



**Be Present Consulting Consortium**

Be Present™ Consulting Consortium is a social enterprise of **Be Present**. We develop leaders from a broad range of communities and foster participation among diverse groups, including low-income individuals, women, youth, immigrants, and communities of color. Our vision is to advance a more connected and just society by supporting people to become effective leaders in creating healthy, thriving families, schools, workplaces, and communities.

Be Present achieves this mission through:

- Teaching the Be Present Empowerment Model™ to strengthen individuals’ self-knowledge and capabilities to consciously listen and act in all aspects of their lives;
- Providing training and ongoing systems of support to build leadership skills, knowledge, and abilities;
- Maintaining a diverse network of locally organized and nationally connected communities to sustain an integrated and comprehensive approach to building capacity for social justice; and
- Collaborating with other institutions to advance a more resilient and equitable society.

**Be Present™ Consulting Consortium** is a national consulting group with 35+ years of expertise delivering a full range of services: Diversity, Equity and Inclusion; Training and Development; Leadership Development; Human Resources; Curriculum Development; Change Management; Employee Engagement and Satisfaction; and Program Development, among others.

Be Present has trained thousands of leaders from hundreds of institutions in the U.S. and abroad. Leaders from the social, private, and public sectors, including health, environment, education, law, philanthropy, arts, among many others, have used the Be Present Empowerment Model™ training to work through the issues that divide and to create behaviors and structures based on values of diversity, equity and inclusion; respect, trust and accountability; well-being, collaboration and transformation.

Select consultancies include:

- |                                     |  |
|-------------------------------------|--|
| ACLU Drug Law Reform Project        | National Advocates for Pregnant Women            |
| Bert & Mary Meyer Foundation        | Fulton County (GA) Health Department             |
| City of Oakland                     | Northern Manhattan Perinatal Partnership         |
| Coastal Roots Farm                  | Pettus-Crowe Foundation                          |
| Common Fire Foundation              | Planting Justice                                 |
| Community Alliances Initiative      | Progressive Leadership Alliance of Nevada        |
| Emory University School of Medicine | South Carolina Advocates for Pregnant Women      |
| Morehouse School of Medicine        | State of Georgia, Department of Juvenile Justice |

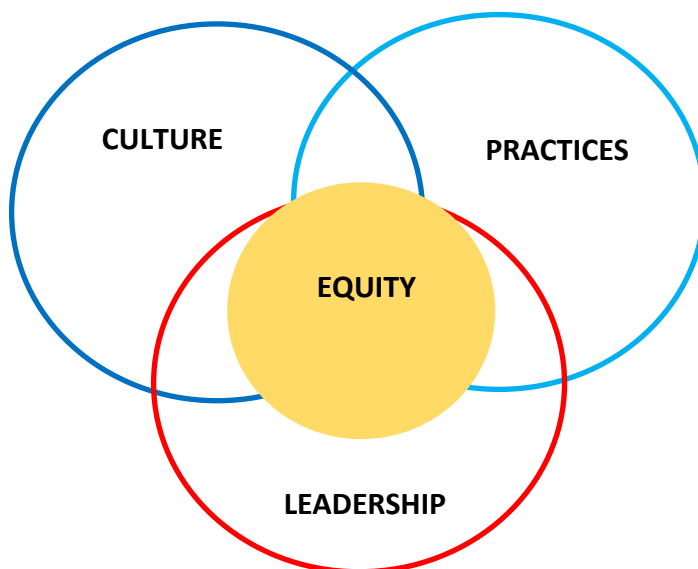
Eveoke Dance Theatre  
Family Day Care Support Network  
Fellowship of Reconciliation  
Georgia Legal Services Program  
Harvest Time  
Marguerite Casey Foundation

Southern Partners Fund  
Threshold Foundation  
Youth for Environmental Sanity  
Wisdom & Money  
Women Donors Network  
National Network of Grantmakers

## ***Methodology***

Be Present uses the **Be Present Empowerment Model™ Training** and its three interrelated leadership realms to build and strengthen transformative leadership.

## ***Social Justice Framework***

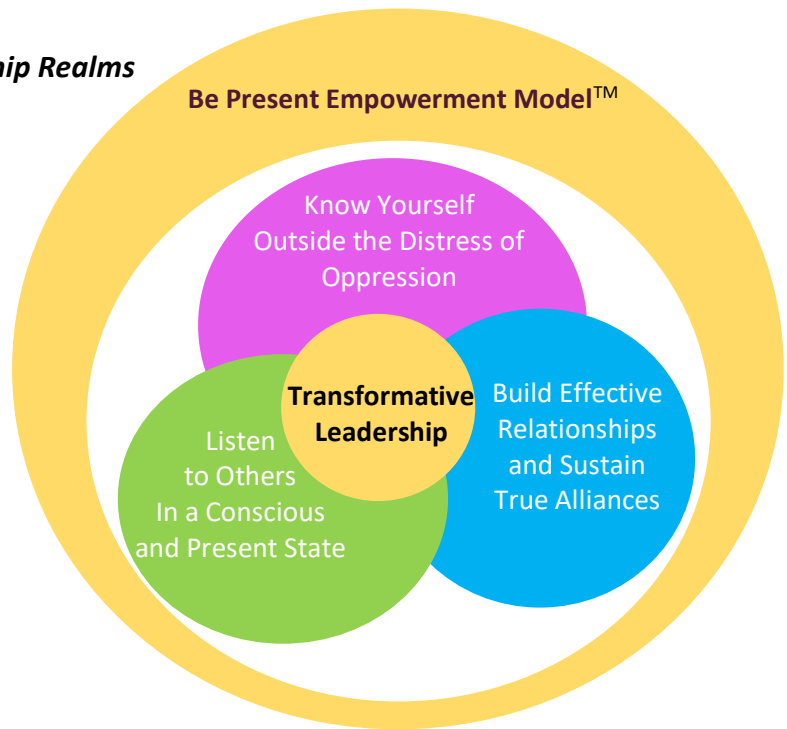


### **EQUITY**

**Act to eliminate gaps and barriers between our vision and the policies, structures, behaviors and actions that may perpetuate systemic inequities.**

**Create fairness and opportunity for all by aligning leadership, culture and practices.**

### Three Interconnected Transformative Leadership Realms



The **competencies** of the Be Present Empowerment Model™ Training include:

- Integrity
- Respect and Trust
- Collaboration
- Equity, Diversity and Inclusion
- Continuous Learning
- Effective Communication
- Empowerment of Self and Others
- Transformation
- Innovation
- Relationship Building
- Active Listening
- Adaptability to Change
- Agility

The Be Present Empowerment Model™ Training is a platform for learning, dialogue and practice. It supports people to explore individual, institutional, and structural issues, as well as examine how history and social contexts of race, gender, class, ethnicity, national origin, age, sexual orientation, religion, culture, and physical ability, among others, are encoded within ourselves and then are externalized through behaviors. It supports the analysis of how these behaviors are manifested in relationships, institutions, and communities – all of which comprise the systems in which we live.

This methodology has proven successful in achieving long-term skills development and organizational learning. Participants learn in a safe environment how to merge theory with personal experiences and feelings which fuel issues. Creating a solid foundation for self-exploration, deeper analysis, and mutual accountability for moving forward results in open dialogue, enhanced trust, and broadened understanding within a community of practice. These are essential components in creating alliances and sustaining collaboration.

## ***Approach***

Be Present customizes training and systems solutions that infuses the foundational factors of transformation to meet your organization's specific needs and desired outcomes.

Our *approach* is highly collaborative, working with cross-functional leaders you identify. This Core Leadership Team will partner with Be Present trainers in design, development, and implementation. This intentional structure raises the visibility of internal partners as well as supports the development of another level of in-house leadership and skills transfer.

Our *framework* is based on the **ADDIE** instructional design model and phases: **Analyze, Design, Develop, Implement and Evaluate**. These phases are usually sequential – each depending upon the successful completion of the preceding phase. Typical design involves:

*Phase I: Assessment, Defined Outcomes, Training/Facilitation Design and Development*

*Phase II: Training/Facilitation Implementation and Evaluation*

Our *training* is highly experiential and actively facilitated. We engage people using modalities that combine different learning styles (Visual, Auditory, Kinesthetic, Tactile, Active, and Reflective)

Our *innovative solutions* are grounded in these three foundational aspects of organizational excellence:

### **(1) Develop Transformative Leadership Skills and Systems of Support**

Advancing equity is both a process and a goal. The Be Present Empowerment Model™ Training develops the knowledge, skills and dispositions needed to create learning environments that foster equitable participation while addressing issues of oppression, privilege and power. It builds authentic relationships and creates deeper understanding, all of which lead to a culture of trust and respect. Leaders also need ongoing support and encouragement from their peers. The Be Present™ Peer Support structure provides staff ongoing support to grow and learn together; share lived experiences; identify and work on changes they seek; deepen relationships; and expand leadership. Transformative leadership is the foundation for strengthening organizational culture as well as recruiting and retaining diverse staff who will move equity efforts forward.

### **(2) Operationalize Core Values to Strengthen Organizational Culture**

Your organization's operating culture is the key to success in advancing equity, as well as core values such as mutual respect and trust, learning and growing, accountability, responsiveness, and innovation, among others. *Leadership is key*. It involves creating a shared definition of equity; helping people to identify what they truly think or believe about equity; and developing attitudes and taking actions that express this core value. *Fostering an inclusive learning environment is essential*. It involves talking about race, gender, class and sexual orientation, among others, and recognizing different perspectives. *Facilitation is critical*. It involves facilitating oneself as well as constructive dialogues; creating a space for people to feel seen and heard; building relationships; and collaborating for change.

### ***(3) Strengthen Policies and Practices to Recruit, Engage and Retain Diverse Staff***

Recruiting, engaging, and retaining a diverse staff is integral to achieving your organization's vision and mission. This process involves identifying and undertaking efforts that will help ensure a climate that is inclusive, embracing a wide array of differences that will make the institution stronger. Efforts of recruitment (sourcing, screening, interviewing, hiring) and retention (on-boarding, supervising, evaluating, training, developing, promoting, rewarding, and recognizing, etc.) are necessarily interdependent and work together to position the institution for future progress. Each require the capacity to examine assumptions, implicit or explicit, about "fit" and the creation of a supportive environment where all employees can succeed.

#### ***Qualifications***

Nationally recognized trainer **Lillie P. Allen** founded Be Present and developed the Be Present Empowerment Model™ Training. Her groundbreaking workshop, "Black & Female: What is the Reality?" was presented at the first National Conference on Black Women's Health Issues in 1983 at Spelman College in Atlanta, GA. This workshop served as a primary organizing tool of the National Black Women's Health Project and was the catalyst for Black women organizing to develop actions focused on creating health and well-being for themselves, as well as their families and communities. In 1988, a group of Black women trained by Lillie invited other women of color and white women to participate in Sisters & Allies®, an 18-month initiative, which was the foundation for Be Present, which incorporated in 1992.

Lillie has been involved in public health education for over forty years, and has a broad background in human development, interpersonal relations, and group dynamics. In 1989, she established the Lillie Allen Institute and expanded her training and development work to include consultations for health and social service providers, government agencies, and for-profits. Lillie holds a Master of Public Health from the University of North Carolina at Chapel Hill, School of Public Health.

**RaShaunda Allen** is an experienced HR leader and manager of systems, processes, and infrastructures that achieve organizational excellence. She is skilled in assessing and aligning financial and people resources to meet operational goals; and conducting strategic and tactical planning to develop, implement, and evaluate policies, and processes that support organizational vision, mission, and values. RaShaunda has expertise in creating effective people strategies, having supported business functions and locations in the public and private sectors globally.

RaShaunda has served as Senior Human Resources Manager at Newell Brands; Human Resources Director at The American Home; Human Resources Manager at Be Present; and Business Systems Analyst, Technology HD Manager and Total Quality Management Curriculum Developer at the Georgia Department of Juvenile Justice. She holds a dual Bachelor of Arts (BA) in Business Administration (Management and Computer Information Systems) from Georgia State University and is currently pursuing a master's degree in business administration (MBA) from Columbus State University.

**Annie Tobias** is an experienced program director with 25 years in design, implementation and evaluation for initiatives in social justice, youth development, education, and community engagement. She has expertise in building collaborative partnerships in for-profit and non-profit sectors and a skilled trainer in addressing issues that impact personal and organizational effectiveness. She is a committed and effective partner with

children, youth and adults from diverse socioeconomic backgrounds. She has played a key role in leadership development in local communities and within a national network.

Annie has served as Program Director at Be Present and is a member of the Be Present™ Consulting Consortium. She was also the Director of Youth Development Programs at Boys & Girls Clubs of America. She has also served as a communications consultant for organizations centered on environmental awareness and community empowerment. Annie holds a Bachelor of Arts in Communication from the University of California, Davis.

**Margherita Vacchiano** is the founder, principal consultant and COO of Civis Consulting, LLC. She has devoted 25 years of her career in the field of human resources in the public and private sectors. Margherita specializes in supporting organizations to create diverse and inclusive cultures that foster equity, mutual accountability and trust. She creates strategic and transformational HR policies as well as develops the capacity of leaders to implement and sustain effective HR functions and practices. Her areas of expertise include equity, diversity, and inclusion; HR strategy and operations; compensation and benefits; talent acquisition; organizational design and culture development; leadership development; and employee relations, among others.

Margherita has served as Chief Operating Officer at Be Present and is a member of the Be Present™ Consulting Consortium. She also was the Director of Total Quality Management at the State of Georgia Department of Juvenile Justice and Director of Human Resources at Northern Manhattan Perinatal Partnership. She is a Senior Professional in Human Resources (SPHR®), Global Professional in Human Resources (GPHR®), SHRM Senior Certified Professional (SHRM-SCP®), and Birkman Certified Professional®. Margherita was also a member of the Board of Examiners for the Georgia Oglethorpe Award (based on the Malcolm Baldrige National Quality Award Criteria for Performance Excellence). Margherita holds a Bachelor of Science from Georgetown University in Washington, DC.

## SLIDING FEE SCALE GUIDELINES

Revised 9/2018

Be Present is committed to working with individuals, groups and institutions that represent a broad spectrum of our diverse communities. We do not require institutions to pay any set fees based on financial resources. However, to the extent that institutions pay at the highest rate they comfortably can, it allows Be Present to continue to offer our consulting services to many diverse groups. The guidelines set forth below are not mandatory or required in determining your fees. They are offered to encourage awareness around paying what the institution can. Airfares, local transportation, lodgings, meals, and other related costs are billed separately.

<b>Annual Operating Budget</b>	<b>Assessment and Systems Development (policies, procedures, etc.) Conducted Off-Site</b>	<b>Assessment and Systems Development (policies, procedures, etc.) Conducted On-Site</b>	<b>ONE Customized Training Session (3-day)</b>	<b>18-month Customized Intensive Training Series (6 sessions) and Systems of Support</b>
Under \$500,000	\$175/hour	\$1,500/day	\$4,500	\$45,000
\$500,000-\$1,999,999	\$250/hour	\$2,000/day	\$6,000	\$60,000
\$2 million-\$4,999,999	\$325/hour	\$2,600/day	\$7,800	\$78,000
\$5 million - \$9,999,999	\$400/hour	\$3,200/day	\$9,600	\$96,000
Above \$10 million	\$500/hour	\$4,000/day	\$12,000	\$120,000

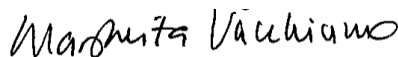
Thank you for the opportunity to share this information. Please feel free to call or email if you have any questions or want additional information. References are available upon request.

We look forward to hearing from you!

In community,



Lillie P. Allen, MPH  
[Lillie@bepresent.org](mailto:Lillie@bepresent.org)  
Phone: (404) 296-4000



Margherita Vacchiano, SPHR, GPHR, SHRM-SCP, Birkman Method  
[margherita@bepresent.org](mailto:margherita@bepresent.org)  
Phone: (404) 296-4000