



TAMMY DOWLEY-BLACKMAN GROUP, LLC

A grid of 27 squares arranged in three rows and nine columns. The squares are primarily orange, with some squares containing white space with colored borders. The top row has four squares: the first and fourth are white with orange and grey borders respectively, while the second and third are solid orange. The middle row has nine squares: the first is solid orange, the second is solid grey, the third is solid orange, the fourth is solid orange, the fifth is white with an orange border, the sixth is solid orange, the seventh is white with a pink border, the eighth is solid orange, and the ninth is solid orange. The bottom row has nine squares: the first is solid orange, the second is solid orange, the third is white with an orange border, the fourth is solid orange, the fifth is solid orange, the sixth is solid orange, the seventh is solid orange, the eighth is solid grey, and the ninth is solid pink.

**Portfolio of Services**

# Contents



Our Mission .....	3
Our History & Values.....	4
Our Work Strategy.....	5
Firm Philosophy .....	6
Client Project Success .....	6
Consulting Expertise .....	7
Core Consulting Expertise .....	8
Project Examples .....	9
Communications & Development .....	10
Leadership Development .....	11
Leadership Development .....	12
Project Design & Management .....	13
Research & Evaluation .....	14
Strategic Planning/Facilitation .....	16
Talent Acquisition Management .....	17
Sample of Our Clients .....	19
Our Team .....	21
Contact Us .....	22

# Our Mission



Seeks to provide high-quality organizational consulting services for corporate, nonprofit and philanthropic partners to ensure the greatest opportunity for success for all stakeholders.

# Our History & Values



Tammy Dowley-Blackman Group, LLC (**TDB Group**) was founded in 2004 in Berkeley, CA by Tammy Dowley-Blackman after she successfully led the re-visioning and expansion of two nationally-affiliated nonprofits. The firm was created to offer the global advisory, strategy and technical services she sought for her own Board of Directors, staff, constituents and donors as a CEO.

**TDB Group** respects the needs of clients to work with a consulting partner they can trust to candidly assess the organization and help design the next best steps.

The firm holds Create | Invest | Deliver as key values. Creating value, investing in others and delivering the best possible results.

The firm works nationally and has offices in Boston/Cambridge, MA and Baltimore, MD.

# Our Work Strategy



The **TDB Group** consulting firm understands that solving complex community challenges is best done through shared leadership and learning to partner with others to develop sustainable solutions. The firm enjoys working collaboratively with public and private institutions, and brings local and national expertise to its projects.

# Firm Philosophy

At a fundamental level, supporting such collaborative approaches ultimately generates strategies and knowledge that can have dramatic impact on:

- Evaluating and documenting successful solutions to critical organizational problems
- Influencing organizational board and staff structures
- Expanding and deepening an understanding of civic engagement and the creation of pipelines for future Board of Directors development
- Showcasing the best of practice to staff, Board of Directors, and important constituents and colleagues
- Increasing the capacity of clients and their networks to create a culture of continuous improvement

# Client Project Success

- Collaboration
- Assessment
- Development
- Alignment

# Consulting Expertise



Tammy Dowley-Blackman has been afforded the opportunity to work with a broad range of local and national clients on projects and content areas as varied as the arts, community development, education, healthcare, homelessness, political reform and public policy. The firm has six core areas of consulting expertise. Within each, **TDB Group**, is additionally known, respected and referred for its deep knowledge and skills related to diversity, equity and inclusion.

# Core Consulting Expertise

- Communications and Development
- Leadership Development
- Project Design & Management
- Research & Evaluation
- Strategic Planning/Facilitation
- Talent Acquisition/Management



# Project Examples



- Communications & Development
- Leadership Development
- Project Design & Management
- Research & Evaluation
- Strategic Planning/Facilitation
- Talent Acquisition Management

# Communications & Development

### Clients:

- Fayerweather Street School
- Demos

**Project:** Redesigned the Fayerweather Street Schools communications and development/fundraising plans, outreach and operations. Worked with Demos to support 15 national grassroots organizations dedicated to legislative, racial, and social justice as part of the Inclusive Democracy Project (IDP). Specifically oversaw the effort of the four of the organizations to create case statements highlighting the democracy reform efforts.

**Impact:** For Fayerweather Street School, the long-term strategy resulted in expanded protocol for strategic board development, new branding, revised collateral materials, increased donor participation, and support and preparation for a Capital Campaign. The Demos project resulted in greater potential for national fundraising from individual and philanthropic sector donors.

## Leadership Development

### Clients:

- Associated Grant Makers
- City Mission Boston
- Proteus Fund
- Boston Foundation
- Compass Working Capital
- Joan Mitchell Foundation
- Take Back Our Republic
- Individual Clients

**Nonprofit Organizational Capacity Building:** Provide leadership training to management teams and Boards of Directors to assist in building and enhancing nonprofit organizational capacity/knowledge, strategic focus and donor relationship building. Includes providing research, strategic planning and communications, development and human resources plans that embed DEI and cultural competency and other important issues across the institution.

**Coaching:** Internal organizational support offered to key leadership members, particularly those new to the organization and their position. Includes crafting organizational plans, assistance with working with the Board of Directors and benchmarking organizational performance. In addition, **TDB Group** has provided strategic analysis and training related to team workplace dynamics, flux related to shifting organizational culture and priorities, e.g. in the wake of growth/scaling, new initiatives and increased number of employees, including millennials.

## Leadership Development

### Clients:

- Higher Heights
- Proteus Fund
- The Boston Foundation

**TDB Group** has had the privilege of assisting in the creation of multiple national leadership pipeline development programs. These fellowships have enabled scores of professionals to receive coaching, mentorship and training.

The Higher Heights #WomenRun Fellowship was designed to offer support to African American women considering pursuing elected office. **TDB Group** served as the chief researcher for the design of the fellowship.

The Proteus Fund Fellowship brought greater diversity, equity and inclusion to the philanthropic sector. **TDB Group** served as the national director helping to design and provide curriculum, coaching, job preparation and mentorship for this nationally-recognized leadership program.

The Boston Foundation Neighborhood Fellows Program was created to invest in community leaders who typically aren't able to access professional development opportunities. **TDB Group** conducted the national research that informed the design of the fellowship.

# Project Design & Management

## Client:

→ The Partnership, Inc.

**Project:** Two-year Nonprofit Board Initiative funded by the Boston Foundation. Charged with the design, implementation and long-term management of this large-scale diversity, equity and inclusion (DEI) initiative, aimed at increasing the number of professionals of color trained to serve on Boston metro-area nonprofit boards.

**Impact: *TDB Group*** expanded the project scope to include three interlocking components: 1) Creation of a board recruitment, matching and mentoring program aimed at increasing DEI; 2) The Community Civic Engagement Series was structured to bring nonprofit and for-profit leaders together to share best practices; and 3) The development of the intensive Nonprofit Organizational Training Program, which allowed board and staff leadership to focus on issues of board development, DEI, and Infrastructure improvements. To date over 100 organizations have benefited from the training, and report making significant changes to their board structures, recruitment strategies, and training practices.

# Research & Evaluation

### Client:

→ Media Democracy Fund

**Project:** To provide the research, program design, and evaluation for the joint NetGain Initiative founded by Ford Foundation, Knight Foundation, MacArthur Foundation, Mozilla Foundation, Open Society Foundation. The result is the PhDX Fellowship, designed to provide graduate students with training at the intersection of public interest and technology.

**Impact:** The NetGain Initiative has helped to launch a new specialty field of study and professional practice—public interest technologist. The project is entering year two and has provided research that has helped to launch a new specialty field of study professional practice. Additionally, the research and evaluation has helped to facilitate strong university partnerships that will become a model for other national programs.

# Research & Evaluation

### Client:

→ United States Tennis Association (USTA)

**Project:** To research, study, and present findings and recommendations focused on the synergy between "The Use of Sports and Athletic/Community Centers and Community Development Building." This long-term month project was funded by the Ford Foundation and used four cities (Boston, MA; Milwaukee, WI; Philadelphia, PA; and Jacksonville, FL) as study sites.

**Impact:** The project required exhaustive ethnographic research, data collection, interviews, best practices research and extensive relationship building with key stakeholders (citizens, center participants, local government and corporate leaders, leadership from each of the sites, USTA national officials and the Ford Foundation program team). The final research and evaluation report was designed to provide a roadmap for future program and community development funding requests.

## Strategic Planning/Facilitation

### Clients:

- Bartol Foundation
- Boston Partners in Education
- Brandywine Health Foundation
- Brookline Community Foundation
- City Mission Boston
- Every Hour Counts
- ExpandedED Schools
- Haley House
- Initiative for a Competitive Inner City
- Joan Mitchell Foundation
- Jose Mateo Ballet Theatre
- Lenny Zakim Fund
- Project STEP
- Schott Foundation for Public Education
- Surdna Foundation
- Thomas Scattergood Foundation
- Unitarian Universalist Urban Ministry
- YWCA Cambridge

**Project:** In each of these projects **TDB Group** was asked to assist the organizations in a review and/or revision of current strategy or in the consideration/design of new strategies and/or business models.

**Impact:** Each institution required some level of needs assessment, stakeholder review, infrastructure analysis and/or financial sustainability modeling. Project engagement ranged from a mini-planning process during a day-long Board of Directors retreat to work completed over the course of a long-term planning process. The result is that each organization completed the process with the necessary board and staff buy-in, concrete next steps, and/or development/fundraising options to ensure organizational sustainability.



# Talent Acquisition Management

## Client:

→ City Mission Boston

**Project:** Provided consulting expertise to this long-standing community organization with 200 years of service. The project consisted of a full evaluation and reorganization of the Board of Directors assessment, recruitment, retention and training process and policies.

**Impact:** The **TDB Group** was asked to provide targeted support, training, and coaching to the Executive Director and Board of Directors. The final outcomes included: the development and implementation of a customized board recruitment plan; increased number of board members with varied skill sets serving on the Board of Directors, and the creation of a toolkit for ongoing board and staff training that City Mission reports continuing to use with great success.

# Talent Acquisition Management

## Client:

→ Proteus Fund

**Project:** Provided review of staffing model and executive recruitment support, as this national foundation expanded its staff to more comprehensively manage large-scale issues related to human rights.

**Impact:** The **TDB Group** was asked to conduct extensive candidate searches and assessments for six new high-level positions to support and sustain the foundation's growth. The searches were national in scope, and entailed drawing candidates from a wide variety of fields and industries. The firm provided Proteus with a customized process for each search including: Assistance with the development of hiring criteria, announcements and distribution, templates, briefing documents, final selection materials, and conducted all reference checks.

# Sample of Our Clients



- Barr Foundation
- Bartol Foundation
- Bay Area Blacks in Philanthropy
- Beat of Boston Arts and Tourism Collaborative with the City of Boston
- Boston Partners in Education
- Breakthrough Collaborative
- City Mission Boston
- Demos
- Every Hour Counts
- ExpandedED
- Gates Foundation/Stupski Foundation
- Haley House
- Healthy Wilmington Coalition
- Joan Mitchell Foundation
- Jose Mateo Ballet Theatre
- MassCreative
- Media Democracy Fund
- Oakland Unified School District
- Piper Fund
- Project STEP
- Proteus Fund
- Schott Foundation for Public Education
- SpeakEasy Stage Company
- Surdna Foundation
- The Boston Foundation
- the Partnership Inc.
- Thomas Scattergood Foundation
- United States Tennis Association/Ford Foundation
- YWCA Cambridge



# Our Team




Tammy Dowley-Blackman, Ed.M., is the CEO of Tammy Dowley-Blackman Group, LLC (**TDB Group**). In addition to her consulting experience she has developed partnership programs for higher education and 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 Leadership and Management. She is a graduate of Oberlin College and Harvard University Graduate School of Education, where she specialized in policy and administration.


**TDB Group** is proud to have a talented team of national consultants and field experts at the ready. Their skill sets are wide-ranging and include: analysis, branding, communications, evaluation, financial modeling, grantmaking, management, operations, policy and research and technology.


# Contact Us


For more information please contact:

 Tammy Dowley-Blackman, CEO,  
Tammy Dowley-Blackman Group, LLC

 Email: [tammy@tdbgroup.com](mailto:tammy@tdbgroup.com)

 Phone: 510-435-6612

 Skype: tdblackman

 LinkedIn: [linkedin.com/in/  
tammydowleyblackman](https://www.linkedin.com/in/tammydowleyblackman)

 Twitter: [@tdowleyblackman](https://twitter.com/tdowleyblackman)

 Web: [tammydb.com](http://tammydb.com)