



THE PARTNERSHIP, INC.

WHERE DIFFERENCES DRIVE SUCCESS™



Are you
ready?

Fellows, Associates and BioDiversity Fellows

2019 Program Book



Welcome Class of 2019!



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** By order of presentation*

**** As of 2/22/2019**

February 2019

Dear Class of 2019:

It is my pleasure to welcome you to **The Partnership's 2019 Fellows, Associates and BioDiversity Fellows Program**. You will join a group of exceptional multicultural professionals from across the country that will use their Fellows & Associates experience to become excellent leaders.

Whether you are in your first position or you are a mid-career professional, your organization believes you are already a leader. They are invested in you and we are invested in you as well! During the next year, you will have the opportunity to grow to new heights and we will encourage you to think differently about leadership. We will challenge you to dig deeper, reflect thoughtfully and push yourself beyond your comfort zone to become even more effective. You will learn new frameworks to apply best practices in self-leadership, relationship management, organizational effectiveness and community involvement.

During the last year we added new components to our curriculum that were a tremendous success. We are excited to include modules that engage our Next Generation Executives in cohort coaching sessions, and the addition of a special Joint Forum (all Fellows & Associates) in July with a networking reception.

While your Partnership experience will be about leadership, it is also about building community—a community that will support you along your professional journey. Throughout the various forums, you will work in small cohorts as well as interact and engage with the full class of 220 participants. You will also meet new colleagues and associates across industries and we will learn from each other.

You join more than 200 individuals in this year's Fellows, Associates and BioDiversity Fellows programs. This includes a unique network of professionals of color from organizations across New England, in industries including Retail, Law, Healthcare, Finance, Life Sciences, Government, Education, Communication and more. At the completion of the program, you will join more than 4,000 alumni who help to lead their respective organizations across the country.

We are so glad you have joined us at this important time in The Partnership's history, and also in yours. I hope you are excited for this new journey of growth and development that we are beginning today. Carmen Arce-Bowen, Vice President, Karen James, AVP, Leadership Development, Winston Bodrick, Director of Recruitment, and Sam Ellison, Senior Administrator are all available to ensure you have an incredible Partnership year.

Warm regards,

Carol Fulp
President & CEO
The Partnership, Inc.



AGENDA
2019 PROGRAM ORIENTATION
Fellows, Associates and BioDiversity Fellows
The Seaport Hotel
Boston, MA
Monday, February 25, 2019

8:00 a.m. Registration and Breakfast

Opening Session (8:30 a.m. – 9:30 a.m.) – Plaza Ballroom

Opening Remarks	Pratt Wiley <i>Executive Consultant, The Partnership, Inc.</i>
	Carol Fulp <i>President & CEO, The Partnership, Inc.</i>
Keynote Speaker	Dawn Frazier-Bohnert <i>SVP, Chief Diversity & Inclusion Officer, Liberty Mutual Insurance</i>
Orientation Overview	Karen James <i>AVP, Leadership Development, The Partnership, Inc.</i>

9:30 a.m. – 9:45 a.m. Break

Breakout Sessions (9:45 a.m. – 11:35 a.m.)

Managers' Session Success Through Diversity: Why the Most Inclusive Companies Win Plaza Ballroom	Carol Fulp <i>President & CEO, The Partnership, Inc.</i>
Fellows and BioDiversity Fellows: "Getting the Most from Your Partnership Year" Seaport Ballroom A	Pratt Wiley <i>Executive Consultant, The Partnership, Inc.</i>
	Priya Sridhar <i>HR Business Partner, TJX Co., 2018 Fellows Program Alum</i>
Fellows and BioDiversity Fellows: "Getting the Most from Your Partnership Year" Seaport Ballroom A	Sean Daughtry <i>Technical Operations, Vertex Pharmaceuticals 2017 BioDiversity Fellows Alum</i>



9:30 a.m. – 9:45 a.m. Break

**Associates: “Getting the Most from Your Partnership Year”
Seaport Ballroom B & C**

Carmen Arce-Bowen
Vice President, The Partnership, Inc.

Alazar Ayele
*Community Lab Associate, Biogen,
2018 Associates Program Alum*

11:45 a.m. – 1:15 p.m. Lunch and Individual Photos by Class

Lunch – Lighthouse
Individual Photographs – Liberty Room

11:45 a.m. – 12:30 p.m.

Associates - Lunch
Fellows – Individual Photographs BioDiversity
Fellows – Individual Photographs

12:30 p.m. – 1:15 p.m.

Fellows – Lunch
BioDiversity Fellows - Lunch Associates -
Individual Photographs

Breakout Sessions (1:15 p.m. – 4:00 p.m.)

Fellows & Associates:
(Cohort Groups)
The Leadership Assessment Session
Development Planning Forum
Plaza Ballroom

Alesia Latson, Facilitator
Principal, Latson Leadership Group

3:00 p.m. – 3:15 p.m. Break

Breakout Session (1:15 p.m. – 3:00 p.m.)

BioDiversity Fellows
Constitution Room

Carmen Arce-Bowen
Vice President, The Partnership, Inc.

**Emotional Quotient Inventory &
Myers Briggs Assessments**

John Hughes, Facilitator
President, E.I. Assessments, LLC



3:00 p.m. – 3:15 p.m. Break

Breakout Sessions (3:15 p.m. – 5:30 p.m.)

**BioDiversity Fellows: LifeLine
Exercise Liberty Room A & B
(Cohort Groups)
Constitution Room**

**John Hughes, Facilitator
Gerard Cox, Ph.D., Executive Coach
Trishia Lichauco, PCC, Executive Coach**

Fellows & Associates Closing Session (4:00 p.m.)

**Fellows & Associates
Closing Remarks
Plaza Ballroom**

**Karen James
AVP, Leadership Development, The Partnership, Inc.**



Speaker Biographies



2019 Orientation
Fellows, Associates and BioDiversity Fellows
List of Speakers

Pratt Wiley

Executive Consultant
The Partnership, Inc.

Carol Fulp

President & CEO
The Partnership, Inc.

Dawn Frazier-Bohnert

SVP & Chief Diversity and Inclusion Officer
Liberty Mutual Insurance

Karen James

AVP, Leadership Development
The Partnership, Inc.

Carmen Arce-Bowen

Vice President
The Partnership, Inc.

Sean Keenen Daughtry

Technical Fellow
Vertex Pharmaceuticals

Priya Sridhar

HR Business Partner
The TJX Companies, Inc.

Alazar Ayele

Community Lab Instructor
Biogen



Pratt Wiley

Executive Consultant

The Partnership, Inc.

Pratt Norton Wiley is a leader and strategic planner in fields ranging from law, politics, non-profit management and business management. Pratt is currently the Executive Consultant for The Partnership, Inc., New England's premier organization dedicated to enhancing the competitiveness of the region by attracting, developing, retaining and convening multicultural professionals. Pratt is responsible for both The Partnership's expansion outside of New England and its C-Suite Program, which convenes executives of color in the highest echelons of organizations across the Commonwealth.

Previously, Pratt served as the National Director of Voter Expansion for the Democratic National Committee, where he was responsible for designing and executing the DNC's program to ensure that every eligible voter was able to register and vote, and that every vote was accurately counted, from 2013 to 2017. The Voter Expansion program served the political arm to President Barack Obama by supporting Democratic candidates, campaigns, state parties and progressive organizations in all 50 states through the development of tools, resources, and networks dedicated to advancing voting rights. The Voter Expansion program also closely advised the various 2016 Democratic presidential candidates on voting rights matters and supported Democratic presidential nominee Hillary Clinton's 2016 campaign on the same.

Previously, Pratt served as the National Regional Voter Protection Coordinator for Obama for America in 2012, helping build and manage the voting protection programs for the President's re-election in battleground states including Ohio, Michigan, Virginia, Pennsylvania and New Hampshire. Prior to joining President Obama's campaign, Pratt was a corporate attorney at Nutter, McClennen & Fish LLP in Boston, representing a wide range of public and private sector clients in mergers and acquisitions, venture finance, and tax-exempt bond issuances.

Prior to law school, Pratt was a senior administrator at Lesley University in Cambridge, MA, where he served as the special assistant to the senior vice president for Administration & Finance, responsible for all non-academic student-facing services. He also worked at the international internet consulting group, Zentropy Partners, in the firm's sales and marketing group.

Pratt is extensively involved in civic and charitable activities. He was elected as a Council member of the Boston Bar Association and a member of the Board of Directors of the Massachusetts Black Lawyers Association. He is also involved in many civic and charitable organizations supporting education and civic life throughout Massachusetts.

Pratt received his bachelor's degree from Georgetown University in Washington, DC and his JD from Boston College Law School in Boston, Massachusetts.



Carol Fulp

President & CEO

The Partnership, Inc.

Carol Fulp is President and CEO of The Partnership, Inc., New England's premier organization dedicated to enhancing the competitiveness of the region by attracting, developing, retaining and convening multicultural professionals. During its 31 year history, The Partnership has collaborated with 300 corporations who have sponsored more than 4,000 multicultural executives and professionals in the organization's innovative leadership development programming. She is also the author of *Success Through Diversity: Why The Most Inclusive Companies Will Win* praised by Publishers Weekly and Booklist.

Prior to The Partnership, Fulp was Senior Vice President of Corporate Responsibility and Brand Management for John Hancock Financial. Previously, Fulp was the Director of Community Programming and Human Resources for WCVB, the ABC-TV Boston affiliate. She also served as the Corporate Employee Relations Manager for the Gillette Company.

Given her leadership in business and public service, President Obama appointed Fulp as a Representative of the United States of America to the Sixty-fifth Session of the United Nations General Assembly.

Fulp serves on the board of trustees for Eastern Bank and as well as the board of directors for the American Student Assistance Corporation and the New England College of Business. Her civic involvement includes the Harvard Kennedy School Women's Leadership Board, trustee of the John F. Kennedy Presidential Library Foundation as well as board of directors of Beth Israel Deaconess Medical Center. She is also a founding co-chair of the Massachusetts Conference for Women, the largest professional women's conference in the country, attracting more than 11,000 attendees annually.

Fulp is the recipient of many honors including the Greater Boston Chamber of Commerce Distinguished Bostonian Award. Boston Business Journal has listed Fulp as one of the "50 Most Influential Bostonians" and in 2017 Boston Magazine listed her as one of the "21 Most Powerful People in Boston Business."

Fulp is a graduate of the University of the State of New York. She is a recipient of an honorary doctorate of law from New England Law Boston, an honorary doctorate from Salem State University and she received an honorary doctorate degree from Suffolk University Sawyer Business School in 2017, where she served as commencement speaker.



Dawn Frazier-Bohnert

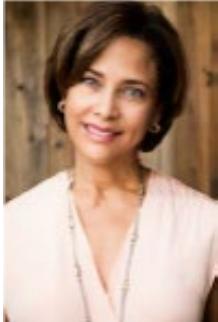
SVP, Chief Diversity & Inclusion Officer Liberty Mutual Insurance

Dawn Frazier-Bohnert joined Liberty Mutual Insurance in the spring of 2013 to shape the new office of Diversity and Inclusion. As Senior Vice President, Global Diversity & Inclusion Officer, Dawn is responsible for leading the design, development and implementation of Liberty Mutual's diversity and inclusion strategy and programs. This includes enhancing employees' D&I capability and skills, internal and external communications, metrics and measurements, benchmarking, external partnerships and the development of employee resource groups.

Prior to joining Liberty Mutual Insurance, Dawn was Chief Administrative Officer and Partner at Global Novations, a Korn/Ferry International Company, where she developed their human capital strategy and led their post-merger company culture-shaping efforts. Before employment with Global Novations, she was at The Gillette Company as Vice President, Global Diversity and Inclusion, where she developed and led their Global Diversity Strategic Plan. Dawn has also held HR leadership positions at Lotus/IBM, Fidelity Investments and Millennium Pharmaceuticals.

Growing up in an Air Force family as an Air Force brat, Dawn lived and traveled all over the world. She believes that these experiences helped her to develop the ability to be effective in most any culture. Building her cultural dexterity has enabled her to learn to navigate new organizations and to value and appreciate differences.

Dawn attended Mount Holyoke College and graduated from Boston University with a Bachelor of Science degree in Rehabilitation Counseling. She served on the Board for the Black Achievers Branch, YMCA of Greater Boston and was a volunteer Big Sister for over 10 years. She served as a member of the Women's Network Advisory Board for the Greater Boston Chamber of Commerce. Dawn is on the GK100 list of Boston's 100 Most Influential People of Color, a list the Boston Globe reports, "showcase(s) minorities who are shaping the region across various sectors, including academia, business, health care, and philanthropy." Dawn is also a four-time recipient of the Profiles in Diversity Journal Diversity Leader Award. She was awarded the Race Amity Medal of Honor in 2017 and recognized in 2017, 2018 and 2019 on the Black Enterprise List of "Top Executives in Corporate Diversity."



Karen L. James

AVP, Leadership Development The Partnership, Inc.

Karen L. James is the Assistant Vice President, Leadership Development at The Partnership, Inc. Karen is responsible for program content and the execution of the Next Generation Executive (NGE), Fellows and Associates Programs. She also manages the BoardLink Initiative, an extension of The Partnership's executive leadership development offerings that support board diversity and development needs of key nonprofits.

Karen has more than 20 years of corporate management experience with notable accomplishments in community and public relations, corporate philanthropy, program development, human resources and project management. Additionally, Ms. James has extensive background in corporate human resources, where she was responsible for developing and managing workplace diversity initiatives.

Prior to joining The Partnership, Karen directed Verizon Foundation's investments in community and education programs in Greater Boston. She had oversight of all programs related to corporate grant-making, employee volunteerism initiatives as well as corporate membership programs. Karen had responsibility for an exemplary school partnership program with Verizon and Boston Public Schools as well as the corporate annual summer jobs program.

A Boston native, Karen L. James graduated from Simmons College and has completed numerous executive education programs at Cornell University, Boston College Center for Community Relations and Babson College. She has served on numerous boards and in volunteer activities including with the Grimes King Foundation, Simmons College, Urban League of Eastern Mass., Associated Grantmakers of New England, Posse Foundation, Jack and Jill of America and Big Sister Association.



Carmen Arce-Bowen

Vice President The Partnership, Inc.

Carmen Arce-Bowen is the Vice President of The Partnership, Inc. She is responsible for the finances, events, program content and recruitment for all leadership development programs (Next Generation Executive Program, Fellows, Associates and BioDiversity Fellows) she also co-chairs Executive Council.

Prior to joining The Partnership, Arce-Bowen served for over three years as Director of Personnel and Administration in the office of Massachusetts Governor Deval Patrick overseeing and managing all matters related to high-level personnel transactions in the executive branch. Prior to this she served as Project Director of ONE Massachusetts at the Public Policy Institute in Boston where she helped train more than 250 community leaders across the state on issues related to community empowerment, taxation, basic aspects of climate change and public policy strategy.

Arce-Bowen has served on the boards of Massvote, The Chelsea Collaborative and Emerge Massachusetts. In 2010, Governor Deval Patrick appointed her to the Massachusetts Commission on the Status of Women. She is currently a career coach with the Posse Foundation and a board of trustees member at Buckingham Browne and Nichols School. Carmen was named by the Boston Business Journal as one of its 2018 40 Under 40 honorees, a competitive awards program which recognizes Boston's most promising young professionals.

Originally from Mexico, Arce-Bowen graduated with a LL.B from University Panamericana Law School in Guadalajara Mexico, a LL.M from Suffolk University Law School and a MALD degree from The Fletcher School of Law and Diplomacy focusing on International Development on Social and Political Change. She resides in Watertown with her husband and daughter.



Sean Keenan Daughtry

Technical Fellow – Technical Operations

Vertex Pharmaceuticals

Sean K. Daughtry is a native of Greensboro, NC and a product of North Carolina Public Schools. Sean graduated from Morehouse College in Atlanta, GA cum laude with a Bachelor's of Science in Chemistry. Sean continued his education at the Massachusetts Institute of Technology where he received a Master's of Science in Inorganic Chemistry. Sean began his career with Cabot Corporation as a Materials Chemist. He spent 15 years with Metabolix Inc., a biotechnology firm in Cambridge, MA where he lead as the Analytical Manager overseeing two laboratories in support of sustainable solutions for plastics, chemicals and energy. Sean is currently a Technical Fellow with Vertex Pharmaceuticals in Technical Operations with a focus on Process Analytical Technology supporting the manufacture of transformative medicines that treat the underlying cause of disease. Sean has served as the education chair for the Association of Lab Managers and is a member of the American Chemical Society and IFPAC.

Outside of science Sean has always had a passion for social justice, community service, and supporting his organizations. Sean served as Political Action Chair for the Boston Branch of the NAACP from 2011 to 2012. During his tenure the Boston Branch registered thousands of voters and doubled voter turnout in communities of color in 2011 and surpassed turnout expectations in 2012. The Political Action Committee also partnered with other organizations to demand communities of color are fairly represented during redistricting. This year-long effort resulted in 10 new majority-minority State House districts, a new majority-minority State Senate district, a strong majority-minority US Congressional district and at the Boston City level a second majority Black city-council district.

Sean is also active in several organizations. He has helped found and is the co-chair of VIBE the Vertex Employee Resource Network for professionals of color. He is a 2017 Partnership BioDiversity Fellow. Sean is a founding member of the Color of Biotech Massachusetts. He is the former president of the Greater Boston Morehouse College Alumni Association and during his 5 year tenure the Association raised \$380K for scholarships for Boston area young men to attend Morehouse. Sean recently served as Polemarch (President) of the Boston Alumni Chapter of Kappa Alpha Psi Fraternity, Inc. Under his tenure Kappa Alpha Psi strengthened its focus on community service and mentorship. Sean serves as a vice-chair on the board of ABCD the largest anti-poverty agency in New England. Sean is a member of Concord Baptist Church and sings with the Brotherhood Chorus. Sean is happily married to Chenita Daughtry and they have two beautiful children, Kiera and Saul.



Priya Sridhar
HR Business Partner
The TJX Companies, Inc.

Priya Sridhar is a native of Valparaiso, IN, and graduated from Boston University with a degree in Hospitality Administration and minor in French Language. At Boston University, she was the President of the National Society of Minorities in Hospitality – BU chapter, where she developed the programming and increased membership. She moved to Arizona to pursue a year-long management trainee program in Human Resources with Omni Hotels & Resorts, and was promoted to an Employment Manager at the Omni Parker House, in Boston, MA. The exposure to different cultures, backgrounds and associate stories has continued to make an impact on Priya and her leadership journey thus far.

After several years in the hospitality industry, Priya wanted to expand her business acumen beyond hospitality. She pursued a MBA in International Business at Brandeis University, where she continued to hone her leadership skills as President of the International Business Women’s chapter and Teacher’s Assistant in the Management Communications course. Following her MBA, Priya joined The TJX Companies, where she started as a Human Resources Generalist and has held various positions in Executive Development, Associate Relations, and currently HR Business Partner to Marmaxx Store Operations and Home Office Loss Prevention. In 2018, Priya was selected by TJX to participate in the Partnership Fellows Program.

Priya is passionate about traveling the world, furthering her culinary abilities, playing piano, developing her yoga practice and spending time with her husband and dog. Priya lives in Cambridge, MA.



Alazar Ayele

Community Lab Instructor

Biogen

Alazar Ayele is an instructor at the Biogen Community Lab in Cambridge, Massachusetts. He also attends Harvard University as a candidate for a Master of Science in Biology. In his undergraduate days at Northeastern University, in Boston, Massachusetts, he studied Applied Biology, while working at the Libermann Laboratory at the Beth Israel Deaconess Medical Center. Here he studied renal cell carcinoma and the role of protein degradation in prostate cancer. He was the recipient of the Ujima Global Leadership Award from Northeastern University in 2009.

In his role at Biogen, he also focuses on Corporate Social Responsibility through the Biogen Foundation, an arm of Biogen that gives back to the communities where Biogen operates.

Alazar currently sits on the advising committee for Dana-Farber's Harvard Cancer Center's Continuing Umbrella Research Experience, an organization that introduces Massachusetts high school and college students from underrepresented populations to the world of cancer research. He also sits on the advisory committee for the Harvard Medical School's Biomedical Science Careers Program (BSCP) directed by Dr. Joan Reed of Harvard Medical School. The BSCP provides students of every race, ethnic background, gender and financial status with encouragement, support and guidance needed for the successful pursuit of biomedical science and other science-related careers. Alazar also sits on the advising committee for the City of Cambridge STEAM Initiative where teachers and administration are encouraged to think about the future of Science Technology Engineering, Arts and Mathematics. He is a nominee for the National Minority Quality Forum 40 Under 40 Award, by Congresswoman Robin Kelly of IL. In the future, Alazar hopes to leverage his science knowledge and his teaching background to foster great relationships within the community, and develop the next generation of the workforce development in underserved communities.



Faculty Biographies

2019 Orientation
Fellows, Associates and BioDiversity Fellows

List of Faculty and Executive Coaches

Alesia Latson
Founder & CEO
Latson Leadership Group

John Hughes
President
E.I. Assessments, LLC

Gerard Cox, Ph. D.
Executive Coach
Gerard Cox Associates

Trishia Lichauco
Leadership Development Coach
Lichau Coach



Alesia Latson
Founder & CEO
Latson Leadership Group

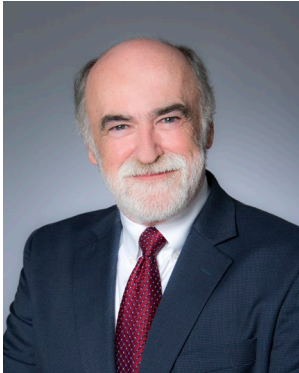
Alesia Latson has been studying and practicing the art and science of leadership and organizational development for over 20 years. Alesia has held management and organizational development roles in Fortune 100 financial services organizations, healthcare and for the federal government.

Through expert facilitation and personal coaching, Ms. Latson has developed hundreds of leaders at all levels to expand their management and leadership effectiveness as well as their leadership brand. Ms. Latson is appreciated for her insight, creativity, and her exceptional skills as a facilitator and coach.

Her depth of experience in working with senior leaders and groups allows her to recognize and offer solutions for personal and organizational success. Her perspective is truly a global one. Alesia has worked with clients in Argentina, Brazil, Mexico, England, Canada, Switzerland, France, China, Korea, Hong Kong and Singapore.

Ms. Latson received her M.A. in Training and Development from Lesley University and her B.A. in psychology from the University of Illinois. Based in Boston, she is a former adjunct faculty member of Lesley University and Bentley College and is currently a faculty member at St. Joseph's University. She is a frequent guest speaker at Babson Executive Education, MIT Sloan School of Business, Simmons School of Management, Boston College and the University of Michigan Ross Business School and serves as an executive coach in Harvard University's Professional Leadership Development Program.

She co-authored *More Time for You: A Powerful System for Organizing Your Work and Getting Things Done*.



John Hughes
President
E.I. Assessments, LLC

John is the president of E.I. Assessments, LLC, an executive coaching firm focused on measuring and developing emotional intelligence skills in business leaders, managers and professional staff. His work is bridging emotional intelligence development with diversity awareness and inclusive leadership skills. Currently, he is working with companies to help them utilize emotional intelligence assessments, such as the EQ-i 2.0, for pre-employment testing, career development and transition coaching.

John has presented at the World Diversity Leadership Summit, the Institute for Supply Management, ESPN's Women Leadership Conference and MLB Winter Meeting on the topics of emotional intelligence, inclusive leadership and executive development. His clients include the New York Daily News, COMCAST, Baystate Health, Amway, PepsiCo, Korn-Ferry, Schneps Communications, Customers Bank, John Hancock, Fidelity Investments, BioGen, Parexel, Putnam Investments, TJX Companies, Arrow Electronics, Diversified Search, Lipo Chemicals, Cardinal Health, Froedtert, and Cricket Communications. His non-profit clients include Catholic Charities of New York, the Jewish Daily Forward and the Rockefeller Brothers Fund.

Since 2010, he was invited to join the faculty of the Partnership as an executive coach. In February 2017, he worked with executives participating ADP's Multicultural Leadership Development Program and in November he was invited to present at Prudential's 11th Annual Black Leadership Forum Symposium on the emotional intelligence and executive development

Before establishing E.I. Assessments, John completed his graduate work in counseling and joined IBM where he gained experience in leadership and executive development. He later worked for the New York Times as senior internal consultant responsible for employee relations, leadership development and training for the Advertising and Production departments.



Gerard Cox, Ph.D.

Executive Coach, Leadership and Organization Development Consultant

Jerry is an experienced, results-oriented executive coach, innovative leadership and organization development, and diversity and inclusion consultant with over thirty (30) years of experience in the corporate, academic, non-profit, and health care sectors. He studied organizational behavior at the Harvard Business School and the Sloan School of Management at MIT, completed an internships at the Levinson Institute in executive counseling and coaching and at the Harvard Medical School-Affiliated Massachusetts Mental Health Center. After receiving a PhD in Clinical Psychology and Organizational Behavior from Harvard University, he was recruited as a consultant in the Department of Leadership and Organization Development at the consulting firm, McBer/Hay Group, where he remained for five years before beginning his private consulting practice.

Jerry is an active volunteer and board member of several community-based programs that foster improved health care, economic development, urban farming training for at-risk youth, and improved public education.

Memberships:

- American Psychological Association
- Society of Organizational and Industrial Psychology



Trishia Lichauco

Leadership Development Coach

Lichau Coach

Trishia is a leadership development coach, facilitator, and motivational speaker. Her open and welcoming style empowers you to move through life's journey with greater ease and confidence. She helps you identify your blocks and gain focus towards transformative change. Her coaching principle is based on her passion for understanding and celebrating your story to inspire your authentic leadership. Creating greater impact and enhancing influence through your own power and initiative are the cornerstones of her coaching foundation.

Using a flexible and collaborative process, she masterfully guides you through the experience of heightened self-awareness and clarity. She champions your willingness to become more intentional with your choices, which will bring about personal and professional potential. Passionate about coaching people of color and the topic of diversity and inclusion, Trishia aims to call on your unique strengths and voice to get desired results. Your coaching engagement will offer measurable and action-oriented tools and strategies.

Her career evolved in Boston, Massachusetts. Previously, she was Chief of Staff to the President of the Brigham and Women's Hospital and Assistant to the President at Wheaton College. In these roles, she led the central coordination of a diverse set of responsibilities in the Offices of the President and served as the primary liaison to the Boards of Trustees. Trishia's expanded portfolio included providing sound advice to senior leadership and navigating through the complexities of competing priorities. She had extensive exposure to the C-suite, high-level administration and governance, executive recruitment and retention, diversity initiatives, and philanthropy. She has held management positions at WGBH Educational Foundation and Simmons College. She is an alumna of The Partnership's Next Generation Executive was a member of their Executive Council. She serves on the Board of Directors of the CSJ Foundation in the Philippines.

Trishia is the 2017-2019 President of the International Coach Federation New England (ICFNE) for which she leads a Board of Directors and a chapter of over 600 coaches. She received her coaching certification from the Institute of Professional Excellence in Coaching (iPEC). She is a certified practitioner of the MBTI Instruments Step I and II, LEA 360 Assessment and The Results System. A member of the International Coach Federation, she holds their Professional Certified Coach (PCC) designation. Fluent in English and Tagalog and conversant in Spanish and German, she conducts in-person and virtual sessions with clients in the US and abroad.

Coaching Affiliations Include: MIT, UMass Dartmouth, Children's Hospital Boston, Harvard School of Public Health, Brigham and Women's Hospital, Lee Hecht Harrison, Linkage, Inc., Prime Chief of Staff, Federal Consulting Group, ThoughtAction, LLC, Partners Healthcare



2019 Fellows Directory

2019 Fellows Program Calendar

DATE & TOPIC

February 25, 2019, 8:00 a.m. – 4:00 p.m.
Orientation and Leadership Assessment Experience
Managers Invited – Morning Session Only

March 14, 2019, 8:30 a.m. – 4:00 p.m.
In Pursuit of the Leaders' Best Self:
A Discovery Session

April 11, 2019, 8:30 a.m. – 4:00 p.m.
Next Generation Executive Panel and
Cohort Coaching

May 2 & 3, 2019, 8:30 a.m. – 4:00 p.m.
2 Full Day Sessions
The Efficacy Experience

June 6, 2019, 8:30 a.m. – 4:00 p.m.
When Cultures Meet
Managers Invited – Morning Session Only

July TBD 2019, 8:30 a.m. – 4:00 p.m.
Joint Forum

September 20, 2019, 8:30 a.m. – 4:00 p.m.
Defining Your Personal Brand

October TBD 2019, 8:30 a.m. – 4:00 p.m.
Negotiations Workshop

November 15, 2019, 8:30 a.m. – 4:00 p.m.
Capstone Forum

December TBD 2019, 5:30 p.m. – 8:30 p.m.
Culmination Event – Evening Reception
Managers Invited

LOCATION

Seaport Hotel
One Seaport Lane, Boston, MA
www.seaportboston.com

Blue Cross Blue Shield of Massachusetts
One Enterprise Drive, North Quincy, MA
www.bluecrossma.com

The TJX Companies, Inc.
300 Value Way, Marlborough, MA
www.tjx.com

Federal Reserve Bank of Boston
600 Atlantic Ave., MA
bostonfed.org

The Partnership, Inc.
155 Seaport Blvd., Boston
www.thepartnershipinc.org
(location details will be posted online) *

The Partnership, Inc.
155 Seaport Blvd., Boston
www.thepartnershipinc.org
(location details will be posted online) *

Wellington Management
280 Congress Street, Boston, MA
www.wellington.com

Morgan, Lewis
One Federal Street, Boston, MA
www.morganlewis.com

Liberty Mutual
175 Berkeley Street, Boston, MA
www.libertymutualgroup.com

Seaport World Trade Center
200 Seaport Boulevard, Boston, MA
www.seaportboston.com

2019 Fellows Directory

COMPANY	FIRST NAME	LAST NAME	TITLE
AllWays Health Partners	Baburao	Kandru	Manager of Business Intelligence
	Marta	Williamson	Customer Service Supervisor
Bank of America	Nicole	Simmonds	Vice President, Consumer Banking Market Leader
Bentley University	Glisery	Colon	Senior Associate Director, Graduate Admission
Beth Israel Deaconess Medical Center	Geraldine	Sanon	Division Manager
Blue Cross Blue Shield of MA	Shaoqing	Yang	Contract Operations Lead
	Tamara	Ochoa-Arvelo	Project Manager, Accreditation & Compliance
BNY Mellon	Jennifer	Martens	Vice President - Senior Specialist, Business Planning & Analysis
	Nelson	Wai	Vice President
Boston Children's Hospital	Amanda	Grice	Modality Operations Manager
	Karen	McAlmon	MD, Medical Director Neonatal Network
	Karen	Spencer	Instructor of Neurology
Boston College	Angeline	Shenje Peyton	Associate Director, School Development
Boston Fire Department	Vandana	Toreti	Management Analyst
Boston Medical Center	Holly	Sabo	ACO Operations Manager
Boston University	Louis	Chude-Sokei	Wein Chair and Director of African American Studies, Professor of English
	Panduranga Rao	Varada	Director, Animal Science Center, Boston University
Cambridge Savings Bank	Ashwin	Acharya	AVP, Senior Branch Manager
City of Boston	Sheryce	Hearns	Deputy Director

Comcast	Manar	Swaby	Director of Language and Communications Access
	Rinath	Kirshner	TA Manager
	Travis	Price	Central Warehouse Supervisor
	Lisa	McTiernan	Sr. HR Manager
Dell Technologies	Danielle	Ferguson-Macklin	Sr. Manager Customer Experience
	Adarsh	Kumar	Director, Engineering
	Sanket	Shelke	
DentaQuest	Jesus	Jimenez	Sr. Business Systems Analyst
Eastern Bank	Thi	Tu	AVP-Branch Manager
Eversource Energy	Shonté	Davidson	Energy Efficiency Consultant
Greater Boston Chamber of Commerce	Loreen	Watts	Program Manager
Interise	Aliesha	Porcena	
Isaacson, Miller	Talik	Watson	DEI Coordinator/Associate
John Hancock	Chaitanya	Baddam	Senior Software Engineer
	Narmatha	Balasundaram	Director
	Jeffrey	Dormus	Plan Implementation Manager
	Yu	Du	Data Science Consultant
	Jieyu	Fan	Director
	Marjorie	Hechavarria	Director Shared Services
	Jeannine	Jodhan	Director, Consulting Actuary
	Marva	Lebrun	Sr. Manager, Integrated Producer
	Cyril	Mathias	Senior Business Consultant - New Business Operations
	Susana	Ngan	Digital RIA Operations Manager
	Ruth	Ngunjiri	Director in Release Management
	Adris	Pena	Account Analyst & Captive Reporting Team Leader

	Rebecca	Robinson	Sr. Systems Manager
	Rudolph	Bernard	Consolidations Specialist II
	Emily Kim Ae Sun	Hunter	Manager
	Serge	Manuel	Senior Full Stack Software Engineer
Liberty Mutual	Otuko	Akiti	Sr. Analyst - Project Management
	Jennifer	Chow	Sr. Software Developer
	Lakshmi	Bhagavatula	Scrum Master
	Kirk	Jones	Information Security Risk Technologist
	Anthony	Lewis	Project Manager (in Finance)
	Cong	Lu	Consultant, Digital Media Buying and Analytics
	Mini	Mohan	Asst Director
	Julieta	Oh	Consultant
	Eugenie	Petit-Frere	Senior Brand Designer
	Kshitij	Prasai	Mgr. Systems Administration
	Anup	Ratnakaran	Project Manager
	Laura	Regus Alvarez	Senior Customer Experience Specialist
	Emily	Riley	Scrum Master II
	Uzma	Saghir	Senior Corporate Counsel
	Carolina	Ventura	Corporate Counsel
Man Numeric	Torrence	Jennette	Performance Analyst
Massachusetts General Hospital Massport	Jonathan	Gonzalez	Sr Finance Manager
	Brian	Porter	Research Associate, Corporate Security & Emergency Preparedness
	Darlene	Smith	Investment Analyst
	Tanya	Mitchell	Legal Specialist Data Analyst Contracts & Compliance
	Rolanda	Dinkins	M/WBE & DBE Program Administrator
Milton Academy	Grant	Henderson	Director of Technology Integration
MIT Lincoln Laboratory	Madhavi	Seetamraju	Assistant Group Leader, Advanced Concepts and Technologies

	Bryan	Reid	Technical Staff
National Grid	Ettay	Bailey	Construction Contractor Oversight Supervisor
	Aidimarys	Martinez	
	Robert	Obi-Tabot	Manager
	Min	Zhang	Senior Analyst
	Alexandra	Blackmore	Assistant General Counsel & Director
	Mey	Ngu	Director, Distribution Electric Process: CI & Capability
	Abeni	Kendrick	Senior Stakeholder Specialist
Natixis Investment Managers	Sheila	Carter	Vice President, Compliance
Northeastern University	Audrey	Grace	Assistant Director, Diversity & Inclusion
PAREXEL International	Richard	Pierre	Senior Analyst, Resource Management
Procter & Gamble	Camara	Samuel	Senior Engineer - Global Venus Packaging Leader R&D
State Street	Dawn	DuBose	Assistant Vice President, Global Inclusion & Diversity and Workforce Development
The TJX Companies, Inc.	Brian	Britt	District Loss Prevention Manager
	Kawan	Dingle	Area Loss Prevention Manager
	Suresh	Gopalan	Solution Engineer
	Rashanna	Jackson	Manager of Human Resource
	Percell	Oliver	Loss Prevention Manager
	Aniruddha	Patil	Sr. Solution Architect
UMass Memorial Healthcare, Inc.	Sandra C.	Brown	Senior Director, Privacy and Chief Privacy Officer
WBUR-FM	Quincy	Walters	General Assignment Reporter
Wellington Management	Ewarie	Balan	Investment Strategy Analyst
	Rachel	Doucette	AVP, Fund Controller



	Eric	Jia	Vice President
	Jason	Kirby	Manager, Reference Data
	Will	Lee	Investment Specialist
	Winnie	Chan	Vice President
	Theirno	Diallo	Lead Software Engineer
	Clara	Farnsworth	Manager, Operational Risk Management
	Jason	Hebb	Portfolio Analyst
WGBH	Tatiana	Burgos-Espinal	Major Gift Officer



2019 Associates Directory

2019 Associates Program Calendar

DATE & TOPIC

February 25, 2019, 8:00 a.m. – 4:00 p.m.
Orientation and Leadership Assessment
Experience
Managers Invited – Morning Session Only

March 13, 2019, 8:30 a.m. – 4:00 p.m.
In Pursuit of the Leaders' Best Self:
A Discovery Session

April 9, 2019, 8:30 a.m. – 4:00 p.m.
Next Generation Executive
Panel Discussion and Speed Mentoring/Coaching

May 14, 2019, 8:30 a.m. – 4:00 p.m.
The Efficacy Experience

June 14, 2019, 8:30 a.m. – 4:00 p.m.
The "Partnership" Workshop –
Understanding Partnerships & Organizational Life
Managers Invited – Morning Session Only

July TBD 2019, 8:30 a.m. – 4:00 p.m.
Joint Forum

September TBD 2019, 8:30 a.m. – 4:00 p.m.
Defining Your Personal Brand

October 10, 2019, 8:30 a.m. – 4:00 p.m.
Leadership: Emotional Intelligence & Intercultural
Literacy

November 15, 2019, 8:30 a.m. – 4:00 p.m.
Capstone Forum

December 10, 2019, 5:30 p.m. – 8:30 p.m.
Culmination Event – Evening Reception
Managers Invited

LOCATION

Seaport Hotel
One Seaport Lane, Boston, MA
www.seaportboston.com

Blue Cross Blue Shield of Massachusetts
One Enterprise Drive, North Quincy, MA
www.bluecrossma.com

The TJX Companies, Inc.
300 Value Way, Marlborough, MA
www.tjx.com

Federal Reserve Bank of Boston
600 Atlantic Ave., MA
bostonfed.org

Institute of Contemporary Art
25 Harbor Shore Drive, Boston, MA
www.icaboston.org

The Partnership, Inc.
155 Seaport Blvd., Boston
www.thepartnershipinc.org
(location/date details will be posted online) *

The Partnership, Inc.
155 Seaport Blvd., Boston
www.thepartnershipinc.org
(location/date details will be posted online) *

Loomis, Sayles & Company
One Financial Center, Boston
www.loomissayles.com

Liberty Mutual
175 Berkeley Street, Boston, MA
www.libertymutualgroup.com

Seaport World Trade Center
200 Seaport Boulevard, Boston, MA
www.seaportboston.com

2019 Associates Directory

COMPANY	FIRST NAME	LAST NAME	TITLE
Alliance for Business Leadership	Carrolee	Moore	Director of Partnerships
AllWays Health Partners	Diana	Gomez	Customer Service Supervisor
American Student Assistance	Tin Yan	Tam	Financial Analyst
Beth Israel Deaconess Medical Center	Muneera	Abdul-Rahim	Research Administrator
Biogen	Hadassah	Eley	Investigator II
	Angelica	Jones	Lead Case Manager
	Argenis	Mendez Rosario	Sr. Litigation eDiscovery Analyst
Blue Cross Blue Shield of MA	Tahira	Lamerique	Supervisor
	Jeannie	Do	Quality Program Oversight Coordinator
Boston Medical Center	Shawnda	Walker	Operations Manager
Boston University	Laura	Badgett	Grants Manager
	Damien	Garcia	Senior Web Producer
BU Charles River Medical Practice	Parris	Williams	Team Coordinator
Comcast	De'Markus	Brooks	Sales Development Manager
	Keitha	Davis	Supervisor
Dana-Farber Cancer Institute	Marlisa	Frederick	Administrative Director
	Ashley	Lewis	Program Administrator II
Dell Technologies	Sudip	Singh	Principal, Strategy & Business Operations

	Ricardo	Armand	Sales Engineer
Eastern Bank	Habib	Khan	Branch Manager
Facing History and Ourselves	Jaclyn	Foster	Manager, Program Operations
Federal Reserve Bank of Boston	Kristina	Eaton	Expense Accounting Manager
Google	Taylor	LaSane	Internal Communications Manager
Isaacson, Miller	Afi	Tetty-Fio	Search Coordinator
Liberty Mutual	Juhi	Gupta	Senior Associate, Analytics
	Christine	Hardy	Campus Recruiter
	Morgan	Keith	Associate Product Owner
	Bethanie	Sessoms	Account Analyst
	Antony	Villa	Software Developer
	Asha	Wilson	Associate Software Developer
	Natasha	Rodriguez	Claim Resolution Specialist II
	Keila	Lantigua Ortega	Analyst
Loomis, Sayles & Company	Vanessa	Bernard	Marketing Associate
	Lan	Huang	Senior Marketing Analyst
	Xiao	Fang	Vice President and Senior Alternative Investment Accountant
MA House of Representatives	Nyah	Macklin	Chief of Staff
Massachusetts General Physicians Organization	Elizabeth	Aremu	Administrative Fellow (Finance)
Massport	Zoila	Ayala	Training Specialist/ Trusted Agent
	Jared	Hobbs	Cyber Security Analyst
McKinsey & Company	Jacqueline	Carey	Executive Assistant to Managing Partner
MFS Investment Management	Sonya	McDonald	Associate Recruiter - Campus Programs

MIT Lincoln Laboratory	Luis	Alvarez	Associate Staff
National Grid	Souresh	Mukherjee	Engineer, Distribution Asset Management & Planning
	Richard	Andrew	Supervisor
Plymouth Rock Assurance	Carina	Pina	High Loss Ratio Claims Adjuster
Procter & Gamble	Xavier	Brissett	R&D Engineer
The Greater Boston Food Bank	Dannielle	Pinson	Corporate Relations Manager
The TJX Companies, Inc.	Herbert	Bellamy	Store Manager
	Katrina	Broomfield	Store Manager
	Jennifer	Cheu	Project Engineer
	George	DeJesus	Category Management Specialist
	Brooke	Galusha	Manager
	Robert	McPherson	Assistant Store Manager
	Joshua	Meneses	Financial Analyst
	Shanette	Monteith	NTF Loss Prevention Investigator
	Vikrant	Patil	Technology Manager
	Rashad	Rahim	Operations Manager
	Farrah	Sousa	Assistant Store Manager
	Rachel	Tam	Environmental Sustainability Analyst
	Leonora	Vasquez	Merchandise Operations Manager
	Amber	Watson	Senior Allocation Analyst
	Dyan	Young-Chin	Store Manager
Galimah	Baysah	Senior Allocation Analyst	
Bernadette	Bryant	Associate Relations Manager	



	Narjes	Hamdan	Store Manager
UMass Memorial Medical Center	Judymae	Ofori-Atta	Clinical Integration Flow Coordinator
UP Academy Dorchester	Shaiana	Nunez	Special Projects Coordinator
Vertex Pharmaceuticals	Catalina	Ortiz	Principal Business Operations Analyst
WBUR	Paris	Alston	Associate Producer
	Arielle	Gray	Arts Engagement Producer
Wellington Management	Manuela	Arango-Restrepo	Investment Risk Analyst
	Mercedes	Cordova-Trigueros	Trade Operations Analyst
	Ricoldson	Damice	Systems Analyst
	Cynthia	Desir	Research Associate
	Aing	Kruechalee	Senior Tax Analyst
	Patrick	McDowell	Fund Controller
	Welbis	Ortiz	Equity Trade Coordinator
	Nicole	Thomas	Business Analyst, Investment Platform
	Jacqueline	Yang	Investment Strategy Analyst
	Doris	Mbabu	Investment Analyst
WGBH Educational Foundation	Daniela	Franco-Velazquez	Associate Producer



2019 BioDiversity Fellows Directory

2019 BioDiversity Fellows Program Calendar

DATE & TOPIC	LOCATION
February 25, 2019, 8:00 a.m. – 4:00 p.m. Orientation and Leadership Assessment Experience <i>Managers Invited – Morning Session Only</i>	Seaport Hotel One Seaport Lane, Boston, MA www.seaportboston.com
March 29, 2019, 8:30 a.m. – 5:00 p.m. Empowering Your Development	Biogen Inc. 225 Binney Street, Cambridge www.biogen.com
April 16, 2019 BioDiversity Race Dialogue/ Executive Coaching	MIT Media Lab MIT Building E14, 75 Amherst Street, Cambridge www.media.mit.edu
May 22, 2019, 8:30 a.m. – 4:00 p.m. Transforming from a Technical to Strategic Leader	The Partnership, Inc. 155 Seaport Blvd., Boston, Conference Room 16A www.thepartnershipinc.org
June 20, 2019, 9:00 a.m. – 4:00 p.m. Effectively Building Your Professional and Organizational Network	Procter and Gamble Company One Gillette Park, Boston www.pg.com
July TBD 2019, 8:30 a.m. – 4:00 p.m. Joint Session	The Partnership, Inc. 155 Seaport Blvd., Boston www.thepartnershipinc.org (location details will be posted online) *
July and August Community Project Months “What is Your More?”	Working with Cohorts
September 10, 2019, 8:30 a.m. – 4:00 p.m. Defining Your Personal Brand	Dana-Farber Cancer Institute 44 Binney Street, Boston www.dana-farber.org
October 30, 2019, 8:30 a.m. – 4:00 p.m. Going Beyond: “What is Your More?”	Boston Medical Center 820 Harrison Ave., Boston www.bmc.org
November 15, 2019 8:30 a.m. – 4:00 p.m. Capstone Forum	Liberty Mutual 175 Berkeley Street, Boston, MA www.libertymutualgroup.com
December 10, 2019, 5:30 p.m. – 8:30 p.m. Culmination Event – Evening Reception <i>Managers Invited</i>	Seaport World Trade Center 200 Seaport Boulevard, Boston, MA www.seaportboston.com

2019 BioDiversity Fellows Directory

COMPANY	FIRST NAME	LAST NAME	TITLE
Biogen	Jessica	Parker-Battle	Director, Compliance
	Genevieve	Ko Takizawa	Associate Director, Medical Operations
	Cassandra	Braxton	Senior Manager of Global Quality Control Virology
	Natalie	Upchurch	Manager, Investigations Performance and Process Improvement (North America Region)
	Karleyton	Evans	Director, Clinical Research
	Harmeet	Dhillon	Senior Manager, Public Policy & Government Affairs
	Moli	Luo	Associate Director, US Forecasting
	Sneha	Kadalur	Associate Director, Database Development & Validation
	Saya	Dempsey	Associate Director, US Commercial Finance
Boston Scientific	Frank	Johnson	Regional Director
	Shani	Bird	Senior Consultant, Diversity and Inclusion
Dana-Farber Cancer Institute	Ugonma	Chukwueke	Neuro-Oncologist
East Boston Neighborhood Health Center	Eugenia	Coronado	Administrative Director OBGYN/Women's Health and Specialties
EMD Serono	Amit	Deshpande	Associate Director, Biomarkers, Immuno-Oncology
LucasPye Bio, Inc.	Tia	Lyles-Williams	Technical Lead (Projects)
Massachusetts General Hospital	Chika	Anekwe	Physician
	Nicte	Mejia	Assistant Professor of Neurology
PAREXEL International	Tamara	Oyejide	Associate Director, Patient Recruitment
Regeneron	Halit	Akgun	Sr. Staff Drug Product Process Sciences Engineer/Sr. Manager
Shire Pharmaceuticals	Marcus	Beasley	HCP Engagements & Integrity Assurance Director



**Vertex
Pharmaceuticals**

Jay

Jolly

Associate Director Technical Operations

Dr. Melodie

Knowlton

Director, Learning Lab

Dr. Crew

Smith

Research Scientist II

The Partnership, Inc. Model for Leadership Growth

The Partnership, Inc. Model for Leadership Growth is a model for individuals actively seeking to develop themselves as more effective leaders in order to make greater and more significant contributions to their organizations. This structure focuses on three major skill areas:

- Self-Leadership – the capacity to drive one’s own growth,
- Relationship Skills – the capacity to build and leverage relationships and
- Organization Skills – the capacity to understand and effectively navigate the organization.



Self Leadership

- Understanding and Management of Self
 - Clear about and comfortable with own identity
 - Positive self-regard
 - Self-knowledge, including strengths, vulnerabilities, purpose, values, etc.
 - Self-awareness or the ability to accurately identify and name feelings and monitor one’s own behavior
 - Self-management or the ability to manage feelings, control impulses and make conscious choices about one’s own behavior
- Self-Efficacy
 - Willingness and ability to take responsibility for one’s own development as a leader, a professional and a person.
 - Ability to identify and take appropriate risks
 - Ability to identify that which is within one’s locus of control and to take action
 - Achievement orientation
- Learning Approach and Mindset
 - Openness to new experiences
 - Openness to and ability to integrate developmental feedback
 - Intellectual curiosity
 - Reflection
 - Learning goal orientation
- Career Growth/Work Orientation
 - Seeking Feedback
 - Motivation
 - Organizational Commitment

Relationship Skills

Relationship Skills comprise the ability to build and leverage productive, collegial relationships. Individuals possessing Relationship Skills demonstrate the following characteristics and behaviors:

- Interpersonal/Social Skills
 - Empathy
 - Listening
 - Authenticity
- Strategic Relationship Building
 - Seeking out other points of view
 - Ability to accept other points of view
 - Ability to initiate relationships with individuals at all levels
 - Ability to build credibility and social capital
- Influence
 - Ability to leverage relationships to achieve desired business outcomes
 - Negotiation skills or the ability to identify needs, value propositions and desired outcomes and to collaboratively craft a mutually satisfactory business result
 - Ability to tolerate, manage and resolve conflict
- Cross-cultural communication
 - Ability to accept other cultural and generational perspectives
 - Ability to see the advantages and disadvantages of various norms
 - Ability to observe one's own reactions to differences and to withhold judgment of oneself and others

Organization Skills

Organization Skills comprise the ability to understand the needs and culture of the organization and to navigate effectively. Individuals possessing Organization Skills demonstrate the following characteristics and behaviors:

- Organizational Awareness
 - Awareness of the business needs and strategies of one's team, department, division and the entire organization
 - Ability to identify the explicit and implicit rules of the organization
 - Seeking out relevant information before making decisions
- Political Skills
 - Ability to adjust one's behavior to fit the situation
 - Ability to identify influential individuals within the organization
 - Building internal and external networks
 - Ability to leverage relationship skills and effectively present one's value proposition in order to create connection with influential individuals
 - Ability to manage one's own brand
- Flexibility
 - Ability to accept change and effectively navigate during times of organizational change
 - Ability to manage multiple priorities
 - Ability to change tactics, strategies, direction quickly and while maintaining work quality and with minimal disruption
- Tolerance for Ambiguity and Complexity
 - Ability to understand and handle complexity and paradox
 - Ability to handle ambiguity and uncertainty



Fellows Leadership Playbook

YOUR LEADERSHIP PLAYBOOK

SESSION FOUR: APRIL 2019

NGE PANEL DISCUSSION AND COHORT COACHING	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION THREE: MAY 2019

THE EFFICACY EXPERIENCE	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION FIVE: JUNE 2019

WHEN CULTURES MEET	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION SEVEN: SEPTEMBER 2019

DEFINING YOUR LEADERSHIP/PERSONAL BRAND	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION NINE: NOVEMBER 2019

CAPSTONE FORUM	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____



Associates Leadership Playbook

CLASS OF 2019 ASSOCIATES

YOUR LEADERSHIP PLAYBOOK

...where you can begin to develop strategies for staying focused, building strength and succeeding in your post-program reality.

This playbook is designed to help you manage your own learning and development throughout the program year. As you build and expand your leadership capabilities, this playbook provides a place for reflecting on the three key areas in The Partnership's Leadership Model outlined below:

THE PARTNERSHIP MODEL FOR LEADERSHIP GROWTH



During the program year, you are encouraged to use this tool for tracking your development and ongoing progress in these skill areas. At times, you may elect to share aspects of this playbook with others (your mentor/coach, trusted peers, members of your cohort, or others colleagues).

This tool is for your exclusive use.

YOUR LEADERSHIP PLAYBOOK

SESSION ONE: FEBRUARY 2019

ESTABLISHING A FOUNDATION FOR LEADERSHIP DEVELOPMENT	
<p>MODEL FOR LEADERSHIP GROWTH</p>	<p>Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?</p>
<p>SKILL AREAS:</p>	
<p>SELF –LEADERSHIP</p> <ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	
<p>RELATIONSHIP SKILLS</p> <ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	
<p>ORGANIZATION SKILLS</p> <ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	
	<p>Where does this suggest you may have some opportunities for improvement or further development?</p>
	<p>Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed?</p>
	<p>What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas?</p>

YOUR LEADERSHIP PLAYBOOK

SESSION TWO: MARCH 2019

IN PURSUIT OF YOUR BEST SELF	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION FOUR: APRIL 2019

NGE PANEL DISCUSSION AND COHORT COACHING	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION FIVE: JUNE 2019

UNDERSTANDING PARTNERSHIPS AND ORGANIZATIONAL LIFE	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION SIX: OCTOBER 2019

EMOTIONAL INTELLIGENCE + INTERCULTURAL LITERACY	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____ _____
SELF –LEADERSHIP	_____ _____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____ _____
ORGANIZATION SKILLS	_____ _____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____

YOUR LEADERSHIP PLAYBOOK

SESSION NINE: NOVEMBER 2019

CAPSTONE FORUM	
MODEL FOR LEADERSHIP GROWTH	Based on the concepts and tools presented in this session, in which skill areas do you have the greatest strength?
SKILL AREAS:	_____ _____
SELF –LEADERSHIP	_____ _____
<ul style="list-style-type: none"> ▪ Objective Understanding and Management of Self ▪ Self-Efficacy ▪ Learning Approach and Mindset ▪ Career Growth/Work Orientation 	Where does this suggest you may have some opportunities for improvement or further development? _____ _____
RELATIONSHIP SKILLS	_____ _____
<ul style="list-style-type: none"> ▪ Interpersonal/Social Skills ▪ Strategic Relationship Building ▪ Influence ▪ Cross-Cultural Communication 	Describe the benefits of improving this skill area. What are the potential obstacles? Describe resources/support needed? _____ _____
ORGANIZATION SKILLS	_____ _____
<ul style="list-style-type: none"> ▪ Organizational Awareness ▪ Political Skills ▪ Flexibility ▪ Tolerance for Ambiguity and Complexity 	What are one or two specific things that you could do to enhance your leadership effectiveness in these skill areas? _____ _____ _____ _____ _____

Program Guidelines

Communications:

- All email communications from The Partnership regarding program details will be sent to your specified preferred email address. To update your preferred email address, please contact The Partnership.*
- Please add The Partnership to your address book/contacts to ensure you receive our emails (Info@thepartnershipinc.org)
- The 2019 Program Calendar is located in the online Program Book, as well as on The Partnership's Current Class Page.
- Your Current Class Page is updated regularly with your program details – please check it regularly for current information.
- Calendar invitations for each forum will be sent from The Partnership. Please “Accept” or “Decline” within the meeting invitation to indicate your attendance plans.
- Monthly reminder emails will be sent from The Partnership with information relating to session start and end time, location, parking, pre-work and other pertinent details.

Requests for Facilitator's Materials:

- Presentation materials are the intellectual property of the facilitators. Fellows, Associates and BioDiversity Fellows may request copies of presentation materials from The Partnership. Materials will be provided when allowed by the presenter.

Program Days:

- All participants must sign in. Many venues require a photo ID. Please be prepared to show your photo ID for security.
- Participants will be given name tags at orientation; name tags should be kept and worn at monthly sessions.
- Cohort Assignments will be indicated with table signs at monthly forums for suggested seating.
- Program days are typically 8 a.m. – 4 p.m. Variations will be noted through email reminders and posted on The Partnership's Current Class Page (www.thepartnershipinc.org).
- The facilitator determines the schedule for the program day, including start times, morning and afternoon breaks, as well as lunch. Please respect and adhere to the facilitator's pre-determined schedule and also be respectful of your peers, by not being openly disruptive during sessions.
- Sponsors of The Partnership generously provide venues for the monthly program forums. Lunch and breakfast are often, but not always provided.
- Parking information, if specified by the forum hosts, will be posted on the Current Class page.
- Weather-related issues impacting the forums will be noted and updated on the Current Class page.
- Cell phones should be off or muted during all sessions.

Forum Evaluations:

- It is required that you complete online forum evaluations, or surveys, at the end of each session or as soon as possible. A link for the survey will be sent to your preferred email address at the beginning of each forum day. The surveys can be completed from your mobile device, as well as a desktop.



Forum Attendance:

- Attendance is expected at all forums.
- There are no make-up days for missed forums.
- Although forums for Fellows and Associates may have the same or similar title, the content varies by program and facilitator.

Dress Code:

- Business casual is the dress code for The Partnership's monthly forums. At most organizations, the business casual dress code encourages employees to project a professional, business-like image while enjoying the advantage of more casual and relaxed clothing.
- Appropriate business casual dress typically includes slacks or khakis, dress shirt or blouse, open-collar or polo shirt, optional tie or seasonal sport coat, a dress or skirt, a tailored blazer, knit shirt or sweater, and loafers or professional dress shoes. Kindly note, jeans, spandex, sneakers and sandals are not appropriate business casual attire.

Cohorts:

- Each participant is assigned to a Cohort, which will consist of 8 - 10 participants.
- Participants should meet in their Cohorts groups from 8:00 am – 8:30 am, in advance of each monthly forum.
- Cohorts may be asked to work together beyond the monthly forums.
- Although participants may be asked to sit with their Cohorts during forums, all are encouraged to get to know other classmates throughout the program year.

Special Forums:

- **Next Generation Executive Panel and Cohort Coaching** (April Forum)
- Managers of Fellows and Associates are invited to attend from 8:30 a.m. – 11:30 a.m. (June Forum)
- **Culmination Event** – Evening reception (December TBD) Managers are invited to attend this ticketed event.

Class Gift:

- The Class Gift is a longstanding tradition at The Partnership. Each year, Fellows, Associates and BioDiversity Fellows come together to make a significant gift in honor of their class and representative of their collective investment in The Partnership, Inc. Gifts provide funding for scholarships to allow Public Service leaders to participate in the Fellows, Associates and BioDiversity Fellows programs.
- To help facilitate this process, The Partnership seeks a volunteer **Leadership Chair** to assemble a **Class Gift Committee**. We encourage you to participate. The Class Gift Committee should be comprised of at least three members of the current year's class. The Class Gift Committee promotes and coordinates contributions from the class with the goal of 100% participation.
- All contributions to The Partnership Fund are securely made to The Partnership Fund and managed by The Boston Foundation (www.tbf.org). Contributions support The Partnership's commitment to building a better and stronger Boston and region.

Questions regarding the Fellows and Associates programs can be sent to:

* Samuel Ellison, Senior Administrator
sellison@thepartnershipinc.org, 617-988-6154

** Karen James, Assistant Vice President, Leadership Development
kjames@thepartnershipinc.org, 617-988-6161



About The Partnership, Inc.



History of The Partnership, Inc.

In the **19 0's** Boston's judicial system determines it must desegregate its schools as a way of achieving equality. Police escort the first Boston School desegregationists - students who are bused from black neighborhoods to white ones. Busing, a symbol of the struggle for equality, sets the stage for tensions and tumultuous times in Boston resulting in a grave period in Boston's history.

In the **1980's** Mayor Kevin White forms The Boston Committee and invites leaders of Boston's most influential institutions – business, media and the church to join him in identifying ways to open the corridors of power to Boston's African American community. The Corporation for Boston is also founded by Hubie Jones, Dean of Social Work of Boston University. This organization's primary agenda is to create a dialogue between the business community and leaders in the African American community.

In **198** , The Boston Committee and the Corporation for Boston merge to create The Partnership. Amongst its efforts, The Partnership establishes the Fellows Program providing professional development, relationship building and community engagement for African Americans. The program launches with 31 participants and the first Fellows Class has its culminating celebration on Martha's Vineyard. In **1991**, business entrepreneur and civic leader Benaree (Bennie) Wiley succeeds Hassan Minor as President & CEO of The Partnership.

In **1991**, the Fellows culminating celebration develops into an Annual Summer Conference on Martha's Vineyard. Conference speakers are Sharon Pratt Kelly, Mayor of Washington D.C. and Wayne Budd, Associate Attorney General, U.S. Department of Justice.

In **199** , the Partnership celebrates its 10th Anniversary and honors the individuals instrumental to its creation and success. Also in 1997, The Partnership expands to include the Associates Program for professionals of color in the formative stages of their careers.

In **1999**, the first annual report on the State of African American Professionals in Boston is developed, presented and disseminated. The Partnership and the Greater Boston Chamber of Commerce create a joint initiative, Building a Better Boston that promotes Boston as a destination for professionals, companies and visitors of all colors.

In **2002**, The Partnership marks its 15th Anniversary at the Annual Summer Conference on Martha's Vineyard. The Partnership begins to expand its participant base to include all professionals of color in order to reflect the changing demographics and increasing global marketplace. In **200** , using the background of the Democratic Convention, The Partnership presents the Changing Face of Boston – A Mirror of America at the John F. Kennedy Presidential Library. Also in **200** , Bennie Wiley retires after 15 years of distinguished service, bringing The Partnership to new heights and sustainable accomplishments including 220 corporate partners and more than 1,500 alumni.

In **2005**, corporate organizational development executive Dr. Beverley Edgehill becomes President & CEO. In **2008**, the Next Generation Executive Program is created to provide top professionals across the country with the skills needed to reach the C-Suite. In **2009**, *A New Birth of Freedom* inauguration event is given to observe the historic election of President Barack Obama. Also in **2009**, The Partnership creates the Executive Council with influential leaders from Massachusetts companies convening to increase diversity at the senior levels. In **2011**, the Fellows Program expands to include Western Massachusetts and Connecticut, growing the mid-career leadership program throughout New England. In **2011**, Dr. Edgehill returns to the corporate sector having grown the organization to include 250 corporate partners and more than 2,700 alumni.

In **2012**, business executive Carol Fulp becomes President & CEO. The Partnership launches its 25th Anniversary Campaign Conversation Series featuring television news host Chris Matthews. First Lady of Massachusetts, Diane Patrick, a member of the first class of alumni and Karen Kaplan, CEO of Hill Holliday and Chair of the Boston Chamber of Commerce participate in the year end Conversation event.

In **2011** , The Fellows and Associates enrollment grows 215 participants – the largest to date. The Partnership culminates its 25th Anniversary with a Conversation with Ken Chenault, Chairman & CEO of American Express. Ken Chenault first addressed The Partnership in 1991 at the first Annual Martha's Vineyard Summer Retreat. Former Partnership Board Chair Dr. David A. Thomas, Dean of Georgetown University's Business School leads a *Breaking Through In The 21st Century* workshop and U.S. Senator William Mo Cowan, a past Partnership alumnus, is a closing speaker.

In **2011** , Edward Baker-Greene, Senior Vice President of ING becomes Chairman Emeritus. Ralph C. Martin II, Senior Vice President and General Counsel of Northeastern University returns to Chair the Board. Given the growing number of executives of color at the highest level of organizations, The Partnership ushers in a new chapter by creating the C-Suite Program. The Program is launched at the home of Governor Patrick and First Lady Diane Patrick.

In **2015**, to meet unique demands of industry specific arenas, with a grant from the Massachusetts Life Sciences Center, The Partnership creates the BioDiversity Fellows Program to attract and retain underrepresented minorities in this burgeoning industry. The Partnership receives its first national grant for a collaboration with WGBH, Boston's public broadcasting station, funded by The Corporation for Public Broadcasting enabling the creation of the Next Generation Leadership Program. The initiative works to expand diversity at the senior programming levels in television, radio and digital platforms. Boston Mayor Martin J. Walsh addresses the Annual Meeting and Class Culmination citing diversity as an imperative in his Administration. *Becoming a Corporate Board Member* summer retreat is held on Martha's Vineyard for the inaugural members of the C-Suite Program. The First Annual Summer Reception is held at the Boston Convention Exhibition Center introducing The Partnership's new website and celebrating Partnership alumni reaching the 4,000 mark.

In **2011** , The Partnership creates the Bennie Wiley CEO Diversity Award to honor the visionary leadership of its former President & CEO and to annually highlight a corporate CEO for their success in diversity. In this inaugural year, Jay Hooley, Chairman & CEO, State Street Corporation, was honored for cultivating a robust initiative, ensuring diversity and inclusion metrics are tied to annual performance reviews. The 2016 Annual Meeting & Class Culmination features a Partnership Conversation with Massachusetts Attorney General Maura Healey, led by Partnership Board Chairman, Ralph C. Martin II, SVP & General Counsel of Northeastern University. This thought-provoking conversation focused on the importance of impacting communities of difference.

About The Partnership, Inc.

The Partnership makes corporations and institutions more competitive in a global economy by:

- Helping them attract, develop, and retain talented multicultural professionals at all levels of leadership.
- Creating a corporate climate that encourages diversity and helps multicultural professionals thrive.

Formed in 1987, The Partnership has evolved from its original focus on the advancement of African Americans in corporate Boston, into an organization that supports multicultural professionals at all levels in an increasingly diverse and global workforce. Over the last three decades we have collaborated with 300 organizations and helped more than 4,000 diverse professionals reach their full potential in organizations across the country.

The Partnership, Inc. Staff	
Carol Fulp President & CEO	Carmen Arce-Bowen Vice President
Pratt Wiley Senior Executive Consultant	Karen James Assistant Vice President, Leadership Development
Jacklyn Dao Dinneen Assistant Vice President, Marketing & Development	Roseann Carbone Senior Executive Assistant to the President & CEO
Winston Bodrick Director of Recruitment	Samuel Ellison Senior Administrator

**CURRENT
BOARD OF DIRECTORS**

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Marcy Reed, President MA, EVP U.S. Policy & Social Impact, <i>National Grid</i>	Board Chairman
Paul Alexander, Chief Marketing & Communications Officer, <i>Eastern Bank</i>	Vice Chairman
Elizabeth Cheng, General Manager for Television, <i>WGBH</i>	Vice Chairman
Carol Fulp, President & CEO, <i>The Partnership, Inc.</i>	President & CEO
Mark Touhey, SVP, Corporate Secretary & Chief of Staff, <i>Liberty Mutual</i>	Treasurer
Michele Whitham, <i>Attorney at Law, Whitham Law LLC</i>	Secretary/Clerk
Dr. Barbara Kates-Garnick, Professor, Fletcher School of Law, <i>Tufts University</i>	Executive Committee
Ralph C. Martin II, SVP & General Counsel, <i>Northeastern University</i>	Executive Committee

MEMBERS

Minnie Baylor-Henry, President, *B-Henry & Associates*
Yvonne Garcia, Chief of Staff to the CEO, *State Street Corporation*
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Steve Hackley, SVP, Comcast Business, Northeast Division, *Comcast*
Kenneth Leonetti, Partner & Co-Managing Partner, *Foley Hoag LLP*
Nick Lopez, Formerly of *STAT News*
Stephanie Lovell, Chief Legal Officer, EVP, Medicare, *Blue Cross Blue Shield MA*
Vinay Mehra, President, *The Boston Globe*
Thomas Melendez, Investment Officer, *MFS*
Dr. Tsedal Neeley, Professor of Business Administration, *Harvard Business School*
Desiree Ralls-Morrison, SVP, General Counsel & Corporate Secretary, *Boston Scientific*
James Rooney, President & CEO, *Greater Boston Chamber of Commerce*
Aida Sabo, Vice President, Diversity & Inclusion, *PAREXEL International*
Brooks Tingle, President & CEO, John Hancock Insurance, *John Hancock*
Eduardo Tobon, Consultant, *Spencer Stuart*
Atul Varma, Formerly CFO, Wealth Management, *BNY Mellon*



THE PARTNERSHIP, INC.

WHERE DIFFERENCES DRIVE SUCCESS™

When it comes to diverse talent, many outstanding, committed corporations are winning the recruitment battle, but losing the retention war. The Partnership's widely recognized suite of leadership development programs helps increase retention at every rung of the corporate ladder. The Fellows Programs train mid-career professionals to strengthen and expand their leadership capacity. The Associates Program is for millennials of color and those who are in the formative stages of their careers. The curriculum for each of the Fellows and Associates Programs builds competence in three key leadership areas: self-leadership, relationship skills, and organizational skills. Join The Partnership and more than 4000 alumni as we continue advancing leaders of color.

155 Seaport Blvd., 13th Floor, Boston, MA 02210

T. 617.262.2828 | 844.473.3078 | F. 617.988.6157

www.thepartnershipinc.org