

XisPossible



PRESENTS

ALL BLACK EVERYTHING



The Black Professional's Village

January 18, 2021.
10 am - 4 pm (ET)

Surround yourself with like-minded professionals who get it!

Featuring:

- Ubuntu Leadership Dialogue
- Career Considerations by the Ages Breakout sessions
- Working While Black in 2020 session
- One-on-One Networking
- Meet and Greet with Black professional organizations



Empowering Visionarie



"Lifting As We Climb"



Washington DC Chapter

Welcome!

In 2020, we witnessed increased interest in the "Black American experience," as people from all walks of life sought to gain insight into the daily challenges facing people of African descent. For some Black professionals, this newfound interest was welcomed; for others, it was exhausting.

As we embark on a new year of experiences, challenges, and opportunities - in our personal and professional lives - Pathways To Excellence is committed to providing programming and resources to uplift the Black community and workforce.

In the words of Dr. Martin Luther King, Jr., "we cannot walk alone." So, on this MLK Day, and throughout the year, we will strive to create a nurturing Black Professionals' Village through the All Black Everything programming.

We are already empowered to define success for ourselves, and to follow, or create, a career path that is fulfilling. It is my hope that you will use this "Day On" to relax, and release your frustrations. Tap into the collective power and wisdom of this amazing group of Black professionals to advance your personal and professional goals. Contribute to the rich, unique conversations that can propel you forward. Be inspired to unleash your greatness and to proudly represent your Blackness. And, recognize that our similarities are greater than our differences.

Yours in Service,

Erica M. Roberts

Executive Director, Pathways To Excellence, Inc.
Creator, All Black Everything



@pathways2x

Presented by



Co-Hosted by



Empowering Visionaries.



“Lifting As We Climb”



**Washington DC
Chapter**

AGENDA



Time (ET)

Event

10:00am - 10:15am

Intro and Talk with Sponsors

10:15am - 11:00am

All Black Everything: Ubuntu Dialogue

Moderator *Erica M. Roberts*

Featuring Bruce Thompson
Ebony D. Thomas
Carson Edwards, Jr.

11:00am - 11:30am

Group Networking / Constructive Conversations
(Choice of Breakouts)

Working Parents Moderator Candace Cato

Diversity, Equity & Inclusion Moderator Ciera Parks

Think Like a PM Moderator Crystal J. Richards

11:30am - 12:00pm

One-on-One Networking
(Select the Networking Button on the Left Menu)



Washington DC
Chapter

AGENDA



Time (ET)

Event

12:00pm - 1:15pm

Career Considerations by the Ages
(Choice of Breakouts)

Moderator *Erica M. Roberts*

Featuring Melissa Reaktenwalt
Desy Osunsade

12:00pm - 1:15pm

Career Considerations by the Ages
(Choice of Breakouts)

Moderator *Valari Jackson*

Featuring Kelvin Harris
Lisa Ealy

1:30pm - 2:45pm

Working While Black in 2021

Moderator *Lenzy Ruffin*

Featuring Lohn Evans
Hennither Gant
Melvin Stallings, Jr.
Angela Thornton-Young

3:00pm - 4:00pm

Career Connections



Washington DC
Chapter

MEET THE SPEAKERS



ERICA M. ROBERTS

Executive Director, Pathways To Excellence, Inc; Creator, All Black Everything



Erica M. Roberts is the Executive Director for Pathways To Excellence, Incorporated, and the Founder & President of X Is Possible, LLC. She boasts over 15 years of executive and professional leadership experience within Federal government agencies and non-profit organizations. As a Training Director, Customer Experience Expert, and Employee Engagement Strategist, she has partnered with Federal government agencies, industry associations, and workforce

professionals to design and deliver customized organizational development solutions to deliver tangible results to clients. She has enjoyed delivering measurable value by engaging employees to transform culture and practices within organizations.

Erica served as the Director of Customer Service and Program Manager for the U.S. Department of Labor (DOL). In that capacity, she co-led Presidential and cross-agency efforts related to customer experience, and coordinated, and monitored customer experience initiatives that cut across all organizational lines at DOL, including those related to performance management, planning and evaluation, technology integration, training and change management. Ms. Roberts reengineered and designed model training programs across several Federal agencies, and delivered hundreds of synchronous and asynchronous courses to benefit new executives and managers and enforcement personnel. An experienced training professional, nonprofit Executive Director, and certified executive coach, Erica tailors service offerings to align with her customers' learning and communications styles.

Erica earned a Master of Business Administration and a Bachelor of Science in Management from Florida A & M University. She completed a Senior Executive Service Candidate Development Program and was approved by the U.S. Office of Personnel Managed for appointment to Senior Executive Service in 2018. Erica is a certified Project Management Professional and credentialed coach (ICF-ACC). She is also active in the National Black MBA Association, as one of the founders and Interim President of the Greater Maryland Chapter, past President of the Washington DC Chapter, and previous National Advisory Council member. In her spare time, Ms. Roberts enjoys volunteering. She is an active member of Delta Sigma Theta Sorority, Incorporated - a public service organization that executes programs in support of local, national, and international causes.

MEET THE SPEAKERS



ALL BLACK EVERYTHING Ubuntu Village Dialogue



BRUCE THOMPSON

President at Hospitality Development Company

Bruce Thompson presently leads hotel development, operating and ownership group with three Marriott-franchised hotels. Mr. Thompson is a consultant and the past Interim President and CEO of the National Black MBA Association, Inc. He previously served as Chairman of the Board for the Association.

Mr. Thompson has extensive corporate experience, primarily in the area of finance, and over 30 years of wide-ranging, high-impact business and not-for-profit leadership experience. Prior to retiring, he served as Chief Separation Officer at Arconic Inc., formerly Alcoa, and led the highly successful separation of a \$14 billion company into two successful independent businesses.



Washington DC
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MEET THE SPEAKERS



EBONY D. THOMAS

Strategy and Organizational Transformation SME; Senior Associate at Booz Allen Hamilton

Ebony Danielle Thomas is a seasoned management consultant and project manager specializing in strategic planning, change management, performance management, and business development. She began her career on Wall Street in the Equities Division of Goldman Sachs and went on to work in the Finance Division at Fannie Mae. In 2010, after completing her MBA, Ebony chartered a new direction in her career when she began working with Booz Allen Hamilton where she has remained through the present. In her current role, Ebony is leading several strategy and change management efforts across DoD Health Affairs (HA) and the National Institute of Health (NIH).

Beyond delivering high quality client-service, Ebony is committed to leading successful firm-wide diversity efforts and holds the position of Chair for Booz Allen's African American Network (AAN). In this capacity, Ebony plans the annual curriculum to shape career development and community outreach opportunities for employees at all levels while also serving as a mentor to junior staff. Her in-depth insight into the management consulting industry has helped to better position her mentees to achieve their personal and professional aims. Notably, in response to COVID-19 and the public resurfacing of systemic racial injustice in the US, Ms. Thomas has seamlessly pivoted AAN programming to an all-virtual platform and has begun designing programming to address Unconscious Bias, Algorithmic Bias, Microaggressions, Effective Allyship, Cultural Celebration, and more.

Outside of work, Ebony is an active alumnus of Management Leadership for Tomorrow (MLT) and an active member of CALIBR - both programs dedicated to the advancement of high-potential individuals in education and corporate America. Ebony holds a Bachelor's degree in Economics from Spelman College where she was a Bonner Scholar and an MBA from the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill where she was a Dean's Fellow and a Bank of America Fellow. She is certified as a Change Management Advanced Practitioner through Georgetown University, a certified Lean Six Sigma Black Belt through Dartmouth College, and a certified Design Thinking Professional. Ebony enjoys golfing, cooking, and interior design.

MEET THE SPEAKERS



CARSON EDWARDS, JR.

Global Sales Account Executive

Carson Edwards Jr. is a Global Account Executive with Marriott International, Global Sales Team, North America. In his current role, Carson leads and manages an account portfolio of approximately 50 key association accounts that generates \$50 million in revenue annually across Marriott's Premium, Luxury and Select brands. In addition, Carson leads and manages a select number of strategic account partnership relationships within his portfolio that drive unique partnership alignments within Marriott's core brands. Carson can be described as a creative and dynamic sales professional with a proven track record of sales production success which has resulted in profit maximization and greater market share across multiple sales segments. Carson's hospitality career spans more than 25 years, starting in hotel property operations across various lodging companies to his current role with Marriott International. He received his B.B.A from the Howard University School of Business and his MBA from the F.W. Olin School of Business at Babson College, as well as being a Certified Association Sales Executive (CASE). His core values include mentoring and continuing education as he recently completed his Digital Marketing Professional Certification (CDMP) from the Digital Marketing Institute. Carson is also an aspiring tech evangelist and he enjoys sharing how to incorporate technology best practice within the workplace as well as following his life-long passion in music as digital DJ. He is also an avid believer of mental and physical wellness and practices an active life style with fitness boot camps and charity races. In his downtime he is an avid soccer Dad and supporter of youth sports.



Washington DC
Chapter



GROUP NETWORKING




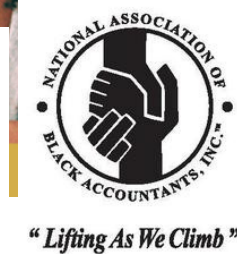

 ALL BLACK EVERYTHING
**WORKING PARENTS:
 STRESS CAN BE
 POSITIVE**




 ALL BLACK EVERYTHING
**DIVERSITY, EQUITY &
 INCLUSION: THE IMPACT
 OF UNCONSCIOUS BIAS
 IN THE WORKPLACE**




 ALL BLACK EVERYTHING
**THINK LIKE
 A PM**



Washington DC Chapter

MEET THE FACILITATORS



CANDACE CATO

Senior Global Learning & Development Advisor at GSK

Candace Cato is an experienced Talent & Development professional with demonstrated history working in the Financial and Pharmaceutical industries. Ms. Cato is skilled in coaching, instructional design, mentoring, needs analysis, relationship building, and talent development. Throughout her career, she has built a reputation as a colleague and servant leader who facilitates knowledge transfer to inspire and ignite behavioral change.

Ms. Cato is a co-founder of the Greater Maryland Chapter of the National Black MBA Association.



CIERA PARKS

HR Strategist | Trainer | People & Culture Guru | Supply Chain & Logistics HR | Process Creator | People Engager

Ciera Parks has over 13 years of Human Resources experience, having worked in higher education, manufacturing, non-profit, pharmaceuticals, e-commerce and technology industries. Ciera is a private HR consultant, specializing in talent and organizational development, to provide direction to businesses looking for HR solutions and training.

Ciera helps businesses reach operational efficiency by maximizing their people and technical approaches. Her expertise in building organizations and developing people, delivers measurable results. Ciera will help your organization discover how great they can be, by developing the talent you have. Outside of her professional roles, Ciera partners with several organizations to increase dialogue around diversity and inclusion, advocacy for minorities in corporate environments and youth empowerment.



CRYSTAL J. RICHARDS

Principal & Owner - MindsparQ

Crystal Richards has over 20 years of experience as a project manager and a trainer. Crystal is a certified project management professional, an agile certified practitioner, and is certified in emotional intelligence (EQ). Crystal is dedicated to bringing out the best in people having served with multiple organizations as a trainer and mentor. Crystal earned her master's in healthcare administration from The University of North Carolina at Chapel Hill and obtained her bachelor's degree in economics from Georgetown University. In addition, Crystal earned graduate certificates in adult training and development and community college teaching, both from North Carolina State University

An Army Brat, Crystal enjoys the simpler things in life like taking her 10-year old lab for a hike in Maryland's state parks, tending to her vegetable garden, Dunkin' Donuts® coffee, and mastering her latest obsession: learning how to play golf. Crystal confesses she gave up golf a year later.

MEET THE SPEAKERS



MELISSA REAKTENWALT

Founder, Advisor EViE Financial Group

Melissa is a financial literacy professional who is passionate about educating individuals and business owners about the power of smart money management. She has used her undergraduate degree in finance and her MBA in marketing to establish a comprehensive financial planning firm serving clients in Washington, DC and the surrounding area. During her 14 years in the financial services industry, Melissa has taught thousands of clients how to create and sustain financial freedom through better understanding what their money has the potential to do for them. In addition to working with clients directly, Melissa presents at regional and national conferences as well as teaches educational courses focused on financial empowerment and planning strategies.



DESY OSUNSADE

Global Head of People & Culture, Imaginable Futures

Desy Osunsade oversees all aspects of Imaginable Futures' people and culture, including human resources, talent and JEDI (justice, equity, diversity and inclusion). She also serves as a consultant to Imaginable Futures' investment portfolio.

Desy is a human resources leader with more than 15 years of experience in recruitment, employee relations, training and development as well as, diversity, equity and inclusion. Prior to joining Imaginable Futures, Desy was the Managing Director of People at Morning Consult, where she built policies and procedures, led employee engagement and coached managers and leaders. Before Morning Consult, she was the Senior Director of Culture and Talent at Arabella Advisors, where she built the firm's recruiting function, led Arabella's diversity equity and inclusion work and headed their Culture and Talent team. Desy's professional experience also includes expertise in workforce development and sales operations.

Desy has a Bachelor of the Arts in Mass Media Arts/Journalism from the University of the District of Columbia. Desy lives in the Washington, DC area with her partner, where she spends time involved in nonprofit work. She is on the board of the nonprofit, Byte Back and is a member of Black Benefactors, a local Black Giving Circle. As a true DMV native, she also enjoys a good brunch.

MEET THE SPEAKERS



ALL BLACK EVERYTHING

CAREER CONSIDERATIONS BY THE AGES: AGED OUT?



VALARI JACKSON

CEO and Founder of Fierce Focus Strategies



Valari Jackson is a dynamic, relatable and inspired leader. With her genuinely engaging style and thought-provoking conversation, she compels you to dig deeper and think higher. Some say it's her NASA training or the years as an Aerospace Engineer that give her the ability to set you on a trajectory to achieve greater than you realized you could.

With more than 25 years as a top-producing Realtor, she is a sought-after advisor and strategic thinking partner who knows first-hand the frustrations and challenges that can overwhelm even the most seasoned entrepreneur. Her uncanny ability to uncover and illuminate the blind spots and missed opportunities in your business, is matched with her passion to provide a framework for systems that will optimize your resources and increase your bottom line allowing your business to flourish.

Valari's talents extend beyond the business realm. She refers to herself as a classically-trained bargain hunter who once traveled for 31 hours and across 3 continents in pursuit of a great deal.

MEET THE SPEAKERS



LISA EALY

Career Strategist, Dare2Dream

Lisa R. Ealy is the “Six-Figure Success Mentor”. She has helped her clients declutter mindset and raise income through her signature coaching programs, including 6 Steps to 6 Figures. Lisa knows the importance of connecting faith to securing the dream and incorporates it into coaching.

She is a regular contributor to the Another Look radio show on WOUV. She has conducted workshops at the Confidence Success Circle Roundtable, Elite Conversations, Career Elevation Summit, SpeakerCon2019, Impact Nation Radio, GDS with Georgie, Women in EFTs, DC Women Owned Law, Toastmaster’s, WeWork and Laurel Workforce Development Center, St. John, Olivet Institutional Baptist, Kingdom Fellowship AME, People’s Community, Cory United Methodist, St Mark, Resurrection Baptist and Unity Baptist churches. She has shared the stage with Dr. George Fraser, Dr. Willie Jolley, Cheryl Wood, Gloria Mayfield Banks, Dr. Venus, Lisa Saservich and others.



KELVIN HARRIS

Financial Strategist, Kel-Star Consulting

Kelvin B. Harris is owner and founder of Kel-Star Consulting. With over 30 years of professional business consulting and program management experience, Mr. Harris has worked with federal

agencies, Fortune 1000 companies, and top local firms in the DC metro area. Mr. Harris was responsible for implementing business process improvement systems and programs to better business operations, drive business performance and organization communication. As an Integrated Workplace Management SME, Mr. Harris was responsible for incorporating best practices at the enterprise level. In 2012 Mr. Harris relaunched Kel-Star Consulting as a fully integrated business solutions consulting and wealth strategy management firm. Kel-Star specializes in financial and wealth creation strategies for our private clients and provides business solution consulting services under a “business aggregation” model for our small business clients in areas of, business formulation, business valuation, asset accumulation, employee retention, business performance and succession planning.

MEET THE SPEAKERS



ALL BLACK EVERYTHING

**WORKING
WHILE BLACK IN
2021**



LENZY RUFFIN

Owner, Park Road Studios & Producer, Working While Black

Lenzy Ruffin is a video communications strategist and owner of Park Road Studios in Washington, DC. He specializes in teaching business professionals how to use video as a tool for thought leadership. Lenzy is also the Creator of The Small Business Collective, an online community where you can get coaching on how to develop and implement a video communications strategy for your business.

Within The Small Business Collective, Lenzy manages The Black Women's Video Empowerment Academy to address the specific challenges that Black women business owners face when it comes to standing in front of a camera. Lenzy recognizes the importance of getting your message in front of people these days is about getting inside their smartphone and video is how you do it. He believes that video is something that entrepreneurs and professionals are going to have to get comfortable with in for businesses to survive and thrive. Lenzy invites attendees to be a part of The Small Business Collective and join a community of peers to learn the skill of video communications without having to do it in front of the whole world.

MEET THE SPEAKERS



ANGELA THORNTON-YOUNG

President-Elect, Greater Maryland Chapter of the National Black MBA Association

Angela Thornton-Young is graduate of Florida A&M University, where she earned a BS in Accounting from the School of Business & Industry. She also holds an MBA for the University of Louisville's College of Business & Public Administration.

Angela works for Deloitte & Touche as Senior Manager in the Government and Public Sector - Advisory Practice. Angela has been with Deloitte since 2009. She is the Diversity Equity & Inclusion lead for the Air Force account, which represents 300+ practitioners across 5 geographic regions. She also works closely with Deloitte's HBCU Initiative, which is working with 17 HBCUs across the country to create a sustainable pipeline into the firm.

Prior to joining Deloitte, she spent 5 ½ years with PricewaterhouseCoopers. Her professional affiliations include the Project Management Institute (PMI), the Association of Government Accountants (AGA), and the Institute for Internal Controls (IIC). Angela holds both PMP and CICA certifications.

Angela is a lifetime member of the National Black MBA Association. Having served in local and national positions and receiving broad recognition, Angela continued her service as President of the Greater Maryland, which she co-founded.

Angela is also a lifetime member of Alpha Kappa Alpha Sorority, Incorporated and newly crowned Silver Star, which acknowledges 25 years of service.

HENNITHER GANT

HR Business Partner | Hiring Strategist | HR Speaker



Hennither Gant is a human resources expert, business owner and first-generation American of Sierra Leonean descent. With more than 15 years' experience in the private, nonprofit, and governmental sectors as an HR leader, Hennither is often the go-to person for providing diversity strategy, employment compliance and workforce planning.

She also counsels mid-career professionals that are transitioning into their dream jobs. Hennither's philosophy for her clients is simply to meet them where they are while inspiring them to put values before profits. Hennither holds a Masters in Human Resources, serves as the President of the National Association for African Americans in Human Resources (NAAAHR) - Greater Baltimore Chapter. Hennither is also an author and frequent speaker and trainer on radio and at events for professional groups, business schools, and conferences.

MEET THE SPEAKERS



LOHN EVANS

Diversity Manager, Lockheed Martin

Lohn Evans is a seasoned human resources practitioner and currently serves as the Diversity Outreach Manager for Lockheed Martin's Talent/Global Diversity & Inclusion team. Prior to joining Lockheed Martin, Mr. Evans managed the Financial Industry Regulatory Authority's (FINRA) talent acquisition program, where he provided market intelligence related to salary, candidate expertise and competitor analysis in order to maximize top talent selection and sourcing, and ensured the success of Talent Acquisition strategies with hire quality, and diversity.

Mr. Evans is a graduate of Grambling State University. A champion of Historically Black Colleges and Universities (HBCUs), Lohn has been instrumental in providing opportunities to diverse students and HBCU alumni.

Lohn is a avid community servant, and is the Vice President of Membership (Elect) for the Greater Maryland Chapter of the National Black MBA Association.

MELVIN STALLINGS, JR.



Founder, Cyber Green Group

Melvin Stallings, Jr. is the Founder and Executive Director of Cyber Green Group, a workforce training non-profit corporation for teachers and students in the STEAM (Science, Technology, Engineering, Arts, and Mathematics) fields, located in Bowie, Maryland. With over 20 years of experience as an educator in the fields of science and mathematics, Melvin manages various STEAM initiatives for K-12 levels in schools and recreation centers that foster excitement in Cyber Forensic, Biomedical Engineering and Green Science. Melvin was the Director of STEM Education and the School Recruiter for National Collegiate Preparatory Public Charter High School in Washington DC. He created the award winning Afterschool STEM program, and was the driving force behind the Saturday's STEM Academy that resulted in a 20 percent increase in math assessment scores.

Prior to his career in education, Mr. Stallings served as a Crime Scene Investigator for the Baltimore City Police Department for several years.

Melvin received his Bachelor of Science in Biology from Norfolk State University and his Masters degree from Notre Dame of Maryland University. He is a member of the 100 Black Men of Greater Washington DC Chapter, and a Life member of Omega Psi Phi Fraternity, Incorporated (Psi Nu Chapter of Alexandria, VA).

A SPECIAL THANK YOU TO
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Park Road Studios





ALL BLACK EVERYTHING

We Remember Martin Luther King, Jr.

Celebrate MLK Day in this
Black Professional's Village!

“
*Whatever affects one directly,
affects all indirectly. I can never
be what I ought to be until you
are what you ought to be. This is
the interrelated structure
of reality.*
– Martin Luther King, Jr.”

Join like-minded professionals to celebrate
MLK Day in this Black Professionals village!



NATIONAL
BLACK
mba
ASSOCIATION, INC.

Empowering Visionaries



“Lifting As We Climb”



Washington DC
Chapter

Event design and planning by: **XisPossible**