

“Engaging With Insight. Changing Through Impact.”

Nov. 13
10 AM - 11:30 AM

E.B. Cape Center Auditorium
4501 Leeland St.,
Houston, Texas 77023

HUMAN RESOURCES
CENTER FOR PUBLIC
LEADERSHIP & LEARNING

AGENDA

10:00 AM — **Welcome & CAPS Program Overview (Pre-Recorded Video)**
Dr. Robert McNeill, CAPS Program Coordinator

10:10 AM — **Greeting**
DeBorah Johnson, Training Division Manager

10:20 AM — **Presentation of Certificates**
Roxanne Stewart, Training Analyst

10:35 AM — **Presentation of Special Rewards**
Dr. Robert McNeil, CAPS Program Coordinator

10:45 AM — **Moment of Gratitude for SME's**
Jessica Gonzalez, Training Coordinator

10:55 AM — **Closing Remarks**
Ed Monsivais, Deputy Assistant Director

11:00 AM — **Post-ceremony Activities**

ACKNOWLEDGEMENTS

The Office of Talent & Organizational Development would like to thank the following for making this class possible:

Mayor John Whitmire and our Human Resources Director, **Jane Cheeks**, whose generosity and dedication to employee development inspire us to learn and grow.

Fall 2025 CAPS Subject Matter Experts (SMEs)

- **Bobby Hawkins** - Safety Advisor, HR
- **Dr. Gideon Peterson** - Organizational Development Analyst, HR-CPLL
- **Felicia Douglas** - Administration Manager, HR
- **Robin Curtis** - Sr.ACA I,LGL - Office of the Inspector General
- **Elizabeth Rodgers** - Senior Division Manager, HR
- **Jeanette Robinson** – Human Resource Supervisor, HR
- **Sergio Martinez** - Administrative Coordinator, HR

Thank you to all department leaders for providing encouragement and supporting learning and development among the graduates.



Dr. McNeill's inspirational quote:

"Leadership is not about being in charge. It is about taking care of those in your charge".
- Simon Sinek

FRAMEWORK

CAPS is a 10 week policy-based training program designed to strengthen the leadership capacity of current City of Houston supervisors. Led by HR-CPLL, the CAPS program provides essential knowledge on city policies, legal responsibilities and supervisory best practices. Training is delivered live and in-person using case-based instruction, expert facilitators and real-world scenarios to prepare leaders for confident and compliant supervision.

- Persuasion & Advocacy Skills
- Leadership Communication
- City Government Basics

- Time Management
- Performance Improvement
- Delegation & Conflict Resolution



- Cultivate & Manage Relationships
- Empathy & Self-Esteem
- Personal & Social Skills

- Organization Culture & Strategy
- Strategic Thinking & Problem Solving
- Finance & Compensation

- Goal Setting
- Motivating & Developing Teams
- Diversity, Equity & Inclusion

GRADUATES



Sharmonique Autry-Carr
HPW



Alecia Austin
HPD



Nichelle Bailey
HHD



Mark Batson
HAS



Don Belden
HPW



Cicely Brisco
HPW



Colton Brown
HPW



Richard Cheri II
HPW



Brenda Contreras
ARA



Nallelin Cuevas
HPW



Joshua Davis
HPW



Skylar Davis
HPW

GRADUATES



Bob Droubi
HPW



David Farrar
HPW



Ann-Marie Faustin
HHD



Jessica Fields
HHD



Toy'Nisha Fitzgerald
HPW



Kenneth Gumbs
HPW



Janet Jackson
HPW



Leon Lehmann
HAS



Andrew Lemrond
HAS



Fabian Lugo
HPW



Laura Luna
HPW



David Mendoza
HAS

GRADUATES



Andre Mosley
HPW



Toni Moreno
HEC



Jahsi Nkululeko
HPW



Eni Okoro-Oji
HAS



Oseloka Onwumelu
HPL



Daliah Quarrie
HPW



Shaquille Rain
HPW



Helen Robinson
HEC



Becky Roberds
HHD



Clifton Ross
PRD



Defani Smith
HPW



Caroline Sterner
HPW

GRADUATES



Keaton Wyatt
ARA



Jose Vasquez
HPW



Huong Vu
HPW

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