



### ***Biography – Dr. Constance T. Bails, Ph.D.***

*Dr. Constance T. Bails is a certified True Colors self assessment facilitator. She is currently, the Executive Director of Renaissance Counseling, Training and Consultant Service Center, LLC. Renaissance is a personal, professional counseling and training center. Her skilled expertise includes facilitation of a multitude of self enhancement instruments, personality and team building assessments, counseling, training and Alternative Dispute Resolution Mediation Programs.*

*Dr. Constance T. Bails, holds a bachelor's Degree in Sociology, A Master's Degree in Adult Education and a Ph.D., in Group Dynamics, Organizational Development and Psychological Studies, from Temple University in Philadelphia, Pennsylvania. Her Doctorial dissertation focus and area of expertise is Communication Skill Development, Group Dynamics, and Prevention of Sexual Harassment in the Workplace.*

*Upon completing 37 years of Federal, Civil and Community Services in the field(s) of Training, Employee Development, Human Resources and Equal Employment Opportunity she retired as a member of the Federal Senior Executive Service SES. During her career, Dr. Bails developed and implemented an array of communication training courses, mentoring and developmental programs, throughout the Federal government, at various Colleges, Universities, Secondary Schools and private organizations. Dr. Bails served as Manager of the Affirmative Action Program at the Philadelphia Naval Shipyard; Civil Rights Director for the Agricultural Marketing Service, and Deputy Civil Rights Director for the US Department of Agriculture in Washington D.C. Dr. Bails also served as an adjunct professor at Temple University, Spring Garden College and Penn State University.*

*Noted for her many years of achievements, Dr. Bails has been awarded numerous certificates of accomplishments and appreciation, that included, the "Federal Women of the Year Award", the Federal Government's Bronze Medal Award for Outstanding Public Service, the Federal Government's, Outstanding Leadership Award, numerous Outstanding Performance Awards and two United States Department of Agriculture Secretary's Awards. Minorities in Agriculture, Natural Resources and Related Sciences, for Leadership Award and Federally Employed Women's Lifetime Achievement Award for Leadership, just to mention a few.*

*Dr. Bails is a Life Member of the Federally Employed Women's Association, the Federal Senior Executive Service, and the Federal Managers Association. She is also a member of the National Association for the Advancement of Colored People (NAACP), National Organization of Women (NOW), USDA, Civil Rights Director's Council, and the National Active and Retired Federal Employees Association (NARFE), where she served as Chapter 737 President and currently Co-Service Officer. Dr. Bails is currently, President for Virginia Federation of NARFE.*

*Among other civil commitments, Dr. Bails is an active member of the First Baptist Church of Vienna, where she utilizes her leadership skills in a multitude of training and leadership services. She is a member and past president of the FBCV Evangelism Ministry, CLA Instructor, Vacation Bible School Teacher, Vice President of the Senior Ushers Ministry and Supervisor of the Junior Usher's Ministry. She is also a member of the New Members and Ambassadors ministries. Dr. Bails is also a devoted volunteer at the Katherine K. Hanley Family Shelter, in Fairfax Virginia, where she dedicates her time and talents to help individuals in need of personal and career coaching, counseling and training.*