DR. LINDA F. WILLIAMS, DSW
Grand Rapids, MI 49506 | (616) 245-9155
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SUMMARY

Accomplished Macro Social Work Executive and Public Administrator with over 30 years of elite leadership within the federal government and 6 years of dedicated experience in higher education. Grounded in advanced behavioral science and public administration, Dr. Williams holds a Doctor of Social Work degree specializing in Social Work Administration and Criminal Justice systems. A recognized expert in Interest-Based Bargaining (IBB) and organizational diplomacy, she excels at identifying behavioral risk, navigating complex labor-management environments, and establishing cultures of absolute psychological safety. Proven champion of operational efficiency who leverages a Socratic facilitation framework to cultivate critical thinking, executive emotional intelligence, and resilient team execution across public, private, and non-profit sectors.

- *Academic Excellence* – Experienced Adjunct Professor skilled in advanced Learning Management Systems (LMS) and in facilitating diverse classroom and online learning environments.
- *Public Policy & Administration* – Former Public Administrator with extensive experience evaluating regional and national programs, authoring national policies, and managing civil rights and labor negotiations.
- *Clinical & Macro Social Work* – Formally trained in advanced clinical practice, with a Doctor of Social Work specializing in human behavior, dual-diagnosis, and evidence-based rehabilitation interventions.
- *Strategic Leadership* – Executive coach, business consultant, and published author. Award-winning change agent recognized for excellence in strategic problem-solving and emotional intelligence consulting.

AREAS OF EXPERTISE

- Criminal Justice
- Prisoner Reentry
- Social Work
- Human Behavior
- Substance Abuse
- Classroom Facilitation
- Blackboard/Moodle
- Published Author
- Public Administration
- Organizational Culture
- Communications
- Emotional Intelligence

PROFESSIONAL EXPERIENCE

Whose Apple Dynamic Coaching and Consulting Services | 2011 - Present
Executive Advisor | Enterprise Risk Management & Behavioral Risk Specialist | Trusted Counsel to C-Suite Leaders
Grand Rapids, MI

Executive coach and business consultant specializing in change management and cultural transformation. Consult and coach C-suite executives on navigating resistance to change, driving cultural transformation, enhancing employee engagement, and developing emotional intelligence. On-demand services and freelance engagements are available.

Executive Coaching & Leadership Development

- Behavioral Assessment: Executive leadership assessments to establish a baseline of strengths and development areas.
- Tailored Coaching Plans: Collaborative, goal-oriented roadmaps to personal growth alignment, facilitating organizational values and strategic goals.
- Behavioral Transformation: Core competency-directed, confidential coaching sessions focused on emotional intelligence, strategic vision, conflict resolution, and cognitive agility.

Team Dynamics & Culture Alignment

- Executive and Team Alignment: Facilitate workshops for executive leadership and teams to optimize decision-making and minimize interrelational friction.
- Cascading Culture: Drive mindset and behavioral shifts that strengthen organizational culture.

Services

- Crisis & Ambiguity Navigation
- Change Resistance Management
- Emotional Intelligence Coaching
- Cultural Transformation Consulting
- Team and Executive Training
- Burnout Prevention
- Facilitation

US Department of Agriculture—Food and Nutrition Service | 1987 – 2017
Public Administrator & National Partnership Council Appointee
NTEU Chapter 237 President | Alexandria, VA / Midwest Region

Macro-level administration, regional funding allocation, and federal regulatory compliance of multi-million-dollar federal nutrition assistance programs across a six-state territory, including SNAP, WIC, and School Lunch initiatives. Served concurrently as an elected labor executive and national Partnership Council appointee, driving organizational change management and systemic realignment during eras of major federal transformation.

- National Partnership Council Leadership: Appointed to the USDA National Partnership Council to co-author national operational policies affecting employees across 7 Regional Offices and all 50 states. Utilized advanced Interest-Based Bargaining (IBB) theory to dissolve adversarial gridlock and boost service-delivery efficiency amid fierce resource competition.
- Mission Critical Change Management: Partnered directly with agency executives to negotiate and execute the National Retailer Reengineering Initiative—a massive structural reorganization transitioning paper food coupons to electronic benefit systems (EBT).
- Workforce Infrastructure Innovation: Spearheaded the national midterm negotiations that established the agency's earliest National Telework Policy frameworks, successfully balancing enterprise operational security with workforce agility.
- Macro Footprint Realignment: Served as the chief national labor negotiator during the mid-2000s field office consolidations, directly managing and mitigating the career disruptions of over 200 administrative and field positions while preserving 100% operational continuity across 67 field offices.
- Civil Rights & EEO Program Management: Audited special emphasis programs under direct reporting to the Director of Civil Rights and Equal Employment Opportunity, optimizing regional cultural awareness and stakeholder alignment.
- Federal Service Recognitions: Awarded the National FNCS Cares Award, Superior Performance Award, Outstanding Performance Award, and multiple Certificates of Merit for excellence in public administration and systemic problem-solving.
- National Treasury Employees Union (NTEU) Presidential Appointee to the USDA National Partnership Council. Researched, evaluated, analyzed, and authored national policy affecting USDA employees in 7 Regional Offices with jurisdiction over 50 states, including Guam and American Samoa. Incorporated interest-based bargaining theory in problem-solving and analysis of complex issues as related to increased efficiency in service delivery and increased competition for scarce resources among program areas.

University of Phoenix – West Michigan Campus | *2005 – 2011*
Adjunct Professor of Human Services | Walker, Michigan

Facilitated Bachelor-level Human Service curriculum in classroom-only and asynchronous (classroom/online) environments, integrating critical thinking in the curriculum toward the end to provide intellectually challenging and relevant learning experiences for students.

- Develop teaching strategies
- Organize, prepare, and revise syllabus and course materials
- Ensure the content level of course materials in exams has been covered in class
- Design, administer, and grade examination papers
- Schedule and provide post-academic care to students
- Facilitate online and classroom discussions with students
- Assess student learning through learning management systems (LMS) (Blackboard)
- Incorporate a variety of teaching methodologies within a class

Facilitated Courses:

- Introduction to Human Services
- Models of Effective Helping
- Communication Skills for the Human Service
- Technology in Human Services
- Child Development
- Adult and Family Development
- Case Management
- Cultural Diversity and Special Populations
- Dependency and Addictions
- Program Design and Proposal Writing – Classroom
- Building Community in Organizations
- Working with Groups
- Introduction to Psychology
- Human Growth and Development
- Motivational Processes in Human Psychology
- Chemical Dependency in the Workplace

Teaching Philosophy

As an educator, I use a Socratic facilitation style. Socratic methodology emphasizes relevance, promotes critical thinking, and leverages diverse perspectives to enrich the learning experience. Lectures are interactive, with experiential exercises that support the material and help students practice active listening and cultural appreciation. It also fosters a collaborative exchange of lived experiences with academic insights.

My instructional style is rooted in academic rigor, fairness, and active engagement. I encourage students to draw on their diverse, real-life experiences, turning the curriculum into an interactive space where they apply knowledge in real time and with real-world relevance, taking true ownership of their educational experience.

EDUCATION

Doctor of Social Work, Social Work Administration I Criminal Justice Focus
January 2014 – March 31, 2019
Capella University
Minneapolis, MN
GPA: 3.76

Dissertation: *Emergent Voices – Reintegration and Desistance from the Perspectives of Formerly Criminal Justice-Involved Individuals*

Social Work:	Advanced Knowledge of Social Work
	Contemporary Issues in Social Work
	Leadership in Social Work
	Technology in Social Work
	Methods of Inquiry in Action Research
	Applying Action Research
	Action Research Dissertation Course Room
	Action Research Dissertation
Criminal Justice:	Cognitive-Affective Bases of Behavior
	Marriage and Family Systems
	Social Systems
	Adult Criminal Justice System
	Dual Diagnosis Problems: Mental Illness and Addictive Disorders

Scope of Human Services
Juvenile Delinquency
Psychopathology: Assessment and Treatment
Principles of Forensic Counseling
History of the Juvenile Criminal Justice System
Advanced Study in Research Methods
Survey of Research Methodology
Organizational Assessment & Program Evaluation in Non-Profit Organizations

Academic Recognition: *Sigma Alpha Pi National Leadership Honor Society*

Master of Social Work Clinical/Macro I Certificate in Alcohol & Drug Abuse Counseling
September 1997 – December 1, 2000
Western Michigan University
Grand Rapids, MI
GPA: 3.91
Honors: Summa Cum Laude

Relevant Coursework:
Etiology of Substance Abuse
Fundamentals of Social Welfare Policy
Social Change/Community Analysis
Individual Growth & Development
Implications of Race/Culture
Social Work Practice with Groups
Psychopath for Social Work
Research & Evaluation Methods
Evaluation of Social Work Practice
Leadership Management Human Services
Social Work Practice/Individuals & Families
Social Work Practice/Groups & Organizations
Sem-Substance Abuse I
Social Work Practice with Individuals
Social Work Practice with Families
Field Education/Social Work Practice I
Advanced Field Education Intern Practice
Field Education/Social Work Practice II
Field Education Inter Practice

Advanced Social Work Practice: Individuals
Student Assistance Programs
Legal and Illegal Drugs

Bachelor's Degree, Organizational Leadership (aka Applied Leadership)
September 1994 – December 19, 1996
Calvin University
Grand Rapids, MI
GPA: 3.76
Honors: Cum Laude

Applied Research Thesis: *To Preach Liberty to the Captives. Prison Outreach. A Spiritual Responsibility*

Relevant Courses:
Leadership Development
Marketing Management
Strategic Management
Microeconomics & Decision-Making I
Macroeconomics & Decision-Making II
Financial Decision-Making
Statistics, Analysis & Operations Management

Academic Recognition: *Alpha Kappa Mu Honor Society*

CERTIFICATIONS

Certified Professional Life Coach
Anew University / PCCCA / GCU formerly
Professional Christian Coaching and Counseling Academy

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Anew University / PCCCA / GCU formerly
Professional Christian Coaching and Counseling Academy

Graduate Certificate, Specialty Program in Alcohol and Drug Abuse
Western Michigan University, Grand Rapids, MI

RESEARCH

Williams, L. F. (2019). *Emergent voices: Reintegration and desistance from the perspectives of formerly criminal justice-involved individuals* (Doctoral dissertation, Capella University). ProQuest Dissertations and Theses Global. (Publication No. 13806776).

Williams, L. F. (1996). *To preach liberty to the captives. Prison outreach: A spiritual responsibility*. https://doi.org/10.13140/RG.2.2.27734.52808

BOOK PUBLICATIONS

Williams, L. F. (2016). *Too true to tell: Why what we don't say is leading us down the path of stolen vision*. Whose Apple Press LLC.

Williams, L. F. (2017). *Whose apple is it, anyway! Empowering purpose to achieve your God-ordained destiny.* Whose Apple Press LLC.

Mitchell, M. S., Olsen, M., & Firm, P. (1999). *The luminescent night*. (Contributing Author)