

Meet the AAIM Instructors

Laurie Calzada
Sr. AAIM Instructor



Laurie Calzada is an entrepreneur, author, speaker, media host, and management consultant with more than 25 years of experience. With an entrepreneurial spirit, she has owned and operated 8 different companies since 1987. Since 2010, she now dedicates her time to helping others achieve great levels of success in life and business. She has hosted a monthly TV Talk Show, "The Big Money Idea," and has written and presented on many topics such as leadership, mastering change, coaching, team building, and finding your purpose in life. Her focus is to motivate those who have a desire to excel, and she is a believer that you and your team can accomplish anything with enough determination and ambition. Laurie's outstanding career has allowed her to consult and present for hundreds of Fortune 1,000 companies, as well as numerous non-profit organizations. Her message is about empowering people...personally and professionally...to make a difference in the world and the lives you touch. You are given only one life, and she helps others to live it to the fullest!

Nancy Cleve
Sr. AAIM Instructor



Nancy Cleve, AAIM Senior Management Consultant. Nancy's trademarks are her strength, caring and dynamic approach to analyzing the needs of individual groups and companies. As an educator, trainer and consultant and president of Consulting Concepts, Nancy's outstanding speaking skills combined with her real-world experience – including 20 years of consulting experience - make her a highly acclaimed seminar leader and convention speaker.

Roy Deshazer
Sr. AAIM Instructor



Roy Deshazer has comprehensive senior management experience in high-technology engineering environments complemented by service-industry small business ownership and operations management. Partnered with AAIM since 2006, Deshazer leverages his 37-year engineering career with the Boeing Company to train and consult in business process improvement, project management, problem solving, and process flow mapping including process activity and Lean value stream mapping. He has expert-level project management practical experience and provides instruction aligned with the Project Management Institute's A Guide to the Project Management Body of Knowledge. With a positive personal reputation as a leader and manager, he trains and practices a dynamic approach to cut through complexity, provide practical solutions to difficult problems and communicate those solutions to others. Deshazer holds a Bachelor of Science in Aeronautical and Astronautical Engineering and a Master of Arts in Management. He became certified as a Six Sigma Master Black Belt by International Quality Federation examination in 2007.

Jennifer M. Giancola

Sr. AAIM Instructor

Jennifer M. Giancola, Ph.D. holds masters and doctoral degrees in organizational psychology from Saint Louis University. She is a professional speaker, trainer, and consultant in the areas of management and leadership skills, mentoring, stress and change management, team building and organizational intervention. Dr. Giancola currently teaches, conducts research and is Dean at Saint Louis University's School for Professional Studies.

David G. Lubben

Attorney – “What you Need to Know about Immigration” Training

David is a member of the Davis & Campbell law firm emphasizing both employment litigation and commercial litigation. He represents employers in all aspects of employment disputes, including protecting proprietary information, litigating non-competition agreements, complying with safety and health regulations, and advocating on benefits disputes. He regularly defends EEOC and state discrimination charges, and frequently represents employers in discrimination and retaliation lawsuits filed in state and federal courts.

Donna Moody

AAIM Training and Organizational Manager

Donna is an expert on communication, leadership and diversity. She is considered by many a very inspirational and humorous motivator who empowers people of all backgrounds to improve. She has been a college administrator and consultant for over 20 years in higher education and civic communities. In addition to her position as Manager of Training and Organizational Development at AAIM, she has been an adjunct professor at St. Louis University providing instruction in the areas of Human Resources, Team Dynamics, Interpersonal Communication, Cross Cultural Competency, Diversity, Public Speaking and Leadership for over 17 years.

Donna is involved in her community and has developed positive partnerships through membership on numerous boards and associations, such as Diversity Awareness Partnership, Scott Air Force Base African American Association, president; Tuskegee Airmen, Inc., Southwestern Illinois Violence Prevention Center and Racial Harmony, both of Belleville, IL. In addition, she has received the Who's Who In Diversity of Color St. Louis Award, the Metropolitan Area Professional Organization Award, the Omega Psi Phi's Citizen of the Year and the Scott Air Force Base's Outstanding African American in Government Award. Donna received a bachelor's degree from St. Louis University and a master's degree from Webster University. Both are in Human Resources and Industrial Relations.

Ellen Moran

Sr. AAIM Consultant/Instructor

Ellen Moran Ph.D., is a business psychologist, executive coach and president of a Woman Owned Small Business. Her clients range from global corporations in the US and Europe to small privately held and family businesses. She has led the assessment and coaching components of several leadership development programs for senior executives and high potentials of companies in diverse industries.

With her background in German language she has led and participated in cross-cultural leadership development programs in German and Switzerland. She is currently partnered with a German consulting firm in teaching strategic business consulting skills to IT professionals.

Ron Noll Sr. AAIM Instructor



Ron Noll is a nationally recognized trainer, seminar leader and speaker who uses extensive real-life experiences, strong group facilitation skills, and an enthusiastic, engaging style to ensure a positive learning experience for his participants. As an educator, trainer, manager, and consultant, Ron has dedicated his career to helping thousands of supervisors and employees learn better ways to get the work done and build more productive relationships. Ron holds an undergraduate degree in Education and advanced degree in Management. He is a seasoned human resource, customer service, and quality manager. He possesses excellent communication and organizational skills along with proven problem-solving and leadership abilities. His strength comes from his ability to understand individual and organizational development needs. He then designs and delivers top-quality programs on management, leadership and communication skills at all levels in an organization for improved results.

Colleen Officer Sr. AAIM Consultant/Instructor



Colleen Officer is an AAIM veteran with over 20 years of experience in sales, training, facilitating, selection, and consulting with organizations of all sizes from Fortune 500 companies to those with only 15 employees in the areas of sales, selection systems, strategic planning, and performance management. Her current focus is using her expertise to help members apply a broad suite of people assessment resources that focus on hiring and developing employees based on job fit, succession planning, and skills testing. In addition, she leads interactive, results-oriented training programs in the areas of behavioral interviewing, assessment, and training trainers and facilitators.



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