

Tammy Dowley-Blackman

Organizational Culture and Systems Workplace Expert

GALVANIZING 1,000,000 LEADERS

Tammy Dowley-Blackman collaborates with the corporate, government, nonprofit, and philanthropic sectors to build an intergenerational pipeline of leaders equipped to deliver solutions for today's complex global workplace.



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Media Links

- + LinkedIn: <https://www.linkedin.com/in/tammydowleyblackman/>
- + eSpeakers: <https://www.espeakers.com/marketplace/profile/39799>
- + Instagram: <https://www.instagram.com/tdbleadership/>
- + TikTok: <https://www.tiktok.com/@tdbleadership>

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- + Tammy's Promotional Photos

ASSOCIATIONS & ACCREDITATIONS:



TAMMY DOWLEY-BLACKMAN GROUP, LLC



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Using Real World Experience for Leadership Success

MOST POPULAR WITH BOARD OF DIRECTORS AND EXECUTIVE TEAMS

- + Learn the Do's and Don'ts of implementing high performing learning agendas and tools
- + Identify the Executive Director traits that are needed to strengthen organizational sustainability
- + Gain creative ideas and tools to write a work plan that builds a strong organizational culture

Early Career Return on Investment (ROI): A PROVEN Framework

A MUST FOR EARLY CAREER PROFESSIONALS AND THEIR MANAGERS

- + Understand the ins and outs of annual performance evaluations and how to own the process
- + Explore ideas that mix personal leadership development, diversity, equity, and inclusion training, and goal tracking
- + Identify tools to create a career blueprint for success that aligns values and purpose with organizational culture

Engaged Leaders = Organizational Productivity

SUPPORT FOR EMPLOYEE RESOURCE GROUPS AND EMERGING LEADERS

- + Understand and prepare for the performance review process in full
- + How to use role-playing exercises to prepare and practice for in-person evaluations
- + Explore support opportunities for positive learning initiatives and development needs for organizational leaders

Preparing for Organizational Transitions

ESSENTIAL FOR ORGANIZATIONS IN MAJOR TRANSITION

- + Review a case study of a major organizational transition of a \$64 million dollar nonprofit based in Boston, MA
- + Explore tools for succession planning and what to do on the other side of major transitions
- + Do's and Don'ts of using an executive search firm and how they can work for an organization

Creating Shared Equity Language, Learning, and Actions

BEST FOR CEOs AND BOARDS LOOKING TO LEARN

- + Grasp the importance of the organization's diversity, equity, inclusion, accessibility, and belonging (DEIAB) and racial equity (RE) workplace approach
- + Uncover leadership development tools and how a customized tool kit can assist leaders in learning
- + Discover how an Accountability Scorecard can enhance the development of a diversity, equity, inclusion, accessibility, and belonging (DEIAB) and racial equity (RE) workplan

All presentations can be in-person and/or virtually

Times can be adjusted between 60 - 90 minutes

Can customize specialty content to the audience

Alicia Adamson, Senior Vice President of Development, Engagement, United Way of Massachusetts Bay and Merrimack Valley

"What I valued most about Tammy was her mentorship and coaching she provided to my board and her ability to lead them towards an understanding of the impact they can make in their roles."

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Martha Tierney, Founder and Partner, Tierney Lawrence, LLC, Board Chair, Common Cause

Common Cause engaged the Tammy Dowley-Blackman Group to support our efforts to strategically align equity and democracy. This long-term consultancy helped the staff, National Governing Board, and State Advisory Board members consider how to embed equity into every facet of the organization, including hiring, onboarding, policies, Employee Resource Groups, Management Team development, board recruitment and training, and strategic planning. Tammy and her team were with us every step of the way as trusted experts and partners.

Vanessa Briggs, former CEO, Alliance for Health Equity

Tammy Dowley-Blackman is an excellent source of knowledge. Her cross-sector experience offers an in-depth capacity to help position organizations to meet their mission. Her uncanny ability to engage with board of director members in a keynote meeting or via ongoing strategic advising leads to fresh perspectives and innovation, a transformed organizational culture, and substantive impact.

Sean Connor, Government Affairs Leadership, Lowe's and Former Safety, Accessibility, and Economic Impact Policy Director, Lime

As a former client, I can't speak highly enough about Tammy and her team. She's thoughtful, knowledgeable and a high value addition to teams.

Sarah Grosvenor, Program Officer, Mott Philanthropic

I have appreciated Tammy's ability to thoughtfully guide challenging conversations, providing insight and advice related to the needs of (our) cohort. Beyond her work with the group, I value her willingness to be a thought partner.

Ify Mora, Director of Program Operations, Margaret A. Cargill Philanthropies

Tammy ensured that every aspect of professional development was geared towards each participant's success. My experience in the program helped me get to where I am today and I am deeply appreciative to Tammy for that opportunity and for her continued support.

Phillip Page, Vice President, Strategic Partnerships, Cambridge College

Tammy is one of the most consummate professionals I know. She is a wonderful collaborator and an effective motivator, astute to the nuances of group dynamics and adept at working with a broad spectrum of people.



Tammy's highly anticipated upcoming book *Looking Forward Finding Your Leadership Path* amplifies the stories, the voices, and the life and work approaches of Gen Z as they revolutionize the workforce.

Gen Z is the most diverse and technologically advanced generation to come ever. They are also the first generation in 50 years to join the workforce with limited to no professional experience, but they bring so much to the table.

TAMMY'S CLIENT LIST (PARTIAL):



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BIO

Tammy Dowley-Blackman is a recognized organizational and leadership development authority. She has designed and delivered presentations, residencies, training, and workshops across the United States. She has spent almost two decades building companies focused on delivering innovative approaches to leadership and organizational development. In addition to her consulting experience, Tammy has developed partnership programs for higher education and the philanthropic sector.

She served as Executive Director and Chief Development Officer for affiliates of two national nonprofits. Tammy has also taught Nonprofit Management at Cambridge College, and Lesley University, as well as served as a Senior Fellow for the Boston University School of Management's Institute for Nonprofit Management and Leadership.

Most recently, Tammy completed her six-year term as the President of the Board of Directors for TSNE MissionWorks, where she led the \$64 million-dollar organization through unprecedented leadership and business model change and expansion. She also provides leadership as an Advisory Board member for the Isabella Stewart Gardner Museum and as a Board of Director member for the Proteus Fund.

INTRODUCTION

Our speaker today has sat in every seat of the table as an entrepreneur, leadership expert, nonprofit executive, philanthropic leader, and professor. She is the CEO of Tammy Dowley-Blackman Group, LLC, where she is on a mission to galvanize 1,000,000 leaders through her suite of connected company brands focused on collaborating with corporate, government, nonprofit, and philanthropic partners to deliver leadership and workforce solutions through presentations, workshops, and team trainings. She has acted as a strategic advisor to hundreds of organizations on a range of topics. In her free time, she enjoys serving on boards that connect to her interests in the arts and strengthening communities.

Please welcome Tammy Dowley-Blackman!

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Tammy Headshot



Tammy Workshot



Tammy Bodyshot



Tammy Additional Image



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