

## Phyllis Alexander

Phyllis Alexander has been a champion for social justice for several decades, and civil rights professional for over twenty years working for both corporate America and city government.

Phyllis is a experienced coalition builder and trainer and credits her skills to her 29-year affiliation with the [National Coalition Building Institute](#), an international social justice/ social change organization. Phyllis has had several roles with NCBI including senior trainer and was President of the NCBI Board of Directors from 2012-2017. In addition to facilitating NCBI workshops including their Welcoming Diversity training, Phyllis facilitates a variety of conversations ranging from courageous conversations about race, to strategic planning sessions for boards.



Phyllis has a Bachelor of Science in Economics and later received a Master of Science in Community Economic Development from Southern New Hampshire University.

As a consultant with the Promise Neighborhood of the Lehigh Valley (PNLV), Phyllis worked as the Project Director for the Leadership Without Limits Leadership Institute. In this role, Phyllis practiced her “pass the baton” strategy by supporting the leadership of mostly millennial students.

Community engagement includes volunteering as a board member of the Freedom Memorial, a local non-profit dedicated to commemorating the life and continuing the work of Dr. Martin Luther King Jr. & Coretta Scott King. Phyllis is also the Vice President of the Resurrected Community Development Corporation (RCDC), a faith based non-profit dedicated to social justice. Per their vision statement, RCDC is committed to creating communities of equity, excellence and empowered residents.

A former resident of Allentown, PA, Phyllis has been recognized for her community service, receiving two awards from the Allentown Human Relations Commission, an Allentown YWCA Women’s Leadership Award, the Humanitarian Award from the Allentown NAACP, and a Distinguished Woman award from the Delta Sigma Theta Sorority, Inc. Phyllis has two daughters and currently resides in Temple Hills, MD.

## Shakira Abdul-Ali, MSOD

Organization Development Professional: Facilitator, Trainer, Coach, Leader  
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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 experience includes 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.

## 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.

## Carter Gilbert

**Carter Gilbert** (*he, him, his*) is a leadership educator and trainer with 10+ years of experience working with organizations to ensure an inclusive and equitable experience for those in and beyond their communities. Carter is currently pursuing his Ph.D. in Higher Education and Student Affairs at the Ohio State University, where his education and scholarship revolves around the teaching and learning of socially just leadership practices. As a consultant, Carter has been privileged to work with organizations from several different sectors to forward social justice, anti-racism, and trans inclusion in the workplace and community. In the future, Carter hopes to continue to meld his passion for organizational change and socially just leadership and is excited to see where this journey takes him.



## 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.

## Rosa de Koning



**Rosa de Koning** is an independent leadership development consultant and certified Executive Coach, experienced in coaching individual senior leaders and improving leadership and team effectiveness. She is certified through Georgetown University's Executive Coaching Program, and has worked on selecting and developing leaders and top talent for more than 16 years. Her clients have ranged from government agencies such as FEMA, FAA, NASA, and AFMC, to global Fortune 100 companies including Stryker, Bayer, Dupont, Roche, Johnson & Johnson, Schering- Plough, Pfizer, Janssen, Chubb Insurance, Wells Fargo, Best Buy, Disney, Fairmont Hotels, Toyota, Caterpillar, Tempur-Pedic, and Dix & Eaton.

Rosa's work focuses on identifying people's unique strengths, developing their maturity, helping them pursue a meaningful purpose, and improving the effectiveness of the team and environment they are part of. The work involves designing and delivering leadership development programs, tailored to the organization's challenges and opportunities, consisting of one-on-one coaching sessions and facilitated workshops at all levels of the organization.

Outside of work, Rosa mentors individuals to overcome their spiritual, personal, and professional challenges in life. Rosa is invested in helping younger generations to understand their natural talents and full potential.

Before becoming an independent coach, Rosa spent ten years as an Executive Coach and Senior Analyst with The Gallup Organization. At Gallup, she was a leader in strengths-based development consulting, providing feedback to individuals about their talents and growth opportunities. She provided in-depth, strengths-based coaching to managers and executives, facilitated leadership development workshops, and used her expertise in people's strengths to build effective teams, put in place succession plans, and identify and develop current and future leaders.

She worked closely with her clients to design and implement selection instruments and processes that align talent with their business strategies. She developed predictive interview processes, made selection recommendations concerning top candidates, and provided training and consulting to customize and enhance the client's selection processes. Because she is fluent in both English and Spanish, Rosa interviewed leadership candidates using Gallup's in-depth interviews in the United States, Latin America, and Spain. She is certified with excellence in 14 talent-based selection instruments, and was twice awarded top producer of Gallup's selection practice.

Rosa received her Executive Coaching degree from Georgetown University, a Master's degree in International Business from Texas A&M International University, a Master's degree in Divinity from Phoenix Seminary and her Bachelor's degree in business from the ITZ in Mexico. Rosa lives in Scottsdale, AZ, with her husband Guido and two children, Michael and Ryan.

## Dawn Holden Woods



**Dawn Holden Woods** is the President of Generative Consulting Partners, a consulting firm designed to help social sector partners design authentic, people-centered solutions to help individuals and organizations reach their full potential.

Dawn is committed to co-creating effective operational and leadership programs for individuals and teams and serves as a trusted advisor for private foundations, social impact organizations and governmental agencies. She helps organizations through concrete technical assistance support including executive coaching, nonprofit board development; risk and compliance management; systematizing accounting functions and fundraising best practices. All geared to enable leaders to build stronger relationships with key constituents and funders and to grow and sustain their organizations.

Prior to founding Generative Consulting Partners, Dawn served as the Chief Social Services Officer of Public Health Management Corporation and the Chief Executive Officer of Turning Points for Children, where she was responsible for managing a \$100M portfolio including a team of 1,000 employees. She has a track record of leading transformational growth—through her leadership. Turning Points for Children from a small enterprise valued at \$10M to a complex organization with five business lines totaling over \$60M.

Dawn’s disciplined approach to this work stems from over 20 years of experience in nonprofit and for-profit sectors. She has served in both CEO and CFO roles, gaining a high level of expertise in strategy, execution and fundraising. Dawn brings a unique blend of business practicality and a “people first” approach to her work. Each business solution Dawn provides is tailored specifically to the nuanced environment and business goals of her clients. These efforts are grounded in a set of values that honor community input, seek justice, and believe that marginalized communities deserve high quality and high-impact services.

Dawn currently sits on a diverse range of boards including The Greater Philadelphia Chamber of Commerce, The Committee of Seventy, Center for Health Care Strategies, Evident Change and the National Nurse-Led Care Consortium.

Dawn received her bachelor’s degree in accounting from Lincoln University and her master’s degree in public administration from the University of Pennsylvania. She has been the recipient of many awards including 40 under 40 and Minority Business Leader in 2020.



## Ellen Greenberg, M.S.O.D.

### 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), DiSC assessment and the Fundamentals of Interpersonal Relationships Orientation (FIRO Element B) assessment. She 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 and the Philadelphia Region Organization Development Network. 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.



## 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 facilitated Weed and Seed programs by developing the training model for the following communities: Allentown, Pennsylvania, Easton, Pennsylvania, and Reading, Pennsylvania

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

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| <ul style="list-style-type: none"> <li>● Atlantic City, New Jersey</li> <li>● Chester, Pennsylvania</li> <li>● Norristown, Pennsylvania</li> <li>● Harrisburg, Pennsylvania</li> <li>● Syracuse, New York</li> <li>● Frostburg, Maryland</li> <li>● Philadelphia, Pennsylvania</li> </ul> | <ul style="list-style-type: none"> <li>● Chester, Pennsylvania</li> <li>● Norristown, Pennsylvania</li> <li>● Harrisburg, Pennsylvania</li> <li>● Bethlehem, Pennsylvania</li> <li>● Allentown, Pennsylvania</li> <li>● Easton, Pennsylvania</li> </ul> |
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## 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.

## Mike Shay



Mike Shay worked as an Assistant Director for the LMP department of the Training and Employment funds, 1199SEIU and League of Voluntary Hospitals and Nursing Homes. Mike has over forty years of experience in the fields of human resources, labor relations, and organizational development. For the past thirty years, Mike has served as a consultant to unions and management in healthcare, textile, apparel, metals, bottling, aerospace, paper-making, logistics, automotive supply, waste management and professional services organizations.

He has also consulted to state and federal government agencies, and not for profit community development agencies. Mike has substantial experience on issues related to employee ownership, high performance/self-directed work systems, total quality, conflict resolution, collective bargaining, joint improvement processes, and the development of union-management partnerships focused on strategic mutual interests.

Mike's approach to organizational development is firmly rooted in his experience as a Nursing Assistant in a psychiatric hospital, shop floor worker, union steward, local union president, organizer, and Central Jersey Director for the Amalgamated Clothing and Textile Workers Union. He has spoken and written extensively about his work and has given several international presentations.

## 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.