

Skills

- | | |
|--|--|
| <ul style="list-style-type: none">• Designer• Collaboration Development• Business Design and Development | <ul style="list-style-type: none">• Strategic Planning• Graphic Facilitation• 2D, 3D, & Web Design |
|--|--|

Employment

2001 – present

Ingoma Foundation/Cohado

Director, Ingoma Foundation/Inventor, Cohado Guidance Systems

Ingoma: Launched Community Wealth Generation Initiative to support job creation and economic development through seeding social enterprise partnerships in Baltimore's marginalized communities.

Cohado: Developed a problem-solving tool that teaches and applies sustainable thinking to any endeavor. Cohado is at the same time a structure for strategic development and a game. Cohado.com

Selected Current and Recent Initiatives:

The BenchMarks Apprenticeship: Designed and developed social venture partnership to train individuals from marginalized communities to design, manufacture, and sell high-end sustainable products.

Signature Product: Nurture Form Community Bench thebenchthatgives.com

Youth Unlocked: Designed and initiated comprehensive pilot in East Baltimore to significantly and sustainably reduce the arrest of Black youth in the target community of Oldtown. Youth-Unlocked.com

Cohado Venture Workshop: In development of a community-based incubator for artistic and social enterprise serving the Oldtown Neighborhood of East Baltimore. IngomaFoundation.com

2004 – 2006

Campaign Consultation, Inc.

Project Specialist

Designed, managed and delivered projects and products including training and tools addressing collaborative process management, resource-development, media and communications. Created web-based training and networking platforms. Provided technical assistance and facilitation of strategic development, distance learning, and curriculum design services to national and local clients.

Representative Projects:

SAMHSA/CSAT:

- Supported design and facilitation of National Summit on moving to recovery oriented systems of care.
- Design and facilitation of training for RCSP providers in strategic planning

1998 - 2002

Fusion Partnerships, Inc.

Founding Partner

Co-founded not-for-profit organization providing incubation support, organization development and multicultural development consulting, training, public speaking and process facilitation, utilizing dynamic process tools to leverage change within and across geographic, social and workplace communities.

Representative Projects:

University of Maryland, Baltimore County: Designed and facilitated senior level, cross-departmental diversity initiative to address challenges faced by the staff and leadership related to aligning diversity of staff to student population during leadership transitional period.

Orange County Department of Mental Health: Designed and facilitated multi-level diversity train-the-trainer courses providing mental health practitioners and clients with the tools and training to coordinate and deliver high-quality diversity and multicultural development sessions throughout the mental health system.

ISIS/Hampshire University: Designed and facilitated intensive planning process bringing together diverse and divergent perspectives including environmental activists, youth activists, scientists, EPA, DOD officials and members of impacted communities to address substantive issues related to military waste clean up.

Alaska Community Action on Toxics: Planned and facilitated first Native-Alaskan summit on military toxics bringing together indigenous Alaskans and activists to address the impact of military waste across Alaska.

Frederick High School: Designed and facilitated 2-year, campus-wide diversity initiative documented in an hour-long documentary, "Connections", as a national model for school violence reform.

United Way of Central Maryland: Designed and implemented system-wide cultural audit, conducted focus sessions, multicultural workshops and trainings to support the resulting organization-wide, ongoing diversity initiative.

1991 - 1998

Chrysalis Consulting

Sole practice in organization development consulting with focus in areas of strategic planning, management training and multi-cultural development.

Representative Projects:

Youth Service America: Designed and delivered training to youth service leaders through the New Generation Training Program.

State of Maryland: Designed, managed and facilitated intensive 40-day management and leadership training programs totaling 150 Volunteer Program Coordinators for Volunteer Maryland. One of 7 federal community service demonstration projects aimed at creating sustainable volunteer programs in communities throughout Maryland.

The Leadership: Planned and facilitated annual diversity sessions for senior managers of the Central Maryland's businesses and not-for-profit organizations.

- 1990 - 1991 **The Ripken Learning Center**
Founding Director
 Developed and implemented model, community-based literacy program for 150 adults. Developed facility, managed \$400,000 budget, supervised staff of 11, coordinated services with City agencies, maintained media/community relations.
- 1988 - 1990 **The Baltimore Sun**
Community Services Manager
 Directed community outreach programs through Marketing and Communications Department, developed and administered multimillion dollar contributions process, chaired campaigns including United Way Campaign for 2,500 employees, directed sponsorships.
- 1987 - 1988 **Maryland Food Committee**
Communications Coordinator
 Directed all media and communications activities, created and coordinated production of all publications, supported and created fundraising programs.
- 1982 - 1986 **Waldorf School of Baltimore**
Administrator/Instructor
 Directed Preschool staff, directed Summer Camp, served on Pedagogical Council (senior policy-setting body of school), taught preschool, reading and art to elementary and middleschool, coordinated development of future expansion.

Education

- 2000 **American University/NTL, Masters in Organization Development, Washington, DC**
Masters of Science in Organization Development, School of Public Affairs
- 1982 **Maryland Institute, College of Art, Baltimore, Maryland**
Bachelor of Fine Arts
 Dual Major - Fine Arts/Education (Certified K-12)
 Dean's List 1979 – 1982