NACAS

Recommended Facilitators



Mike Koch is an experienced educator, content creator, and consultant with more than 25 years of success in facilitating learning and driving meaningful culture change. He specializes in leadership development, communication skills, team effectiveness, conflict resolution, change management, emotional intelligence, customer service, and HR compliance. Known for his engaging and adaptable approach, Mike easily connects with audiences at every level—from frontline employees to C-suite executives.



Dr. Marcie Lensges is an Assistant Professor in the Management and Entrepreneurship Department at Xavier University's Williams College of Business. She teaches courses on various topics such as project management, leadership ethics, and organizational management. Her research focuses on leadership, ethics, and organizational behaviors.

Before teaching, Marcie worked for IBM as a change management consultant on ERP implementations and at Procter & Gamble as a Finance Manager. Marcie has her Agile Certified Practitioner (ACP) and Certified Associate in Project Management (CAPM) certifications from the Project Management Institute.



DJ Steffensen, Ph.D. is an Assistant Professor of Management and Entrepreneurship at Xavier University and an expert in leadership, human resource management, and organizational effectiveness. His work focuses on the critical intersection of leadership and HR strategy, helping organizations develop management practices that strengthen performance, employee engagement, and organizational culture.

In addition to his expertise in leadership development and talent management, DJ is interested in how emerging technologies, including artificial intelligence, can augment human capability, improve decision-making, and help organizations build more effective leaders and teams.



Peter Pizzuto is an organizational development consultant, leadership coach, and XLC facilitator with more than 20 years of experience helping leaders build stronger teams, develop talent, and create healthy organizational cultures. Throughout his career, he has led large-scale leadership development initiatives, overseeing teams, programs, and volunteer networks while building leadership pipelines that empowered others to lead and grow. Today, he is particularly passionate about developing emerging leaders and helping organizations effectively engage and retain younger generations in the workforce.

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