



2020 IMC USA Conference November 6 & 7, 2020 Consulting While Black:

This panel will hold a riveting solutions-oriented discussion about how internationally renowned Black American management consultants thrive and succeed despite racial and gender obstacles prevalent in workplaces throughout the United States and globally.

1. Attendees should expect to leave this session armed with action-oriented tools they can immediately implement within their own consulting practices.
2. They will learn how to monetize these new tools in a manner that makes dollars and sense for the practitioner and their clients.
3. Attendees will also learn how to effectively lower their stress levels and tactfully de-escalate conflict when encountering future racial or gender bias situations with client and/or partner organizations.

The following pages provide a brief professional introduction to the panelists.



Dr. Claudia G. Barnett

Dr. Claudia Barnett is a Performance Improvement Technologist. A seasoned Consulting professional in Adult Learning theory, Dr. Barnett, understands the nuances along with the challenges that organizations and individuals face as they seek ways to increase their performance. An on-purpose Strategist, Dr. Barnett works closely with individuals in organizations to determine the performance gap and apply specific strategies to achieve the next level.

Dr. Barnett holds a Ph.D., in Training and Performance Improvement from Capella University, Certification in the area of Diversity and Inclusion from Cornell University, a Master's Degree in Industrial Organizational Developmental Psychology and Human Behavior from Kean University, along with a Bachelor's of Arts Degree in Psychology from Lehman College.

Dr. Barnett was trained in Performance Improvement and Change Management for organizations that were undergoing major transitions. As a passion, Dr. Barnett has focused on the Psychology of an organization along with the techniques needed for improved performance. Dr Barnett's cumulative skills allows her to pinpoint the immediate concerns of the organization that she is assisting as they transition to their positive goals.

Additional Insight

Dr. Barnett is a Lifetime Member of the International Society of Performance Improvement, and in the past has held the position of Chair of the Volunteer Committee from 2011-2015. In her tenure she has established continued protocol for participation of Graduate and Doctoral students attending the conference. As a Conference speaker and "Chat and Chew" session facilitator for nearly a decade, she has impacted many professionals.

Dr. Barnett is also a Member of the International Mentoring Association and is a regular conference speaker for their annual conference in Albuquerque, New Mexico, since 2010.

Publications

As a published author Dr. Barnett's 5 books were written from the genre of a Mentor. Her books are as followed:

" *The Dissertation Process: A Step by Step Mentored Guide*"

(Book (2012) and Workbook (2015))

Does it Matter Who? A Gender Perspective on Mentoring (2015)

My Decision to GO VEGAN: A Mentored Journey (2018).

Mentoring Students EFFECTIVELY in the steps towards college (2018).

As an Author, Mentor and Performance Technologist, Dr. Barnett has written articles for the Chapel Hills News and Views (2003-2006) the former American Society for Training and Development (ASTD) Black Enterprise.com, The Bridge Magazine (2017) and Emerge Women Magazine (2018), to name a few. As a Conference Organizer and Radio Host for numerous years, Dr. Barnett has used her platform to encourage Small Business individuals increase their performance by creating opportunities for advancement. Her diverse skills are an asset to any organization that is ready to make a positive change for growth, development, and increased moral.

Professional Experience /Background

Dr. Claudia Barnett has worked for the United States Department of Defense as a Peer Reviewer for Content Developers. In that specific position, her skills as a Performance Technologist highlighted the content of the curriculum that was being presented to the military personnel to be reviewed for excellence in execution. As an advocate for the training of healthcare professionals, individuals in the transportation industry, along with corporate organizations across the United States she has been consistent. As a Doctoral mentor, Dr. Barnett has assisted over 220+ students to reach the status of PhD in their desired area of study.

Dr. Barnett's career started as a Coordinator of Job Opportunity Centers, (now known as Job Fairs) for the 1st minority executive search firm in the nation, several decades ago. Through this position, she learned to decipher the skills, knowledge and abilities of applicants who were interested in furthering their professional career. Her educational background in Psychology gave her the foundational tools necessary to be patient with clients, and to listen to their needs to become an effective and efficient Change agent.

Her tenure in the position of Assistant Director of an State Employment Service, Training Director, Human Resource Director, Graduate Professor, Doctoral mentor and Author has allowed her to become diverse in dealing with clients and their concerns while deciphering the necessary ways for increased performance to be achieved. As a Training and Performance Improvement Technologist, Diversity and Inclusion Consultant she believes in continuous learning and development and helping individuals and organizations realize their potential.

Dr. Barnett understands the importance of giving back and investing in our future. She also contributes to her local community by working with mentoring initiatives. Her most recent contribution and collaborations include the "Women In Business EXPO" which is an annual event that showcases the talents of 65+ female entrepreneurs. To make a difference in the community of our youth, Dr. Barnett works with "Up by the Bootstraps" organization, which aids High School seniors to gain exposure to SAT and ACT preparation. An advocate for youth (especially initiatives that foster and educates the public) her publication *Mentoring Students EFFECTIVELY in the steps towards college* speaks to the distinctions of the journey into college life. Overall, Dr. Barnett stresses the importance of relationship on the personal and corporate level and how true Performance Improvement can be achieved.

Affiliated websites:

CGB Associates, LLC

www.cgbassociates.com

The Dissertation Process: A Step by Step Mentored Guide

www.thedissertationprocess.com

Biographical Profile Of Carole Copeland Thomas



Carole Copeland Thomas has been impacting the world in a significant way for over thirty-two years. Captivating audiences around the world since starting her business in 1987, Carole creates community as an internationally-recognized keynote speaker, thought leader, and cultural collaborator. She has spoken in nearly every state in the US and seven other countries, including England, Kenya, India, El Salvador, and Australia.

Carole recently presented her signature message on "Facing Fear" at the TEDx Waltham event in Waltham, Massachusetts. The speech is available to view on the TEDx Channel on YouTube.

Outreach To Worldwide Issues

Carole served as an adjunct faculty member for Bentley University for a decade. She co-founded a non-profit international organization with nine other women as a result of a 2005 trip to Kenya. The group returned to Kenya in November 2007 for humanitarian projects and to host their first International Conference in Mombasa, Kenya. Her current humanitarian activities are focused on Southern India, aiding women and children in the region.

Multicultural Symposium Series

Carole is the founder of the Multicultural Symposium Series, a multiyear events initiative and online campaign developed for the advancement of multicultural issues. Carole is an active blogger and social media enthusiast using various technology platforms to enhance her business development activities.

Education and Continued Learning

Carole graduated with honors in 1975 from Emory University. She entered graduate school in 1983 (on a Martin Luther King, Jr. academic fellowship), and received her MBA degree from Northeastern University in Boston.

She received her Certified Diversity Meeting Professional Designation, CDMP, from the International Association of Hispanic Meeting Professionals in 2011. Her most recent designation was awarded in 2015: Certified International Tour Manager, CITM, from the International Guide Academy. She tied as the top student of her graduating class.

Mother & Grandmother

Carole is the mother of three children: Dr. Lorna Thomas Farquharson (husband Jerome), Michelle Thomas Monteiro (husband Alberto), and the late Mickarl D. Thomas, Jr. She does her best to spoil her granddaughters Julianna Gwendolyn Farquharson and Gabrielle Jaeda Farquharson.



Nadine C. Wheat, Ph.D., MBA is currently the Director of the Masters of Science in Organizational Leadership and Undergraduate Business departments of Union Institute and University. Dr. Wheat was the Department Chair of a Graduate Business department of a University, where she helped countless students continue their studies and finish their dissertations. Dr. Wheat loves to help people whenever she can; she is champion of education and higher learning. Dr. Wheat has over 20 years of business and management experience working for a Fortune 500 Corporation. Dr. Wheat is an Industrial Organizational Psychologist and uses psychological principles and research methods to solve problems in the workplace and improve the quality of life. She has a passion for and specializes in diversity and inclusion, leadership, management, organizational behavior and employee work styles.

Dr. Wheat has a MBA in Management and Accounting and a Ph.D in Industrial Organizational Psychology.

She is an organizational psychologist, trainer, consultant, speaker, mentor and college professor, and is an author. She co-authored a book regarding women in the workplace called, *She Crabs in a Barrel*.



Dr. Gregory Thomas, CMC, PMP, CPA
www.roostech.com

Dr. Thomas is a global cat-herder and organizational problem-solver.

He specializes in rescuing (turnaround) damaged business relationships with proven conflict resolution techniques, crisis management, project/program management methodologies, as well as fundamental principles of systems thinking and organizational psychology.

Dr. Thomas has successfully resolved crises and deployed high-profile projects and programs with Fortune 100 and middle-market clients in over sixty-five countries on five continents.

This is in addition to his public-sector crisis management and strategic consulting engagements for well-known United States federal, state, and local government agencies; e.g. as follows:

- The White House – provided consulting services to multiple sitting presidents;
- U.S. Senate;
- National Security Agency;
- Central Intelligence Agency;
- Department of Defense;
- The Pentagon;
- Federal Bureau of Investigation/FBI;
- Department of Homeland Security;
- Department of Justice;
- Department of Health & Human Services;
- Department of Education

Gregory has previously spent several years serving as the president of a commission in the office of the mayor for one of America's top three largest cities, he is a United States Senate Commissioner, and he holds an honorary lifetime appointment as a state legislative commissioner for one of America's top three largest states.

He holds a B.S. in Accounting, an MBA, an MD in Neuropsychiatry, and a Doctorate in Organizational Psychology – all degrees earned with honors and other distinctions.

He also maintains professional certifications as a Project Management Professional (PMP) – issued by the Project Management Institute www.pmi.org. He is a Certified Management Consultant (CMC) – issued by the Institute of Management Consulting www.imcusa.org. He earned his CPA license at KPMG in the Mergers & Acquisition practice.



About Dr. Lloyd C Williams:

Dr. Williams, an organizational-clinical psychological consultant, has consulted with over 200 organizations worldwide in Fortune 100, 500 and Non-Profits as well, universities and international organizations and provides executive coaching services to individuals and teams. His work

involves organizations in all sectors and leaders from around the world, and also provides clinical psychological consultation and intervention services.

Dr. William's clinical work significantly focuses on marginalized populations, dissociative disordered clients, personality disordered clients and psychological assessments, especially persons of Color and different cultures. His organizational work involves issues of change management, human resource system development, organizational behavioral development and change, executive leadership development, start-up and restructure development, gap reduction and skill closure from what is required versus what exists within organizations.

He is a Certified Professional Consultant to Management from the Institute of Management Consulting and a Registered Organizational Development Professional with the International Registry of Organizational Development Professionals, a registered member of the American Counseling Association and a certified Coach.

Author of the following books:

- (1) The Congruence of People and Organizations; healing Dysfunction from Inside Out (Quorum, 1993)
- (2) Organizational Violence: Creating a Prescription for Change (Quorum, 1994)
- (3) Human Resources in a Changing Society; Balancing Compliance and Development (Quorum, 1995)
- (4) Business Decisions, Human Choices; Restoring the Partnership Between People and their Organizations (Quorum, 1996)

- (5) Creating the Congruent Workplace: Challenges for People and their Organizations (Quorum, 2002)
- (6) The Future Sustainability of Mankind (2007)
- (7) M3C: The Model of Cooperative Contextual Change (2010)

Upcoming works include The Psychology of Invisibility (Sage Publications, 2020); Comprehensive Congruence Development System (Tate Publications, 2021) and Promoting Change (Prager Press, 2021)

Professor:

Dr. Williams is presently a Professor at Thomas Edison State University, former Professor and Dissertation Advisor at Argosy University-Atlanta Campus, Professor of People and Society at Grenoble Ecole de Management in Grenoble, France; Professor at The Union Institute and University, the Human Sexuality Institute and International School of Management in Paris, France. He is a Professor of Business Ethics at ISEG in Paris, France; Professor of People, Society, Corporate Social Responsibility and Research at U21 Global in Kuala Lumpur, Malaysia and Singapore, and Professor of People, Society, Corporate Social Responsibility and Research SP Jain in Singapore; and, is an ELA Faculty Member at University of California Berkeley and a guest lecturer at Harvard University. He also consults for the United Arab Emirates as a Member of the NCF Global LLC & Member & Sponsored by National Consultancy & Follow Up Group, Abu Dhabi, United Arab Emirates and other countries around the world. He provides dissertation coaching to learners at Chicago School of Professional Psychology, Argosy University, Harvard University, Yale University, University of Southern California, The Institute of Human Sexuality, University of Phoenix, and other universities around the globe.

Dr. Williams' former academic work includes Provost of Northcentral University in Prescott, Arizona and the Swiss Management Center in Vevey Switzerland; Professor of Business and Organizational Development at the California Institute of Integral Studies; Professor of Psychology, Counseling and Exceptional Children at Clark Atlanta University; Director of Mental Health Services at Tuskegee University; and, adjunct Professor of Management at the John F. Kennedy School of Management.

Academic Credentials:

- Ph. D.- Clinical Psychology with an emphasis in Depth Psychology [Jungian Psychology and Psychoanalysis]; Pacifica Graduate Institute, Carpinteria, California. 2014
- Ph. D. - Organizational Psychology with cognates in Social Cultural Anthropology and Business Ethics; The Union Institute and University, Cincinnati, Ohio. 2001
- D.MIN. - Personality and Culture, Theology; Marriage and Family Therapy; Christian Theological Seminary, Indianapolis, Indiana. 1974
- M. Div. - Theology and Psychology; Yale Divinity School, New Haven, Connecticut. 1972
- M. S. - Counseling and Guidance; Southern Connecticut State University, New Haven Connecticut. 1972
- A. B. - Religion and Psychology; Earlham College, Richmond, Indiana. 1969

Consulting:

A partial list of consulting clients is as follows:

Public Sector

- Navajo Nation - Business Development Centers, Az.
- Center for Peace and Justice, Abuja, Nigeria
- City of Las Vegas, Municipal Judges
- City of Las Vegas, Library System
- City of Las Vegas, City Councilman Frank Hawkins Office
- City of Las Vegas, Mayor Jan Jones' Office
- City of Las Vegas Housing Authority
- Clark County Washington, County Manager's Office
- Clark County Washington, Treasurer's Office
- San Bernardino County, Public Works Group
- San Bernardino County, Facilities Management Group
- San Bernardino County, Human Resources Group
- City of Anaheim, City Manager's Office
- City of Anaheim, Public Utilities Group
- City of Anaheim, Planning Department
- City of Anaheim, Human Resources Division
- Multnomah County, Oregon
County Commissioner's Office

- Multnomah County, Oregon
Department of Human Services
- San Francisco County Social Services Division
- San Jose County Social Services Division
- Chino Basin Municipal Water District
- East Bay Municipal Utility District
- Alabama Department of Mental Health
- Arizona Public Service Corporation
- Santa Clara County Department of Social Services
- Alameda County Social Services Division
- Lawrence Livermore National Laboratories
- State of Iowa Human Services Division
- The Government of New Brunswick, Canada
- The Government of British Columbia, Canada

Non-Profit Sector

- Navajo Nation - Business Development Centers, Az.
- AHOMEFORUS ? Clinical Intervention Center, LA, Ca.
- Oregon Bar Association
- Oregon Law Foundation

- Sickle Cell Association of Southern California
- The United Way of Greater Los Angeles
- The United Way of Pomona-San Gabriel Valley, Ca.
- Washington State Association of Financial Officers
- Washington State Association of County Treasurers
- Nevada Business Service
- Indiana Teachers Education Association
- The Episcopal Dioceses of Indiana and Alabama
- American Society for Training and Development
- Shanti Project
- Parkview Meadows Treatment Center
- Bill and Melinda Gates Foundation
- W. K. Kellogg Foundation
- Jobs For the Future
- Body Positive
- SHA-TEC Singapore Hospitality & Tourism Association
- SECME at Georgia Institute of Technology

University & Other Higher Education

- Hempawa Consulting Group, Lagos, Nigeria
- International Hotel Management Institute, Switzerland
- Marian College, Fond du Lac
- International School of Management, Paris, France
- DCT University, Vevey, Switzerland
- Argosy University
- Georgia Institute of Technology
- Alliant University
- John F. Kennedy School of Management
- Tuskegee Institute University
- Allied Health Sciences University
- University of Houston Law School
- Occidental College
- Union Institute and University
- California Institute of Integral Studies

Private Sector including International Markets

- Boston Business School/Gerald Huesch -Zurich, Switzerland
- Belles and Balls, Vancouver, British Columbia
- Ranasinghe Associates, California, England and Sri Lanka
- Caveizani Associates, Milan, Italy
- Foxworth Associates
- The Mayo Clinic - Scottsdale, Arizona
- Bergen-Brunswig Corporation
- First interstate Bank of Oregon
- Key Bank of Oregon
- OMICRON Associates
- Arizona Nuclear Power Project
- Ralph Andersen & Associates
- Honeywell
- St. Joseph's Hospital
- Hewlett-Packard Corporation
- New United Motors
- Cable and Wireless
- Pacific Gas and Electric
- Ventec Software Systems
- Mercedes-Freightliner Corporation

- Case Corporation
- Crook Motor Company
- Guidant Corporation
- Lifesaver Corporation
- Fox Racing