



Raymond Lucas developed the core of his consulting skills during his 32 year tenure with IBM and IBM companies. Raymond thrived in this fast pace environment, helping thousands of diverse customers and colleagues adapt and leverage rapid change in highly competitive environments. This extensive experience rendered Raymond with a rare depth and breadth of skills in the areas of organizational change, leadership and management.

Experienced gained from leading complex, multimillion dollar organizations through ISO 9001 certification and Baldrige applications has allowed Raymond to give this gift of valuable skills to the nonprofit world. That is why pursuing the knowledge to become a Standards of Excellence Licensed Consultant in 2014 was a natural transition.

As a three term President of 100 Black Men of Maryland, Inc., (now serving as President Emeritus,) Raymond led program expansion for community youth during some very tough economic times. His seven year association with the [IDEA Partnership](#) through his service to [100 Black Men of America's](#) Education Committee, has provided Raymond with the unique opportunity to work side by side with some of the best K-12 Educational Leaders in the world, developing resource materials on crucial topics like Disproportionality in Special Education, Response to Intervention (RTI,) Autism, Universal Design for Learning (UDL,) and [Leading by Convening – A Blueprint for Authentic Engagement](#).

Raymond's experience in a variety of technical, professional and management roles, helped him realize that more time spent on People/Relationship challenges generally results in the most positive outcomes for a struggling organization. This led to a focused pursuit of knowledge and certifications in the area of Emotional Intelligence through the Six Seconds Emotional Intelligence Network. Certifications include, Emotional Intelligence Practitioner – EQC and the Social Emotional Learning Certification – iSEL

Raymond's compassion for public service has propelled him to serve on a variety of nonprofit boards in a variety of roles, from a hospital board financial committee to a Chamber of Commerce, Vice Chair, to countless roles in Mentoring organizations.

The culmination of Raymond's nonprofit work in the Baltimore community was honored in 2013, by FOX 45 Baltimore, recognizing him as a Champion of Courage.

Raymond is a graduate of the Executive MBA Fellows program at Loyola University in Maryland. He is also a 2007 100 Black Men of America [Leadership Development Institute Fellow](#) and 100 Think Tank participant. A Baltimore native, Raymond is also an avid photographer with some of his work highlighted on the [Baker Artist Awards site](#).

Nonprofits are a VITAL resource to our communities and Raymond stands ready to deliver and promote The Standards of Excellence practices that will truly ensure their survival and sustainability.