



Ellen Greenberg, M.S.O.D.

Organization Development Consultant, Executive Coach,
Trainer, Facilitator
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Ellen Greenberg is the owner and Principal Consultant of **Partnering For Change, LLC**, an Organization Development Consulting and Executive Coaching firm working with individuals, groups and organizations to create new solutions and approaches that lead to sustainable results, greater success and healthier, higher performing organizations. Ms Greenberg is a strategic thinker with experience in generating value through leadership development, executive coaching, diversity programming, strategic planning, training, team building, managing change, organizational learning, and building high-performance work systems. She has over 20 years of experience working with nonprofit, for profit and government agencies both in management and consulting capacities. In addition, she is a skilled coach, trainer and facilitator who has designed and delivered seminars, workshops and programs on topics such as consulting skills, strategic planning, team building, effective communication, facilitation skills, coaching for leaders, and change management.

Ms. Greenberg holds an M.S. in Organization Development from American University/NTL Institute (AU/NTL), and a B.A. in Journalism with a specialization in Advertising from Temple University. She is qualified to administer and interpret the Myers Briggs Type Indicator (MBTI) and the Fundamentals of Interpersonal Relationships Orientation (FIRO Element B) assessment. She has completed the Georgetown Leadership Coaching program, a training in Polarity Management, and is certified to utilize “When Cultures Meet” (an experiential program focused on building an integrated organizational culture). She is also a member of the NTL Institute for Applied Behavioral Science, Philadelphia Region Organization Development Network, and the AU/NTL Alumni Association. Ellen is also Adjunct Faculty at the Philadelphia College of Osteopathic Medicine in the Organization Development and Leadership Program. She teaches Foundations of Organization Development and Leadership, Coaching Skills for Leaders and Leading with Emotional Intelligence.

Ellen has worked with individuals, groups and organizations to:

- Plan for success through strategic planning, organizational assessment, and leadership development.
- Provide coaching and organization development consulting with managers, executives and teams to enhance individual and group performance as well as organizational effectiveness.
- Build strong leadership teams within and across organizations, stakeholders, and key external organizations.
- Develop and implement change management strategies designed to create organizational alignment, motivation, commitment, and productivity.
- Design and facilitate customized workshops, academic courses, meetings, retreats, and leadership development programs.



Jeff Branch, Ed.D.

Jeff Branch is an executive coach, organization development and effectiveness consultant, and adult education practitioner utilizing inquiry, dialogue and systems thinking to help organizations achieve and sustain high performance. He has over 25 years of experience advising corporations and not for-profit organizations on strategic business issues.

Jeff's leadership experience includes his role as Program Director for the Organization Development and Leadership and Public Health Management and Administration graduate programs. In this role, he focuses on integrating theory into the practice of leadership by designing and facilitating a highly synergized experiential action learning curriculum where the adult learners/leaders work on issues impacting the health and performance of their organizations. As an outcome, the leaders are charged with designing and implementing interventions that enhance individual and organizational performance.

Jeff previously served in senior leadership roles in healthcare and as an internal organization development leader/practitioner in the financial sector. His forte includes creating highly-effective internal and external partnerships by designing creative process methodologies that deliver potent outcomes for the diverse organizational cultures in the for-profit, not for-profit, and government sectors that he serves.

Jeff is a member holding various leadership or steering committee roles with NTL Institute (National Training Labs), International Organization Development Network (ODN), Philadelphia Region OD Network (PRODN), and Intergeneration Work Group (IWG). He has a Doctorate degree in Education, a Master's degree in Organization Development and Leadership and a Bachelor's degree in Business Administration, Marketing. He is certified to administer the Myers-Briggs Type Indicator and a number of individual and group process measuring instruments.

AREAS OF PRACTICE: Leading Organizational Change

- Assessing and diagnosing issues impacting organizational performance and designing aligned strategies to improve performance at individual, group and organizational system levels.
- Engaging facilitative processes as an intentional instructional design strategy to foster transformative learning.
- Led the design, implementation and facilitation of culture change intervention strategies for financial services, healthcare and select not for-profit organizations.
- Designed a performance management process that definitively developed an organizational accountability framework built around values and results.
- Partnered with clients to plan and design short and long-term interventions to achieve business objectives engaging all levels in the organization.



Shakira Abdul-Ali, MSOD

Organization Development Professional:
Facilitator, Trainer, Coach, Leader

Shakira Abdul-Ali is an organization development consultant, facilitator, trainer and coach, with proven success in delivering business, organization and personal effectiveness programs. She has supported institutions in generating value through assessments for diversity, equity and inclusion, supplier diversity programming and development, designing and managing culture change and organization learning, and building high-performance teams and work systems.

Her professional experiences include a tenure of some seventeen years in the public sector where she served variously as an Economic Development Planner for the City of Newark; a Small Business Representative for NJ TRANSIT's Small Business Office; and Assistant Director for the NJ Governor's Study Commission on Discrimination in Public Contracts. Most recently, she served for two years as the director for the City of Trenton's Department of Health and Human Services.

She also worked in the private sector, serving public agencies, in the delivery of human resource and business diversity compliance management programs. As a Senior / Special Project Manager for Armand Resource Group, Abdul-Ali managed compliance for millions of dollars of contracts for minority and women-owned businesses. She designed one of the largest compliance review initiatives in the country, on behalf of the City of New York. That project comprised a review of 45 city agencies' purchasing practices, to design a program to increase procurement from M/WBE-owned companies. She delivered a similar project for a county-wide mental health services agency in Michigan. For that (9-month, virtual implementation) effort, she designed a process and conducted an organization-wide assessment for diversity, equity and inclusion, and then designed a culture change initiative to assist the agency in addressing barriers, so as to incorporate a new vision for DEI in that agency. Recent projects include her subconsultant support to Partnering For Change, LLC, for which she provided retreat design and facilitation services for two of 13 business units (Recruitment and Business Process Management) within DAI, Inc. DAI is an employee-owned, global development company working in 160 countries (they are one of the top 3 contractors to USAID). Shakira's assignment called for co-designing and facilitating a three-day retreat for each of these two units. The Recruitment team retreat was a hybrid event, supporting team members who were onsite in a U.S. location, as well team members who were located in Europe, Israel and South America.

Shakira earned a baccalaureate degree in Economics and Urban Studies from Wellesley College and a Master of Science in Organization Development from the American University/NTL Program. She is a member of the NTL Institute for Applied Behavioral Science. She acquired coach training with New Ventures West, Inc., as well as a Certificate of Leadership for Diversity Training with the National Coalition Building Institute. She is a co-author of *[The Sustainable Enterprise Fieldbook: When It All Comes Together](#)*, American Management Association / Greentree Press, publishers.



Renaya Furtick Wheelan, PhD.
CONSULTANT / LIFE COACH / TRAINER

Renaya Furtick Wheelan PhD, a native Philadelphian, is a motivator, coach, teacher, counselor, trainer and organizational development consultant with expertise as a group psychologist. In all her work, she uses a holistic approach in an effort to empower her clients. She has actively empowered and educated youth, women, and young adults for over twenty five years, particularly with programs that work with people transitioning as a consequence of life-changing events. In addition to conducting a series of workshops in correctional facilities, she has designed, implemented, and evaluated training, curriculum and programs for government agencies, nonprofit and for profit entities. She also spent time working as a Therapist, motivating and cultivating young adults in a dual-diagnoses (substance abuse and mental health challenges) psychiatric facility. Dr. Furtick Wheelan served for three years as a project coordinator with an intergenerational program; creating a multi-generational mentoring environment.

A Temple University alumna, Dr. Furtick Wheelan holds a PhD in Psychoeducational Processes with a concentration in Adult Group and Organizational Development, a MEd in Psychoeducational Processes and a BS in Therapeutic Recreation.

All of Dr. Furtick Wheelan's years of work and education from undergraduate to graduate studies prepared her for her future endeavors. Because of her past and present experiences she has come to see herself as an inspirational speaker, a coach and a group and organizational development psychologist. Dr. Furtick Wheelan's personal goal is to empower women in their search of self via a holistic approach. As she puts it, "she is in the human restoration and transformation business."

Dr. Furtick Wheelan is the founder of Stillrizen Enterprises, a consulting firm with the goal of empowering individuals and groups to successfully handle change. She is also the co-founder and Executive Director of I'm FREE: Females Reentering Empowering Each Other, a nonprofit organization located in Philadelphia that provides trauma-informed, gender-responsive services to Philadelphia's female returning citizens. She has presented her work locally, nationally, and internationally. In 2013, the co-founders were named Extraordinary Citizens by The Philadelphia Branch of the NAACP for their work with incarcerated women.



Guillermo Lopez Jr.

For over 20 years, Mr. Lopez has been honing his skills as a leader and facilitator. He has extensive experience working within communities and organizations to build trust, create collaboration opportunities and strengthen relationships across differences. He has implemented and managed assessments, surveys, budgets, micro grants and oversaw 22 nonprofits and the Bethlehem Police Department in the Mayor's Bethlehem Anti-Gang Task Force.

As the Latino constituency director for the National Coalition Building Institute, he was responsible for the development of Latino/a leaders within NCBI and consults with community organizations, school districts, and major corporations on a national level. In recent years, he has trained and consulted with over 20 universities and 27 communities in 14 different states and 2 different continents. He was selected as a Delegate to the 2001 United Nations World Conference on Ending Racism, Xenophobia and other Intolerances in Durban, South Africa.

Guillermo has led teams that have initiated and completed training programs in conflict resolution, police-community relations, and leadership development for many law enforcement organizations. The work he has done has been awarded grants by the U.S. Department of Justice in three communities to bring together law enforcement personnel and community leaders for dialogue designed to build trust and improve communication in the following locations:

- King County, Washington – Cops and Community Project, an 18-month program
- Bethlehem, Pennsylvania – Cops and Community Project, an 18-month program

He has also conducted communications workshops for law enforcement agencies in:

- Atlantic City, New Jersey
- Syracuse, New York
- Frostburg, Maryland
- Philadelphia, Pennsylvania
- Chester, Pennsylvania
- Norristown, Pennsylvania
- Harrisburg, Pennsylvania
- Bethlehem, Pennsylvania
- Allentown, Pennsylvania
- Easton, Pennsylvania

He has also facilitated Weed and Seed programs by developing the training model for the following communities:

- Allentown, Pennsylvania
- Easton, Pennsylvania
- Reading, Pennsylvania



Alex Moss, MPPM, President

Alex Moss is a founder and president of Praxis Consulting Group, Inc., where he advises employee owned, nonprofit, and mission-driven corporate clients in fully engaging employees to drive organizational performance. Alex advises clients on governance, strategy, leadership development and succession, business and ownership education, and employee participation. He is a frequent speaker and author on these issues and is an occasional lecturer on nonprofit and cooperative issues at the University of Pennsylvania, Temple University, and other academic and social venture programs.

Alex has designed and led or co-facilitated strategic planning processes for the Opportunity Finance Network, the Center for Reproductive Rights, City First Bank (a for-profit / nonprofit CDFI hybrid), and a range of employee-owned firms, CDFIs, and trade organizations. He has participated in many other strategic planning initiatives as a Board Member of various nonprofit and employee-owned organizations.

Alex currently serves as a Trustee of the Employee Ownership Foundation and of the Cooperative Charitable Trust. He is a past member of the Boards of Directors both of the National Center for Employee Ownership of The ESOP Association. He has previously served as Board Member and Treasurer of Childspace CDI (a 501c3 childcare advocacy organization), Board President of Weavers Way Cooperative Association (a retail food cooperative), and Board Member of various other nonprofit organizations. All of these organizations have conducted strategic planning initiatives during his tenure.

Before co-founding Praxis, Alex structured financing for employee buyout transactions. He founded the Boston affiliate of ACORN Housing Corporation (a low-income housing development firm under the umbrella of ACORN, a national community organizing group) and built and managed ACORN Services (a for-profit, fee-generating subsidiary of the same nonprofit parent). He holds a master's degree in Public and Private Management (MPPM) from the Yale School of Management and an AB from Brown University.



Nelson Parrish, II, MA

Nelson Parrish, II, MA is a thought leader with over 20 years of experience in the development and implementation of processes and programs to facilitate individual effectiveness and organizational productivity. With an emphasis on the integration of leadership, diversity, and change management, he enables people and organizations to communicate across differences, manage change, and maximize effectiveness.

Nelson's areas of professional expertise include Executive Coaching, Leadership Development, Diversity & Inclusion, Change Management, Public Speaking, and Group Facilitation.

Before his career as a consultant, Mr. Parrish was a manager of people and processes in the financial services industry. As the former Vice President of Change Management, Inclusion, and Development, one of his achievements was to design, implement, and measure a significant system change process that increased leadership effectiveness, diversity competence, and organizational performance.

Nelson holds a master's degree in Organizational Management from The University of Phoenix, a Bachelor of Arts degree from Millersville University, certifications from The Amherst Writers & Artists Group in Writing Group Leadership, Bucknell University-Central Atlantic Advanced School of Banking, Howard University-Coalition Building Institute, and The Philadelphia Institute for Paralegal Training.

Demonstrating a strong commitment to his community, Nelson serves as treasurer of The Philadelphia Clef Club of Jazz and Performing Arts, a nonprofit organization dedicated to the performance, education, and preservation of jazz music.



Marsha Wesley Coleman

An organizational development practitioner and executive coach, Marsha designs educational programs for FSA members and works with their leadership teams to develop strategies to improve organizational performance.

Her background includes more than 20 years of experience with KPMG and Black Entertainment Television. She also has a passion for mentoring and was the administrator for the L. Patrick Mellon Mentorship Program for the National Association for Multi-ethnicity in Communications, a nonprofit trade organization focusing on diversity.

She is an adjunct professor in the Organizational Development and Leadership Program at the Philadelphia College of Osteopathic Medicine (PCOM). Additionally, she completed the National Coalition Building Institute Leadership Institute for Diversity and is certified to administer the Myers-Briggs Type Indicator and other individual and group assessment instruments. She serves as a certified Trainer for the Power + Systems Organization and When Cultures Meet Workshop. As a Master Trainer for the When Cultures Meet Workshop, she facilitated workshops in Nigeria, Hawaii and England and is the co-author of the "When Cultures Meet" chapter of The Change Handbook.



Nancie C. Zane, Ph.D.

Nancie C. Zane, Ph.D., is a social psychologist and a principal with Praxis Consulting Group. For over twenty-five years, Nancie has worked with non-profits and public sector organizations as well as employee-owned companies to build diverse staff and board leadership teams, strengthen staff relationships, and develop effective communication strategies—all in the service of helping organizations achieve their goals. Nancie also works to help organizations re-align their organizational mission, culture, and structure in the context of succession as well as strategic planning processes. In addition, Nancie heads the executive coaching practice within Praxis that serves emerging, mid-level, and senior leaders. She has coached and taught in the Wharton Advanced Management and the Executive

Education Programs and is certified in the Clark Wilson, Hogans, the ESCI (emotional Intelligence) surveys, SAVI communications and the Intercultural Development Inventory (IDI).

Since 2000, Nancie has taught courses at the University of Pennsylvania and the Philadelphia College of Osteopathic Medicine focused on organizational assessment, group and team dynamics, strategic thinking and planning, communications, and diversity, equity, and inclusion (DEI). Nancie's publications which are primarily focused on leadership and organizational diversity and inclusion can be found on

<http://praxiscg.com>

Nancie received a B.S. from Cornell University in criminal justice and community psychology and a Ph.D. from the University of Pennsylvania with a concentration in social psychology. She was awarded the Tompkins County Human Rights Award for her leadership in enhancing community-based prison and jail re-entry programs and the development of the Tompkins County Sexual Abuse Task Force, a multi-disciplinary approach to community prevention strategies.