

# maven.

Maven Leadership Collective



## **CUSTOM CAPACITY-BUILDING INITIATIVES**

Founded in 2016, Maven is an ideas lab that achieves meaningful social impact by engaging creative leaders in transformational learning experiences. We believe organizations are more resilient when they create cultures of diversity and belonging.

## WE OFFER OUR CLIENTS THREE PATHS TOWARD SUCCESS.

You may opt to:

1. collaborate with us to design a unique learning experience
2. select from our collection of curated capacity-building initiatives
3. create a hybrid approach using custom and curated capacity-building strategies

Maven Leadership Collective partners with nonprofits, corporations, and government agencies to identify opportunities for growth.

Whatever you decide, rest assured that you will receive the personalized attention you require to be effective. We are committed to helping you improve your most perplexing workplace issues. Maven specializes in everything from fundamental individual performance to more advanced team cohesion dynamics to mastering strategic planning and creating sustainable systems.



Our team of performance improvement specialists are subject matter experts in building more effective organizations:

- Strategic Planning
- Change Management
- Board Development
- Talent Development
- Project Management
- Culture Shift
- Creativity & Innovation
- Diversity & Belonging
- Program Development
- Program Evaluation/ROI
- Initiative & Content Design

Together, we can create a plan of action specifically tailored to your business needs. It can be for one day or one year (or more).

## MAVEN LEADERSHIP COLLECTIVE IS HERE FOR YOU.

## IF THE RESEARCH TELLS US...

...Diverse teams are high-performing teams,

...Inclusive workplace cultures reduce turnover, and

...Boards that reflect all stakeholders, make better-informed decision.

### **Why is building organizational cultures that foster diversity and belonging so challenging?**

- Nonprofit board chairs often do not agree with their CEOs that diversity and belonging initiatives should be top organizational priorities.
- Corporate diversity officers have insufficient resources, support, and authority to execute programs and strategies.



- Well-intentioned people who do not have the language for difficult conversations.
- We tend to focus on interpersonal relationships while losing sight of structural barriers to equity.
- Fear.

## LET MAVEN LEADERSHIP COLLECTIVE ACTIVATE YOUR SUCCESS

# OUR THEORY OF CHANGE & LEARNING MODEL

We believe that creating a culture of diversity and belonging in your organization takes work. Intentional, consistent, brave work. It is worth the effort.

Our team is passionate about this kind of work because it produces transformational results.



Maven's **LEARN.PLAY.SHARE.** professional development model is an outcomes-based approach to build resilience.

Our time together is focused on highly interactive collaborative learning . It provides participants with tools to immediately apply best practices to even the most challenging workplace issues. Our model is an effective way to cultivate high-performing teams and inspire more inclusive workplace cultures.

Our experience with diverse leaders in the social impact and private sectors from across the country provides us with a deep knowledge base to develop customized strategies that:

- identify and retain amazing talent
- execute more effective programs and services
- formulate sound policies using strategic decision-making processes
- build the metrics and infrastructure to scale and amplify your impact

YOUR ORGANIZATION  
WILL EMERGE BETTER  
EQUIPPED TO ASSERT ITS  
COMPETITIVE  
ADVANTAGE.

# CURATED CAPACITY-BUILDING EXPERIENCES

## 6 Degrees

In this highly interactive session, explore how unconscious bias influences our perception of who is a leader and how that impacts our relationships, ability to be effective, and contributions to the spaces in which we work, learn, and play. We will also explore how the perceptions of others may help to shape how we see ourselves in leadership roles. By the end of our time together, we will have a better sense of how to develop effective strategies for broadening our ability to identify talent, ensure that our professional circle is in alignment with our professional goals, be brave in displaying vulnerability and authenticity, and enhance our capacity to communicate these strategies across lines of difference.

Session Length: 2 hours



## BinGAY!

Language is an important building block in healthy relationships. By being more intentional in enhancing our understanding of how closely language is reflected in identity, we can be more effective in increasing workplace productivity, encouraging community engagement, and amplifying social impact. We will laugh and learn together as we replace numbers with terms associated with queer terminology on our Bingo cards. In this fast-paced, familiar game, we will have safe space to ask all of the questions we may have always wanted to ask but may not have felt comfortable. And, there are great prizes! This session is a wonderful way to encourage social interaction and community among teams large and small.

Session Length: 90 minutes

## Intersectionality & Allyship: A Daily Practice

Each day presents us with an opportunity to be expansive in ways that allow us to show up for others—without the same privilege—to create more just and inclusive environments. In a time where the sting of being “called out” can be career ending, result in shunning in personal relationships, and damage your reputation across social media, it is important to know how to practice meaningful diversity, equity, and inclusion across myriad lines of difference. In this reflective experience, we will identify practical methods of recognizing our privilege and integrating true allyship in our daily lives. Our goal is to make the places we work, learn, and play more inclusive.

Session Length: 2 hours

## Breakthrough: Strategic Thinking for Busy People

Often success in organizations is built upon having all of the “right answers.” But, sometimes we have more questions than answers. And that is where the breakthrough happens. In this skill-builder, we will learn a technique for bringing people together in quick bursts of creativity and strategic thinking. By the end of our time together, you will have a solid foundation for confidently harnessing the power of diversity and collaboration in order to identify more meaningful and sustainable solutions.

Session Length: 2 hours



## Resonant Boards: From Tokenism to High Performance

The makeup of your board speaks volumes. What is it saying about your values and priorities? How is it impacting your organization’s covenant with the community, impact, and sustainability? Together, we will explore current barriers to high-performing boards of directors, advisory boards, and committees; gain new strategies for building boards that matter; and, identify ways to move from tokenism to high-performing teams.

Session Length: 2 hours

## Creating Brave Space for Greater Impact

In this highly interactive session, explore how when we grow as individuals, teams, organizations or communities, it influences our relationships and creates new possibilities. It is no secret that we

thrive in environments where everyone feels valued and are able to contribute. It can be challenging to balance all of the dynamics that are needed to consistently create a space that works. Together, we will learn how to create Brave Space — a method of strengthening our capacity to engage in difficult conversations in order to release greater creativity, productivity, and social impact. Participants can expect an energetic, collaborative learning experience that will transform their ability to navigate the uncertainty and opportunity that change brings.

Session Length: 2 hours

## Freedom to Fail: Inspiring Cultures of Innovation & Inclusion

Innovation and creativity thrive in organizations with cultures where there is freedom to fail and fail boldly. But when most workplaces do not advantage all identities equally, is it realistic to expect everyone to feel comfortable taking necessary risks to innovate? This workshop explores approaches that allow all employees to show up as their whole selves; leadership to define and reward failure as part of learning; and acknowledging bias in perceptions of who is entitled to crash and burn in epic fashion and live to fly high another day.

Session Length: 2 hours

## **Change is Not a 4-Letter Word: Effective Communication Strategies**

Change in our workplace often brings about a pace and uncertainty that can leave us speechless—or even with our foot in our mouth. How can we effectively navigate an ever-changing professional landscape: new reporting relationships, shifting power dynamics, re-allocation of resources, increased responsibilities, and new vision? Finding the right language to express ourselves can be essential to emerging from transition with greater productivity, team cohesion, and morale. Together, we will practice helpful strategies that are in alignment with the norms, values, and intended outcomes of your organization’s culture in order to encourage authentic and vulnerable feedback, communication, and advocacy.

Session Length: 90 Minutes

## **Implementing Change: Tools for Daily Practice**

Often success in organizations is built upon having all of the “right answers.” But, sometimes we have more questions than answers. And that is where the breakthrough happens. In this skill-builder, we will learn a technique for bringing people together in quick bursts of creativity and strategic thinking. By the end of our time together, you will have a solid foundation for confident problem solving and visioning harnessing sustainable solutions.

Session Length: 2 hours

## **Creating a Change Culture: Harnessing the Collective Power of Change Agents**

Change doesn’t just happen. It is the fruit of the seeds we plant by (not) making decisions. To effectively navigate changes within our organizations, we must be intentional about creating a culture and climate that promotes creativity, collaboration, and accountability. In this session, we explore practical strategies for making sure all of our people thrive together under a common vision.

Session Length: 2 hours

## **Amplifying Impact: Scaling for Leaders & Organizations**

The racial leadership gap is nonprofit organizations and the communities they serve, particularly when it comes to program development, service delivery, and policy formulation. Participants will leave with a better understanding of how to develop a personalized approach to organizational growth and with at least the beginnings of a plan that can be shared with their team and accountability partners to support implementation post-training.

Session Length: 90 minutes



# CLIENT ENGAGEMENTS

“It was encouraging to be in a room full of peers and local leaders, from varying lines of business and across generations...This courageous conversation was a clear demonstration of our company’s commitment to inclusion and diversity.”

-- Jeni Bouza, Commercial Credit Underwriter, Bank of America



We have had the pleasure of working with:



“The results of the evaluations show the retreat was a success and our staff enjoyed your presentation.”

-- Cameron Glasgow, Director of Training & Development, Penny Lane Centers



# DANIEL ANZUETO

Co-founder & Board Chair  
(All Pronouns Welcome)  
danzueto@mavenleadership.org



Daniel is an association management professional with a focus on board and committee development dedicated to conferences and events for higher education and student affairs. His focus on developing strong connections between board members, volunteers, and staff has driven him to refine his skills in communication, relationship building, and community programming. He has designed and led training related to board communication, committee planning and structure, and equity, inclusion, and social justice in program design. Over the past 10 years, he has volunteered for and sat on the executive committee of Miami Beach Pride, the National LGBTQ Task Force (Winter Party Festival and the Task Force Gala-Miami), Pridelines, and the Cherry Fund. His focus in his volunteer roles has connected to increased representation of youth and minorities within committees and board to funnel growth and access within volunteer organizations for the larger community. Danny is a graduate of Florida International University with a bachelor's degree in Psychology and a master's degree in Higher Education Administration. He is also a certified SafeZone trainer and facilitator. He currently lives in Miami Beach with his husband and furry kids.



# COREY DAVIS

Co-founder & Executive Director  
(He/Him/His & They/Them/Theirs)  
cdavis@mavenleadership.org

Corey is the co-founder and executive director of Maven Leadership Collective. As a social entrepreneur and community advocate with more than 20 years of experience in the nonprofit and private sectors, he is committed to harnessing the power of meaningful diversity, equity, and inclusion to make communities thrive. Corey's professional experience includes conducting public relations at the United Negro College Fund, developing youth development programs at the National 4-H Council, and leading operations for a national ecumenical faith-based capacity building initiative. It also includes serving as a licensed esthetician, massage therapist, and spa manager in some of Miami's most acclaimed luxury hotels. He currently serves on the board of directors for Maven and IlluminArts, is an advisory board member for the Nyah Project and Radical Partners, and is a member of the Civilian Review Panel for Florida Foster Care Review. Corey is a graduate of the University of Maryland with a bachelor's degree in journalism-public relations and holds a master's degree in public administration with a concentration in nonprofit management & education policy from The George Washington University. Born in New York City and raised in New Jersey, Corey has previously lived in the Washington, DC metro area and Atlanta prior to moving to South Florida 13 years ago where he now lives in South Beach.

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Maven Leadership Collective is a professional education unit provider for SHRM and CFRE.

