TriZen

MANAGEMENT

Greg El, CPA; Partner

— Cigna Corporation
— PriceWaterhouseCoopers
— Circle Seven, LLC

Tomeka Lee, MBA; Partner

— Cigna Corporation
— DuPont Corporation
— GMAC Mortgage
— Prudential
— TEL Investments, LLC

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CERTIFICATIONS
Disadvantaged Business Enterprise (DBE)
PA Unified Certification Program #13944

Eastern Minority Supplier Development Council
Minority Business Enterprise Certification
#PT02754

PA Dept. of General Services
Small Diverse Business Certification
#392958-2016-02-SB-MWBE

CAPABILITY STATEMENT

TriZen, LLC. (TriZen) is a Philadelphia based DBE Certified Business Consulting and Leadership Development Company, comprised of a team of top-tier professionals who offer a unique combination of management consulting and human capital development experience.

TriZen provides consulting, training, and leadership development services designed to help companies and individuals maximize potential and achieve objectives.

PRODUCTS AND SERVICES

Business Consulting

We help organizations assess their Fit within the marketplace and then develop a Roadmap to achieve the desired goals.

— Business Strategy Alignment
— Growth Strategy Management
— Organizational Assessment
— Strategy Planning Process Assessment

Leadership Development

We help companies link their organizational strategy with their human capital strategy to ensure Success.

— Performance Management
— Talent Management
— Employee Development Strategies
— Workforce Development

Training Development and Delivery

We design customized and innovative training programs, in-person and virtual, to meet the needs of the organization and their employees.

— Workshops
— Webinars
— Training Videos
— Seminars and Symposiums
— Curriculum Design

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HISTORY

In 2006, TriZen was established by Greg El and Tomeka Lee. The partners utilized their collective 40 years of corporate finance, accounting, operational effectiveness, workforce and leadership development experience and developed a business committed to delivering quality consulting service in an innovative and impactful manner.

CAPABILITIES

When organizations recognize the need for increased capabilities, they turn to TriZen LLC for assistance. We provide pertinent guidance to small-businesses and seasoned organizations alike. Our approach transcends basic information dissemination by assessing organizations' capacity needs; tailoring presentations and materials; assembling expert training teams; coaching and mentoring organizational leaders and staff; and equipping organizations with the knowledge, skills, and tools that will help them thrive. We also specialize in high-quality delivery of information to both small- and large-group trainings as well as through virtual and onsite technical assistance and mentoring. Also, we conduct train-the-trainer programs to ensure long-term programmatic sustainability.

Our competencies include the following:

— training & facilitation
— project management
— program analysis
— program research and design
— performance measurement
— work plan development
— multi-sector partner engagement and coordination

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TRAINING AND DEVELOPMENT OVERVIEW

Training and development are essential to an organization's efforts to attract, retain, and motivate its talent. Our leadership and development workshops are intended to not only provide employees with job-related competencies but also equip employees with the essential insights, knowledge and skills to directly improve effectiveness. More specifically, our programs delve into effective decision-making processes, team-building strategies, power and influence, altering behaviors, recasting mindsets, dealing with organizational change, personal negotiation styles, and investing in and managing relationships for greater impact.

SUMMARY OF SELECT WORKSHOPS

Diversity and Inclusion: What is it/What it isn't

Laying the foundation for diversity and inclusion is important to ensure all employees have a consistent understanding of diversity beyond race and gender and begin to become more self-aware of their own diversity dimensions and profile and recognize and respect the diversity of others.

What's Your Role in creating a Diverse, Equitable and Inclusive Culture: Accomplice, Ally, Advocate?

Understanding how your actions, words and intentions directly contribute to the culture of your team, department and organization is critical. This workshop will focus on assisting employees to actively foster a positive, inclusive and equitable work culture by reinforcing the diversity and inclusion concepts and actions.

Courageous Conversations

Having the difficult conversations about diversity, equity and inclusion is the only option to ensure understanding, empathy and self-awareness among employees. Creating a safe, comfortable and supportive space to encourage honest and open dialogue and an exchange of ideas is critical to moving the needle on employee relations and team dynamics.

Privilege and Power

The realization that we all have varying forms of privilege and corresponding power is an important concept in creating an equitable and inclusive culture. This workshop will present thought-provoking scenarios that illustrate privilege and power followed by a group discussion.

Customer Relations in a Diverse World

Today's front-line employees must have an appreciation and understanding of interacting and servicing customers with diverse backgrounds, needs and opinions. Additionally, it is important to provide the employees tools, techniques and strategies for responding productively when faced with microaggressions, insensitive comments and actions.

Effectively Managing Teams in a Hybrid-World

We are all navigating the new normal of virtual, hybrid and in-person work arrangements however most are struggling to understand what that means and how to navigate this new normal. This training provides information, tools and techniques for leaders and managers to build, maintain and grow effective teams in a myriad of work arrangements.

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SUMMARY OF SELECT WORKSHOPS (*CONTINUED*)

Unconscious Bias and Intersectionality
Participants will gain information, skills and tools to identify their unconscious biases and blind spots and learn how to self-regulate and mitigate behavior to create an inclusive and harmonious workplace.

Microaggressions
This workshop focuses on providing participants the tools and insight to recognize when their actions are Microaggressions as well as the impact these actions have on workplace and customer relationships, career success and others.

Allyship
How we show up and support each other is a key component in building a diverse, equitable and inclusive teams, departments and organizations. This training offers insight and information on when and how to become true allies for others and ourselves.

Racism in America
This workshop features a video vignette highlighting the macro-economic and legal policies that have contributed to the current racial landscape. An after video debrief will allow attendees to discuss their reactions and better understand how policies, procedures and practices impact the treatment of others and fostering of a corporate culture.

Leading/Working in a Diverse World
Today's leaders and staff must have an appreciation for valuing differences and highlighting diversity as they build and motivate high performing teams. This workshop helps leaders and staff identify the diversity profile of their team and create a strategy to expand the team diversity and inclusion strategy.

Emotional Intelligence (EI)
This workshop emphasizes the practical application of EI concepts rather than just focusing on theory. Participants will learn and practice the Emotional Intelligence skills that are the core of achieving personal awareness, connecting with others, managing stress, engaging healthy conflict and collaboration, and exhibiting resilience and optimism.

Goal Setting
The most effective leaders set effective self-direction and know that goal setting and action planning are essential to leadership. This workshop will allow participants to actualize their vision by creating short-term and long-term goals and results driven action plans.

Self-Awareness
This workshop will afford participants the opportunity to dive deeper in understanding their strengths as a leader and reveal their developmental opportunities. Participants will walk away with a clear view of their personal values, vision and mission.

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SUMMARY OF SELECT WORKSHOPS (*CONTINUED*)

Achieving Excellence in Customer Service

Achieving Excellence in Customer Care is a skill building and motivating workshop reinforcing the principles of customer service, communication skills, dealing with emotions, problem solving, maintaining motivation and emotional control. Participants will learn how increasing their level of emotional intelligence will make the job easier and less stressful. Participants will understand the business rationale and personal satisfaction of delivering outstanding customer service. They will also learn how to refine their dealings with internal customers and be alerted to process improvements which can enhance the care provided to customers.

Team Building

The Team Building workshop is designed to teach participants when to use team and how to manage team dynamics in a manner that establishes a productive work environment, delivers high performance, and fosters creative ideas. Participants will learn how to break down communication barriers and silos and increase trust and productivity. Successful teams depend on communication, understanding, trust, and rapport. Participants evaluate not only the structure and management of high-performance teams, but also whether it is appropriate to use teams or individuals to most effectively accomplish a given goal. Participants also explore team dynamics from the perspectives of both team leaders and team members in order to build a deeper understanding of the implications of management decisions.

Networking and Relationships: Achieving extraordinary personal and professional success

To some, networking means simply meeting or calling someone for what might be a one-off discussion or event. In this limited sense, networking is only a trading relationship in which two parties seek to discover whether they have anything of mutual interest to talk about. They either make some sort of exchange or quickly move on. This makes networking a highly 'transactional' subject, much like buying and selling or negotiating with someone.

In this workshop participants will not only learn that networking has a much wider definition but also understand that it is a critical skill and one of the vital elements of personal and professional success! We define a Network as a series of mutually beneficial relationships that form a powerfully effective and efficient tool for accomplishing extraordinary goals. The 'relationship building' aspect of networking is a long-term commitment to knowing more about yourself and others, and what you may be able to do together that you couldn't do (or couldn't do as well) alone.