces Instructor at the Inter-American Air Forces Academy, Operations Superintendent, Airman Leadership School Commandant, Security Forces Manager and Security Forces MAJCOM Functional Manager.

Roelma holds two associate degrees from the Community College of the Air Force in Criminal Justice in Applied Science and Instructor of Technology in Applied Science. Additionally, she holds a Bachelor of Science degree in Occupational Education from Wayland Baptist University. Roelma's final assignment before retiring was as 435th Security Forces Manager, Ramstein Air Base, Germany. She led 64 active-duty personnel while overseeing Europe's Security Forces Training Center and the USAFE's only "Open the Base" Phoenix F.I.S.T. Security (Airborne unit).

Roelma currently works at Kendall Elementary School in the behavioral program. She also volunteers with the Fort Sam Houston Memorial Services Detachment honor guard by providing military burial honors to veterans. She enjoys spending time with her husband and four children, working out and traveling.

Jennifer Auten



SBCC Support Team
Director of Educational
Services

Jennifer Auten is the Director of Educational Services for the Small Business Consulting Corporation (SBCC). She is an enthusiastic Learning and Development Specialist with 15+ years of experience in teaching, professional development programs, and engaging training presentations while considering cultural lenses, implementing DEI initiatives, and improving learner engagement. She helps all learners reach their full potential by designing and delivering engaging and targeted learning opportunities.

She is highly skilled in developing and leading high-impact, cross-functional teams in virtual and in person environments. Jennifer has performed training needs analyses with a strategic vision in order to deliver quality learning programs and content, resulting in increased performance and achieved positive outcomes. She has a proven track record for identifying prime audiences, customizing curriculum, achieving goals, and improving learning programs using ADDIE. Most of all, Jennifer is an advocate for detailed student management and responsive teaching. Her current niche is as manager of whole group and breakout room Zoom sessions, as well as chat conversations and technical difficulties.

Outside of professional life, Jennifer is an avid reader, attends the theatre, visit museums, and enjoy time with friends and family.

Hayden Froehlich



Hayden Froehlich is a University of Iowa graduate with a BA in Cinema and English Creative Writing. During his time at Iowa, he also studied graphic art, political science, acting, and became a photo and video journalist for The Daily Iowan. His writing has been published in Ink Lit Mag and The Red Cedar Review, his photography appears in Earthwords, and his short films have been featured in Bijou Open Screen and the Snake Alley Film Festival.

His interest in all forms of art and storytelling drives his experimental styles of animation, filmmaking, and writing. He was hired at the Louisiana Tech Research Institute and Strikewerx as a graphic designer for marketing and educational materials. After graduation, he continued his graphic design and marketing work for SBCC and The Bridge along with his own independent art projects.

SBCC Support Team
Creative Specialist,
SBCC Stratcom

Joel Frazier



SBCC Support Team
Creative Specialist,
SBCC Stratcom

Joel Frazier is excited to bring his talent to the SBCC marketing team. His realm of expertise includes customer engagement and marketing outreach. As a highly dedicated and driven videographer and photographer, he takes the time to get the best result. Joel is an experienced director, camera operator, and a FAA licensed drone pilot who can make on-the-fly decisions and obtain the perfect shot.

As a graduate from the University of New Mexico with a BA in film and theater he began his career doing production assistant work in the film industry. For the last 8 years Joel has been using his skills in the marketing department for construction companies - where he found his love for drone video and photography. There he was responsible for video, still, and aerial photography of all company projects, from commencement to completion. Served as staff photographer, preparing company personnel headshots and documenting field and office activities. Provided professional editing for all photography and video presentations; prepared media for internal and external audiences.

Joel's interests also lie in his personal projects and continuing education with a focus on further developing graphic design and illustration skills.