



LESSONS ON LEADERSHIP PANELIST BIOGRAPHIES

Harry Ellis III

Vice President of Information Technology

& Senior Network Engineer

Next Horizon



Harry Ellis possesses more than 15 years of experience in computer science and technology. His high-level expertise and industry certifications allow him to work with advanced products such as Cisco, Microsoft, Novell and SonicWALL. Harry received a bachelor's degree from the University of Central Florida in Information Systems Technology and master's degree in Computer Forensics, also from UCF. In addition, he holds the following A+ Certifications: MCSE, MCP, CNA, CCNA, CCNP, CSSA, CCFA.

Throughout his years and experience in his field. Harry Ellis has helped Next Horizon grow to become an industry leader in SEO (Search Engine Optimization), social media, Web development, Computer Networking & Security, and Cloud Computing. His expertise has helped drive e-commerce revenue in the millions for on-line stores as well as increased traffic and conversion ratios by thousands for commercial businesses throughout Florida. Harry has been a member of Leadership Seminole's Executive Council since July 2014.

PAM NABORS
President/CEO
Career Source Central Florida



Pamela Nabors is President and CEO of the second largest Regional Workforce Board in the state of Florida -- CareerSource Central Florida. Always one to embrace challenges, Pam's vision since joining the agency in 2012, has been to make Central Florida the best destination for talent. During her six-year tenure she's accomplished many things, ranging from championing regional partnerships, tailoring service delivery, producing financial and operational excellence, and rebranding the agency. Pam was also instrumental in helping lead the workforce industry through landmark legislation that redesigned the workforce service delivery system.

Pam received the Certified Workforce Development Professional (CWDP) credential with a Management endorsement from the National Association of Workforce Development Professionals (NAWDP). She is often invited to serve on executive search panels for colleges and workforce agencies, as well as review grant proposals for federal labor programs and national associations. She holds a Bachelor's Degree in English from the State University of New York College at Buffalo (which could partially explain her unwavering support of the Buffalo Bills.), and a Master's Degree in Personnel Psychology from Florida Institute of Technology.

Pam loves music, movies, traveling, and the arts; her music trivia skills are second to none! She is also an active member of the US Conference of Mayors, Workforce Development Council, the Central Florida Commission on Homelessness, Junior Achievement, Orlando Economic Development Commission Board of Directors and many other civic boards.

DEBORAH LAFLEUR
Shareholder
Florida Bar Certified in Labor & Employment Law
GrayRobinson



The majority of Deborah's background and experience is in employment and labor law, representing corporations, management, non-profit entities and governmental entities. Deborah represents employers, in federal and state courts and in front of governmental agencies, in connection with all employment-related matters including but not limited to: discrimination; Fair Labor Standards Act (including collective actions); state wage and hour claims; Family and Medical Leave Act; covenants not to compete; Americans With Disabilities Act (including its employment and accessibility provisions); constitutional claims; torts; whistleblower litigation; compliance with the Office of Federal Contract Compliance; labor-related issues; including but not limited to, preparation and interpretation of collective bargaining agreements, assisting employers during the union election process and defending against unfair practice charges; preparation of employment handbooks, contracts and a variety of employment-related policies; and provide training on employment-related matters and workplace and public accommodation accessibility compliance. In addition, Deborah has experience in corporate matters, including the employment aspects of mergers and acquisitions, and commercial litigation issues. Deborah represents employers in state and federal courts and in investigations and charges before the U.S. Equal Employment Opportunity Commission, the Florida Commission on Human Relations, Florida's Division of Worker's Compensation, the U.S. Department of Labor and the Florida Public Employees Relations Commission.

Deborah was born and raised in Grand Rapids, Michigan. She attended law school at Valparaiso University School of Law. Shortly after leaving law school and passing the bar in Michigan, Deborah moved to Orlando, Florida, where she worked for Darden Restaurants, Inc., as an employee relations representative. After leaving Darden Restaurants, Deborah worked for the law firm formerly known as Brown & Green, P.A., a firm solely dedicated to the practice of labor and employment law, and eventually formed her own general practice firm. Deborah joined the Employment and Labor Practice Group of GrayRobinson in June 2002.

PIERRE MONICE
Vice President
Florida Hospital Altamonte



Pierre Monice serves as the Chief Operating Officer for Florida Hospital Altamonte. In this capacity his responsibilities include providing strategic leadership in the areas of employee engagement, patient experience, facilities and construction and process improvement.

During his leadership, Florida Hospital Altamonte has reached the 99th percentile nationally, in Employee Engagement and has led the region in Patient Satisfaction results. Pierre has also successfully completed over 45 million dollars in facility expansion projects, which has allowed the Altamonte campus additional capacity to properly service the Seminole community.

Prior to this role, Pierre provided leadership in the arena of health care recruitment. He has facilitated employment strategies for all eight Florida Hospital campuses in the Orlando area.

Pierre currently holds a Masters in Business Administration and is a certified Human Resources Professional through the Society of Human Resources Management. He is also a member of the American College of Healthcare Executives.