



Confer Consulting & Communications, LLC

PAMELA M. CONFER, PH.D. | OWNER & LEAD GLOBAL CONSULTANT | FOUNDED 2005

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UEI: EN68GUJLPUK8

CAGE: 19ZX9

NAICS: 611430

CERTIFICATIONS

Everything DiSC Practitioner	Crucial Conversations Practitioner
CliftonStrengths Coach (Gallup)	Master Myers-Briggs Practitioner
FranklinCovey "7 Habits" Instructor	Lean Six Sigma Black Belt
Certification in Online Learning (NIOL)	FEMA Emergency Mgmt. (ICS 100/200/700/800)

PROFESSIONAL MEMBERSHIPS

- National Speakers Association
- Association for Talent Development
- Society for Human Resource Management
- International Economic Development Council

EDUCATION

- Ph.D., Public Policy & Administration, Urban & Program Management
- M.P.P.A., Environmental Management
- B.A., Sociology / Communications

BUSINESS CLASSIFICATIONS

- Small Business (SBA size standards NAICS 611430)

Confer Consulting and Communications, LLC helps government agencies and commercial organizations **improve leadership effectiveness, workforce performance, and employee engagement** through training, coaching, and strategic communications support. Led by Pamela M. Confer, Ph.D., the firm brings **20+ years of bilingual English-Spanish expertise** serving public, private, and international clients — moving teams from insight to measurable action.

CORE COMPETENCIES

Leadership & Workforce Development
Supervisor effectiveness, leadership pipelines, workforce readiness, and employee retention.

Change & Organizational Development
Change management, culture improvement, and employee engagement strategies.

Civility, Allyship & Cross-Cultural Training
Programs that cultivate respectful workplaces, strengthen interpersonal harmony, and build cross-cultural understanding across teams.

Curriculum Design & Virtual Learning
End-to-end instructional design for in-person, virtual, and hybrid delivery environments.

Strategic Communications & PR
Stakeholder engagement, media relations, and support for public-facing government initiatives.

Bilingual Training (EN/ES)
Full-service delivery in English and Spanish for domestic and international audiences.

DIFFERENTIATORS

- Proven Government Partner** — Continuous public-sector performance since 2006, including ~20 years with the Mississippi State Personnel Board and active service with the U.S. Army Corps of Engineers.
- Scalable Delivery at Scale** — 20+ certification-program courses supporting approximately 32,000 Mississippi state employees; global virtual reach through Google International.
- Deep Certification Portfolio** — Certified in 7 industry-leading methodologies (DiSC, CliftonStrengths, Myers-Briggs, FranklinCovey, Lean Six Sigma BB, Crucial Conversations, NIOL).
- Bilingual & International Experience** — Bilingual English-Spanish instruction for clients across the U.S., Latin America, and Central Europe; 20+ industry sectors served.

PAST PERFORMANCE

MISSISSIPPI STATE PERSONNEL BOARD	Lead Instructor, Coach & Curriculum Developer 2006–Present 20+ courses within statewide certification programs serving ~32,000 employees across Mississippi.
U.S. ARMY CORPS OF ENGINEERS (ERDC)	Lead Instructor, Coach & Curriculum Developer 2022–Present Professional development and leadership training for leaders and aspiring leaders at the Engineer Research and Development Center.
GOOGLE INTERNATIONAL	Instructor 2024–Present Global virtual sessions on workplace respect, interpersonal effectiveness, and team harmony for worldwide employee audiences .
COLGAS COLOMBIA	Trainer & Consultant 2025–Present Employee motivation and retention training for headquarters and 41 plants nationwide ; delivered in English and Spanish.
COMMERCIAL SECTORS	Confer Consulting & Communications, LLC 2000–Present Government · Education · Manufacturing · Automotive · Engineering · Health Care · Financial Services · Technology · Transportation · Hospitality