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# TRAINING | CATALOG

## MWR COURSES

A Woman-Owned, Minority-Owned Small Business  
Transforming Lives • Engaging Community • Advancing Equity

# SUPPORTING ELEVATION AND TRANSFORMATION

MWR Coaching and Consulting focuses on transforming lives, engaging communities, and advancing equity. After spending over fifteen years in public health, social services, and philanthropy, I decided it was time to be intentional and explicit about the work. My last five years in philanthropy felt like a whirlwind but in hindsight, it led me to my most impactful work.

Since launching the firm, I have been fortunate to be able to commit my efforts to supporting the elevation and transformation of Black people specifically but not exclusively. As a leader in the field, prioritizing this work while changing the narrative has created opportunities to build capacity, power, and people.

**Maranda Richardson, MPPA**  
CEO/Founder

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# WHO WE ARE

MWR Consulting LLC (MWR) was established in 2015 and is a minority certified coach specializing in coaching, training and development, diversity, equity, and inclusion, and project management in the commercial, philanthropic, and government environment. As a trusted firm, MWR has provided clients with technical assistance and tools to address systematic practices to advance racial equity.

As clients plan for an increased diverse workforce, our expertise in diversity, equity, and inclusion ensures thoughtful and best practices are implemented to achieve the greatest impact. MWR's technical and content expertise includes public health, urban development and engagement, health equity, equitable investing, leadership development, faith-based development and engagement, and access to healthcare.

## NAICS CODES

**541611** Administrative Management and General Management Consulting Services

**611430** Professional and Management Development Training

## GENERAL INFORMATION

**DUNS:** 026198790

**CAGE Code:** 8MB73

**CREDIT CARDS ACCEPTED**



# OUR EXPERTISE

## COACHING

Coaching includes the use of best practices to help individuals unlock, elevate and embrace their gifts to create their own reality. Coaching incorporates both one-on-one and group sessions tailored to meet the needs of all team members.

## TRAINING & DEVELOPMENT

MWR's work in training and development includes the design and facilitation of identified organizational needs to build capacities, set goals, and benchmark progress. Because of our tailored approach, clients are able to effect system-level change across operations and programs.

## DIVERSITY EQUITY & INCLUSION

Diversity Equity & Inclusion includes designing curriculums, facilitating trainings and conducting organizational assessments to identify the tools needed to best support the client. Trainings incorporate facilitating conversations across teams, departments, and organization wide as well as identifying tangible steps towards advancing DEI.

## PROJECT MANAGEMENT

Program and project management includes designing and managing professional meetings and community conversations. Meeting planning incorporates thought partnership, facilitation, provision of technical service, and full execution of logistical processes.

## LEADERSHIP WORKSHOPS

# BUILDING TEAM COHESION

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200



Teamwork helps to build cohesion among employees. Our training solutions provide open, non-threatening environments to encourage interaction and communication among individuals that carries over into their working relationships and teams. This workshop is designed for all levels, entry, mid and senior.

### LEARNING OBJECTIVES

- Define and recognize ways to build team cohesion
- Identify team building strategies for team members
- Practice strategies for developing team cohesion
- Set goals for implementation for team members

*Past Performances: Annie E. Casey Foundation, Missouri Foundation for Health, Deaconess Foundation, Incarnate Word Foundation, and Sickle Cell Association*

## LEADERSHIP WORKSHOPS

# COACHING SKILLS (One-on-One)

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Leaders who engage their team members through constructive coaching and feedback are able to build team-member commitment to the organization's goals, invite team members to participate as partners in the business, help maintain the organization's competitive advantage and truly transform the organization, and enhance business success in a way that is genuinely sustainable over the long term.

### LEARNING OBJECTIVES

- Define and recognize the difference between a coach and counselor
- Identify strategies for successful coaching engagement
- Practice coaching techniques to foster success among team members

*Past Performances: Missouri Foundation for Health, Deaconess Foundation, and Incarnate Word Foundation*

## LEADERSHIP WORKSHOPS

# COACHING SKILLS (Group Setting)

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
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## LEADERSHIP WORKSHOPS

# TRANSFORMATIONAL LEADERSHIP

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Explore the elements that come from "within" a leader and the characteristics that leaders emulate when interacting with others. Leadership skills aren't necessarily developed overnight, but the workshop gives leaders the foundation they need to launch their continued leadership learning journey and make a lasting impact on the organization.

### LEARNING OBJECTIVES

- Understand the significant differences between leadership and management
- Have a practical framework to guide them in their leadership roles and responsibilities
- Know how to set and communicate clear direction for their team
- Encourage active participation and engagement of team members

*Past Performances: Missouri Foundation for Health, Deaconess Foundation, Incarnate Word Foundation, Metropolitan Congregations United, and City of St. Louis Health Department*

## LEADERSHIP WORKSHOPS

# LEADERSHIP DEVELOPMENT



2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400

Leaders are continually challenged to achieve high expectations and perform beyond their current capabilities. To maximize their effectiveness and contribution to the organization, leaders need to be equipped with the most relevant knowledge, skills, and tools available today.

### LEARNING OBJECTIVES

- Be able to apply the best practices and ideas about leadership today
- Identify leadership strengths and work on areas for development
- Build better partnerships with leaders, team members and peers

*Past Performances: Missouri Foundation for Health, Deaconess Foundation, and Incarnate Word Foundation*

## LEADERSHIP WORKSHOPS

# CONFLICT RESOLUTION



2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400

Develop practical skills and learn key concepts for building more-productive relationships and creating better working environments. Participants in the workshop learn how to more effectively manage the conflicts and differences that arise as they perform their work, as well as how to create collaborative solutions as they interact with individuals and groups.

### LEARNING OBJECTIVES

- Diagnose and address conflict in all types of situations
- Conduct productive discussions and facilitate positive resolution of conflict that arises
- Hold others accountable for using a collaborative approach to resolving conflict

*Past Performance: Deaconess Foundation and 500 Women Scientists*

## LEADERSHIP WORKSHOPS

### COURAGEOUS CONVERSATIONS



2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400

Learning how to manage difficult conversations in business settings constructively with open dialogue when emotions run high can be challenging and uncomfortable for many people; as a result, these important conversations are often mishandled or avoided altogether, which benefits no one. Participants will focus on building the skills necessary for engaging in difficult conversations with others while maintaining the integrity of the relationship and achieving win-win outcomes for everyone.

#### LEARNING OBJECTIVES

- Establish conditions that will enable people to act with high levels of candor, respect, and responsibility when they encounter difficult, complex issues
- Minimize destructive placement of blame when dealing with tough problems and issues, and keep people focused on the relevant issues
- Develop precise questions to conduct a skillful conversation

*Past Performance: Missouri Foundation for Health, Deaconess Foundation, and Incarnate Word Foundation*

## LEADERSHIP WORKSHOPS

### FACILITATION



2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400

Presentation skills, group instruction, and public speaking is critical when facilitating a meeting. Facilitation tools and techniques help define group objectives and gain team consensus as all types of managers and team leaders work through the problem-solving process, evaluate the issues, channel the team's energy and collaborative thinking, and deliver results while building lasting relationships.

#### LEARNING OBJECTIVES

- Recognize how facilitating group discussions differs from making presentations
- Improve group communication and maximize the contributions of team members
- Manage and provide greater structure and increased effectiveness for future meetings

*Past Performances: Missouri Foundation for Health, Deaconess Foundation, Incarnate Word Foundation, City of St. Louis Health Department, St. Louis MHB, Women's Foundation of Greater St. Louis*

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## DIVERSITY AND INCLUSION

# DIVERSITY AND INCLUSION (General)

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Each year the workforce becomes more diverse. If businesses expect to maintain or increase their footing in the marketplace, they must not only tolerate, but also embrace diversity.

### LEARNING OBJECTIVES

- Define diversity and inclusion
- Develop shared language
- Identify benefits of workplace diversity

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*Past Performances: City of St. Louis Department of Health, STL Youth Jobs, Metropolitan Congregations United*

## DIVERSITY AND INCLUSION

# UNCONSCIOUS BIAS...CHANGING THE NARRATIVE

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Changing organizational culture starts with raising awareness and developing tools to address and support diversity, equity and inclusion (DEI). During this interactive training, the facilitator will define and provide an overview of DEI and unconscious bias, discuss and strategize on ways to mitigate bias, and work with attendees on identifying goals to mitigate unconscious bias.

### LEARNING OBJECTIVES

- What is diversity, equity, and inclusion
- What exactly an unconscious/implicit bias is
- The common types of bias and how to recognize and mitigate them
- Identify and commit to actions to mitigate unconscious/implicit bias

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*Past Performances: City of St. Louis Department of Health, STL Youth Jobs, Metropolitan Congregations United*

## DIVERSITY AND INCLUSION

# INCLUSIVE LEADERSHIP

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Creating an inclusive organization often requires courage and accountability. During this interactive training, the facilitator will define blind spots and how they present barriers for inclusion within an organization, explore why diversity and inclusion is a win for companies, and strategize on ways leaders can foster support and allies to create an inclusive workplace.

### LEARNING OBJECTIVES

- How to address our own blind spots
- How to make the case for diversity and inclusion and why it's a win-win
- How to foster championship and allyship
- Identify and commit to actions to create a more inclusive culture

*Past Performances: City of St. Louis Department of Health, STL Youth Jobs, Metropolitan Congregations United*

## DIVERSITY AND INCLUSION

# GOAL SETTING AND ACCOUNTABILITY

2 HOUR WORKSHOP: \$1100  
4 HOUR WORKSHOP: \$2200  
8 HOUR WORKSHOP: \$4400



Setting and attaining goals can be challenging when we do not use SMART goals (specific, measurable, attainable, relevant and time-based). Gaining clarity, purpose, and direction are essential when it comes to changing habits and achieving goals. Setting goals can not only give you guidance, setting goals actually increases your chances of experiencing success.

### LEARNING OBJECTIVES

- What is a goal and how do you set it?
- Goal identification - moving beyond dreams
- Activation and accountability
- Each participant will identify a SMART goal and plan of execution

*Past Performances: STL Youth Jobs and Washington University*

