

Welcome to ...

The Empowerment Institute for **MICHIGAN**



*Transforming leaders and
organizations through love ...*



November, 2025

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Greetings from our CEO



Dr. Dale A. Dan

Dear Friend,

It gives me much joy to welcome you to **The Empowerment Institute for Michigan** that is about transforming leaders and organizations through love ...

After more than 45 years of serving government, education, business, faith-based, non-profits, the diplomatic corps and internationally, I have humbly concluded that a four-letter word is the lasting solution ... LOVE.

Arriving in Lansing, Michigan in October, 2023 to begin the journey of serving as Chief Diversity Officer for a well-loved educational institution ... Lansing Community College (LCC) remains a joy. It was my first experience in Lansing. The closest visited city was Mason in 1999 when I led leadership training for DART Container and visited with some of its executives there periodically.

My LCC and DART families welcomed me and wrapped me with love and care throughout my journey in Lansing including helping me get my home, settle into my office and do what I went to accomplish ... to build an Office of Empowerment that is now led by an amazing successor with a mission and team for success.

But my journey in Michigan was not yet over!

DART: www.dartcontainer.com
LCC: www.lcc.edu

I was approached by multiple outstanding Michigan leaders and organizations asking if I could find a way of continuing my Empowerment work to serve the entire State of Michigan. They graciously allowed me time to rest and reflect.

I am now ready to take my next leap in serving Michigan statewide by transforming leaders and organizations through an Empowerment Model founded on ... Love!

Having never heard of Lansing when I first arrived, I have fallen in love with the city and have a deep commitment to the overall transformation of Michigan.

After listening to many experienced and aspiring leaders, I have the desire to see unity continue in Michigan through the existing talented leaders and organizations. Our plan is to engage as many of these local businesses as possible in the building of the Institute as we serve all of Michigan. We have no desire to recreate what already exists but rather, to empower our local partners with lots of love, respect and support.

We believe that this initiative will not only be transformational for Michigan but will also open the door for other states to partner with Michigan for national empowerment through love.

From local to national to global ... this is the long-term goal. I so look forward to working with each of you and all of us together as a team!

Love, Dale

Greetings from our President



Dr. Tonya C. Bailey

It is my pleasure to write to you as the new President of The Empowerment Institute for Michigan. This organization means a great deal to me. Like many of you, I have been shaped by the values of empowerment, inclusion, and wellness, and I am grateful for the opportunity to help advance these ideals on a statewide and national scale.

That's why I can confidently say it is a remarkable time to be part of The Empowerment Institute for Michigan. Our vision of transforming leaders and organizations through love and empowerment could not be more relevant. Across every sector—business, education, government, non-profits, and faith-based communities—leaders are searching for strategies that uplift people, strengthen systems, and sustain meaningful change.

As my tenure progresses, I will keep you updated on where we are and where we are headed, highlighting the impact of our core Empowerment Models—Joy-at-Work, Servant Leadership, and Leading with Love—and our signature programs, from the Pathway to Empowerment to the Retreat & Spa Center. Together, we will ensure that the Institute continues to serve as a model of transformation through love, rooted here in Michigan but resonating far beyond.

I look forward to building this future with you, strengthening partnerships, and opening doors that allow leaders at every level to thrive with dignity, purpose, and joy.

Dr. Tonya C. Bailey

President, The Empowerment Institute for Michigan

About the Institute

The Empowerment
Institute for
MICHIGAN



*Transforming leaders and
organizations through love ...*



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The Empowerment Institute of Michigan is a direct response to many loyal Michiganders who asked for a solution that will meet the current needs within the state by empowering its leaders and organizations through root transformation.

Direct outcomes could include:

- reducing poverty by empowering the unemployed to be gainfully employed
- empowering emerging leaders to remain in and build Michigan
- raising the overall quality of leaders across all sectors by returning each to their roots
- raising the overall quality of organizations across all sectors by returning each to its roots
- boosting the economy through national and global presence and partnerships
- building a workforce that is motivated, encouraged and productive
- making Michigan the Premier State that serves as a beacon of what it truly means to empower a society through sincere love that includes all!

There are two phases to the services being offered:

- Phase 1: Pathway to Empowerment
 - Empowering leaders and organizations through assessment, training, access and engagement
- Phase 2: The Retreat & Spa Center
 - A place to energize through nutrition, exercise and motivational talks to enjoy a mind, body and spirit balance

Phase 1: Pathway to Empowerment in 2026

The Institute will provide evaluation, training, coaching, mentoring and workplace solutions to transform leaders and organizations, with overall health and wellness being the focus.

Based on the needs, multiple services will be provided to properly equip all to do their work at their ultimate level of success.

Services will be based on both core model and tools:

- Joy at Work (JAW)
- The Life Mapping Tool (LM)
- The Organizational Assessment Tool (OLA)
- The Access and Engagement Culture Matrix Tool (AECM)
- Leading with Love (LWL)

Phase 2: Retreat & Spa Center in 2027

In **Phase 2 (2027)**, the Institute will add a *Retreat & Spa Center* for holistic healing through mind, body and spirit wellness. This will include resort-style gym, a water aerobics pool, yoga, nutrition and meditation services with a special touch of a city beach that brings the Caribbean Islands to Michigan through music, food and ambience.

This will include:

- a resort-style gym
- a water aerobics pool
- yoga
- nutrition and meditation services
- inspirational and motivational sessions
- a special touch of a city beach that brings the Caribbean Islands to Michigan through music, food and ambience.

This is a place where leaders can come away from 1 - 4 days to empty themselves and refuel.

Retreat & Spa Center



Areas of Service



Transforming leaders and organizations through love

Better Workplaces, Schools, Communities and Happy Homes

Serving all 83 counties throughout Michigan



The Institute will provide a series of optional special programs that further empowerment in Michigan:

- ***Empowerment for Emerging Young Leaders*** - that recognizes, empowers and utilizes aspiring young leaders throughout Michigan for Michigan. Youths trained to teach youths how to thrive as quality leaders. This generation understands each other better than anyone else.
- ***Empowerment through Fashion*** - where fashion can be a powerful tool for healing, offering comfort and support. It can boost self-esteem through empowerment. With creativity and self-expression in fashion, many can nurture their overall wellbeing in a manner that is meaningful to them and in a lasting way from the inside out. All toward higher self esteem, confidence at work and long-term careers.
- ***Empowerment of Students*** to improve grades - based on a holistic approach that helps students to better understand themselves, their talents and their purposes. We will utilize music as a catalyst for success.
- ***Empowerment through Writing*** - Using the power of writing to empower leaders with storytelling, critical thinking, creative opportunities, and self-care that can inspire fellow leaders and emerging leaders.
- ***Empowerment through Financial Stewardship*** - At the foundation of many of our issues is usually financial hardship, financial mismanagement, financial imbalance and lack of financial safety. Through this program we hope to help you find that holistic balance that includes financial wellness.
- ***Empowerment of the Poorest of the Poor*** - that will remove barriers and equip those in the poorest cities of Michigan to showcase their untapped value to society as they become self-sustainable.

Who We Serve



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Major Sectors Across Michigan



- Business
- Government
- Education
- Faith Based
- NGOs (profit and nonprofit organizations engaged in community work)

Why We Serve



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Vision

Empowered leaders & organizations
through love!



Mission

- We will empower leaders and organizations through love by providing:
 - evaluation,
 - training
 - coaching
 - mentoring
 - workplace solutions
- We will empower from the ground up, finding long-term solutions for the health and wellness of leaders and organizations by returning each to their roots!



Values

Love



Respect



Support



Meet Our Teams



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Executive Team



Dr. Dale A. Dan
Chief Executive Officer



Dr. Tonya C. Bailey
President



Dr. Renee Canady
Senior Vice President, Strategy



Mr. Bill Garlick
Senior Vice President, Quality

These are the Executive Leaders of the Institute who will work together to provide strategic guidance to all stakeholders. They will serve from 0-5 hours per week as needed.

Senior Operations Team



**Ms. Yolanda
Taylor**

*Chief Administrative
Officer*



**Atty. Justin
Sheehan**

*Chief Legal
Officer*



**Ms. Lucianna
Solis**

*Chief Community
Officer*



**Kristina
Marshall**

*Chief Policy &
Standards Officer*



**Dr. Jennifer
Hoyte**

*Chief Systems
Officer*



**Dr. Esther
Nauth**

*Chief Financial
Officer*



**Ms. Jeanne
Donado**

*Chief OD &
Grants Officer*

These are the core leaders of the Institute who will work together to ensure an overall smooth operation for all stakeholders. They will serve from 0-5 hours per week as needed.

Vice Presidents of the Consulting Teams



**Ms. Shirin
Behrouz-Cambin**
Government/
NGOs



**Ms. Lucianna
Solis**
Government/
NGOs



**Mr. Kevin
Badge**
Business



**Dr. LeSette
Wright**
Education/
Faith Based



**Mr. Bill
Garlick**
Education/
Faith-Based



**Ms. Dawn
Hardin**
Emerging
Leaders



**Ms. Monique
Leary**
Emerging Leaders
(Sports)



**Dr. Desiree
DeFlorimonte**
Education/
Faith Based

These leaders will each guide a team of consultants in the various areas of service within their expertise. They may also be involved directly on projects. They will serve from 0-30 hours per week as needed.

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Administration Support Team



**Gillian
Phillips**
Admin.
Support



**Miranda
Innis**
PR/Media
Support



**Carolyn
Schmidt**
Marketing
Support



**Carmeta
Miller**
Protocol & Guest
Support



**Warren
Fornah**
Online Campus/
Website Support



**Joy
Bijou**
Graphics/Social
Media Support



**Insaan
Ermisch**
Special
Projects



**Bryan
Richards**
Photography
Support



**Tommy
Benson**
Accounting
Support

These team members add value to the Institute through their areas of support that help the leadership team accomplish their strategic goals. They will serve from 0-20 hours per week as needed.

Advisory Committee



Ms. Amy Partin
Chair of the
Committee



Dr. Kali Majumdar
Vice Chair of the
Committee



Ms. Carrie Rosingana
Vice Chair of the
Committee



Mr. Tony Willis
Vice Chair of the
Committee

The Advisory Committee is a group of outstanding professionals from within Michigan, USA and Global. They will be kept informed on an ongoing basis regarding the progress of the Institute and will meet for 2 hours per month (in person and/or online) to share with us any input and questions they have as they contribute to the solid and overall wellness of the Institute. We are so grateful for their valuable role.

Advisory Committee



**Dr. Cecily
Bernard**
Director



**Mr. Jeff
Benson**
Director



**Ms. Candida
Richards**
Director



**Ms. Chelsea
Ditz**
Director



**Father Michael
T. K. Skrocki**
Director

Advisory Committee



**Dr. Andrea
Scott**
Director



**Dr. Teresa
Pettersen**
Director



**Ms. Angelica
Basic**
Director



**Dr. Nina
Nicholas**
Director



**Sister Marie
Harper OSU**
Director



**Alen
Basic**
Director

Advisory Committee



**Dr. Mark
Kelland**
Director



**Ms. Sarah
Velez**
Director



**Dr. Nino
Rodriguez**
Director



**Ms. LaTonya
Demps**
Director



**Ms. Eva
Menefee**
Director



**Dr. Floralba
Arbelo**
Director

Advisory Committee



Represent the following organizations

- A Write Touch Consulting
- Adelante Forward Magazine
- CASE Credit Union
- Charter Township of Northville
- Collective Wellness Counseling & Consulting
- Indian River Community College
- Lake Erie College of Osteopathic Medicine
- Lansing Community College
- Lansing Police Department
- Lansing Economic Area Partners (LEAP)
- Charter Township of Northville
- Sisters of the Ursuline Convent, S.A
- St. Michael's Church
- University of Central Florida
- University of Tennessee, Knoxville
- Ursuline Convent, South America

Represent the following Countries



Bosnia & Herzegovina



Guyana



India



Jamaica



Mexico



United States

Emerging Leaders Group

Emerging Leaders Group is a team of outstanding leaders from within Michigan, USA and Global. They will be kept informed ongoing regarding the progress of the Institute and will meet for one hour per month (in person and/or online) to share with us any input and questions they have as they contribute to the solid and overall wellness of the Institute. We are so grateful for their valuable role.

It is important for us to hear the voices of our young people!



**Ms. Tamia
McClain**
Group
Director



**Mr. Brandon
Markle**
Group Assistant
Director



**Mr. Andrew
Horatio**
Group
Support



**Ms. Madyson
Rush**
Group
Support



**Ms. Ayanna
Bernard**
Group
Support



**Mr. Insaan
Ermisch**
Group
Support



**Ms. Portia
Amponsah**
Group
Support

Represent the following Countries ...



Canada



Ghana



Guyana



India



St. Martin



United States



The Institute utilizes the inverted organizational structure where leaders are at the bottom loving, respecting and supporting the rest of the team.

Service Partners

- [A Write Touch Consulting](#)
- [Capital Area Michigan Works](#)
- [CASE Credit Union](#)
- [Collective Wellness Counseling & Consulting](#)
- [Contrast Software Solutions](#)
- [Courtyard Marriott, Lansing](#)
- [Immigration & Refugee Resource Collaborative](#)
- [Leading with Love](#)
- [Lansing Economic Area Partnership \(LEAP\)](#)
- [Meridian Academy](#)
- [Safe Haven Dialogues](#)
- [Servant Leader Performance](#)



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What We Do



our services

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~ Empowerment Strategy ~

Meeting the Needs

The focus of our services is to meet the needs in Michigan that were shared with us through many listening sessions ...

- reducing poverty by empowering the unemployed to be gainfully employed
- empowering emerging leaders to remain in and build Michigan
- raising the overall quality of leaders across all sectors by returning each to their roots
- raising the overall quality of organizations across all sectors by returning each to its roots
- boosting the economy through national and global presence and partnerships
- building a workforce that is motivated, encouraged and productive
- making Michigan the Premier State that serves as a beacon of what it truly means to empower a society through sincere love that includes all!

~ Pathway to Empowerment ~

We will empower in two main ways

The Institute will provide evaluation, training, coaching, mentoring and workplace solutions to transform leaders and organizations, with overall health and wellness being the keys to a joyful workplace. Based on the needs, multiple consulting solutions will be provided to properly equip all to do their work at their ultimate level of success.

Services will be based on a core **Joy-at-Work Model** that involves the following:

- *Empowering leaders from the roots through ...*
 - *Life Mapping Tool (LM)*
- *Empowering organizations from the roots through ...*
 - *Organizational Leadership Assessment (OLA)*
- *Empowering leaders with access and engagement through ...*
 - *Access & Engagement Culture Matrix (AECM)*
- *Empowering all based on a foundation of love and relationships through ...*
 - *Leading with Love Model (LWL)*



Based on all assessments, the following consulting solutions will be provided for long-term sustainability. These solutions can be customized to the specific needs and challenges of each leader and/or organization:

- **Strategic:** Helps organizations with high-level decisions, strategic planning, and long-term vision.
- **Management:** Focuses on improving overall organizational performance, efficiency, and decision-making processes.
- **Operations:** Aims to optimize internal processes and systems to enhance productivity and reduce costs.
- **Financial:** Provides expert advice on financial management, investment strategies, and risk management.
- **Marketing:** Helps businesses develop and implement effective marketing strategies to reach target audiences and increase sales.
- **Human Resources (HR):** Assists organizations with talent management, employee relations, and HR strategy.
- **Human Resource Development (HRD):** Focuses on training at various levels of staffing
- **IT:** Offers expertise in technology solutions, software development, system integration, and cybersecurity.

- **Risk and Compliance:** Focuses on helping organizations adhere to regulations, manage risks, and avoid legal issues.
- **Digital Transformation:** Guides organizations in adopting new technologies and digital strategies to improve business operations and customer experiences.
- **Social Media:** Helps businesses build and manage their online presence on social media platforms.

Specialized Consulting Areas

- **Industry-Specific:** Consultants with expertise in particular industries like healthcare, finance, or technology.
- **Supply Chain:** Focuses on optimizing the flow of goods and materials within an organization.
- **Sustainability:** Helps businesses develop and implement environmentally friendly practices.
- **Sales:** Focuses on improving sales strategies and performance.
- **Public Sector:** Advises government and public organizations on various matters.
- **Legal:** Provides legal advice and guidance.
- **PR:** Helps organizations manage their public image and communication strategies.

Leaders of our Special Programs



Empowerment for Emerging Young Leaders - that recognizes, empowers and utilizes aspiring young leaders throughout Michigan for Michigan. Youths trained to teach youths how to thrive as quality leaders. This generation understands each other better than anyone else.



Ms. Dawn Hardin

One only has to ask the many emerging leaders in Michigan who have experienced Dawn's mentorship as teacher and pastor only to hear that they did not think they could have made it through college or life without her tireless guidance. We look forward to seeing Dawn continue her work through the Institute.

The Institute will provide a series of optional special programs that further empowerment in Michigan:

- ***Empowerment for Emerging Young Leaders*** - that recognizes, empowers and utilizes aspiring young leaders throughout Michigan for Michigan. Youths trained to teach youths how to thrive as quality leaders. This generation understands each other better than anyone else.
- ***Empowerment through Fashion*** - where fashion can be a powerful tool for healing, offering comfort and support. It can boost self-esteem through empowerment. With creativity and self-expression in fashion, many can nurture their overall wellbeing in a manner that is meaningful to them and in a lasting way from the inside out. All toward higher self esteem, confidence at work and long-term careers.
- ***Empowerment of Students*** to improve grades - based on a holistic approach that helps students to better understand themselves, their talents and their purposes. We will utilize music as a catalyst for success.
- ***Empowerment through Writing*** - Using the power of writing to empower leaders with storytelling, critical thinking, creative opportunities, and self-care that can inspire fellow leaders and emerging leaders.
- ***Empowerment through Financial Stewardship*** - At the foundation of many of our issues is usually financial hardship, financial mismanagement, financial imbalance and lack of financial safety. Through this program we hope to help you find that holistic balance that includes financial wellness.
- ***Empowerment of the Poorest of the Poor*** - that will remove barriers and equip those in the poorest cities of Michigan to showcase their untapped value to society as they become self-sustainable.

Empowerment through Fashion - where fashion can be a powerful tool for healing, offering comfort and support. It can boost self-esteem through empowerment. With creativity and self-expression in fashion, many can nurture their overall wellbeing in a manner that is meaningful to them and in a lasting way from the inside out. All toward higher self esteem, confidence at work and long-term careers.

Guided by Fashion Icon

~ Sonia Noel ~



Guyanese designer extraordinaire Sonia Noel has been fascinated by fashion since childhood. Her creativity draws sustenance from the beauty that surrounds her. Nature, the people who inspire her, inspiring words, and prayer are inexhaustible sources for her art. Sonia transforms the everyday into works of art, weaving a legacy of color and empowerment. “It’s about inner and outer beauty,” she tells this magazine. “I am grateful for my journey because it allows me to interact with people and help them live fulfilling lives,” she concluded. Recently, this talented fashion designer received a Lifetime Achievement Award from the United States National Commission for UNESCO Clubs at the United Nations 79th General Assembly.

Empowerment of Students to improve grades - based on a holistic approach that helps students to better understand themselves, their talents and their purposes. We will utilize music as a catalyst for success.



Ms. Carmen Bell

It is truly a joy to see how Michigan's own Opera Singer and Music Teacher will use her special gifts and talents to help students improve academically. The correlation between music and student success has been supported by those who have seen the success that resulted from students who engaged in music.

Empowerment through Writing - Using the power of writing to empower leaders with storytelling, critical thinking, creative opportunities, and self-care that can inspire fellow leaders and emerging leaders.



Ms. Susan Murphy

Susan's daily life is about empowering students and others through writing. She is a tutor, mentor and remarkable influencer when it comes to her helping others put their thoughts into writing ... and she does it with such warmth and fun! We are excited to see how she will complement our empowerment efforts through writing!

Empowerment through Financial Stewardship - At the foundation of many of our issues is usually financial hardship, financial mismanagement, financial imbalance and lack of financial safety. Through this program we hope to help you find that holistic balance that includes financial wellness.



Kevin Badge

Our desire is to help individuals find that place of financial safety as they learn how to build on even very small financial resources. We plan on partnering with CASE Credit Union (CASECU) in Michigan to roll out solutions that can help many enjoy financial stability. Conversations with Kevin helped me to better understand the mission of CASE that is very encouraging. As they share : “CASE is heavily focused on serving the credit union mission of people helping people. We are dedicated to continuing our efforts in strengthening our community through school education programs, supporting charities, and providing financial awareness. As an award-winning credit union, we are always looking for new and innovative ways to meet the financial needs of our members by improving and providing enhanced products, services, and features. We strive to be the place our members refer to for achieving financial success and improving their quality of life. CASE is also a Community Development Credit Union (CDCU). A CDCU is a credit union with a mission of serving low and moderate-income people and communities.”

Empowerment of the Poorest of the Poor - that will remove barriers and equip those in the poorest cities of Michigan to showcase their untapped value to society as they become self-sustainable.



Ms. Bethany Berdes

Having personally experienced both wealth and poverty, Bethany knows both sides of life. She goes above and beyond in reaching out to those in need. I watched as each student knew they could quench their hunger once they found her office that had something for them to eat. The poor on the streets know her presence because it brings them relief. She will provide job tips, education, transportation or whatever is needed for relief. She enjoyed the Food Bank and also contributes to it so that others can enjoy. She knows what it is to have a happy life and what it is like being hit by life's many storms all at one time. But through it all, she desires to keep serving as best as she can.

Core Model & Tools



Joy-at-Work Model (JAW)

The ultimate goal is to have Joy-at-Work where a job becomes a joy and team members look forward to returning to another day of work. We will achieve this through ...

Understanding who leaders are from the roots

Life Mapping Tool

Understanding the overall health of the organization

Organizational Leadership Assessment (OLA)

Understanding the level of access and engagement

Access and Engagement Culture Matrix (AECM)

Building a foundation of Love & Relationships

Leading with Love Model (LWL)

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Leaders of the Model & Tools

Life Mapping Tool (LM)

Organizational Leadership Assessment
(OLA)

Access & Engagement Culture Matrix
(AECM)

Leading with Love Model (LWL)



Dr. Dale A. Dan



Dr. Jim Laub



Dr. Frank L. Douglas



Dr. Robert Roncska

How the services work together!

A 5-Step Approach:

1. **Administer** the JAW-LM, OLA and AECM tools simultaneously to return leaders and organizations to their roots.
2. **Gather and analyze** information, then report findings and facilitate discussions.
3. **Roll out** the LWL Workshop to reinforce that love and relationships build the foundation for sustainable empowerment.
4. **Provide** Joy-at-Work Certificate for Organizations Program to bring all the pieces together.
5. **Select and apply** consulting solutions that empower the organization for sustainable success.

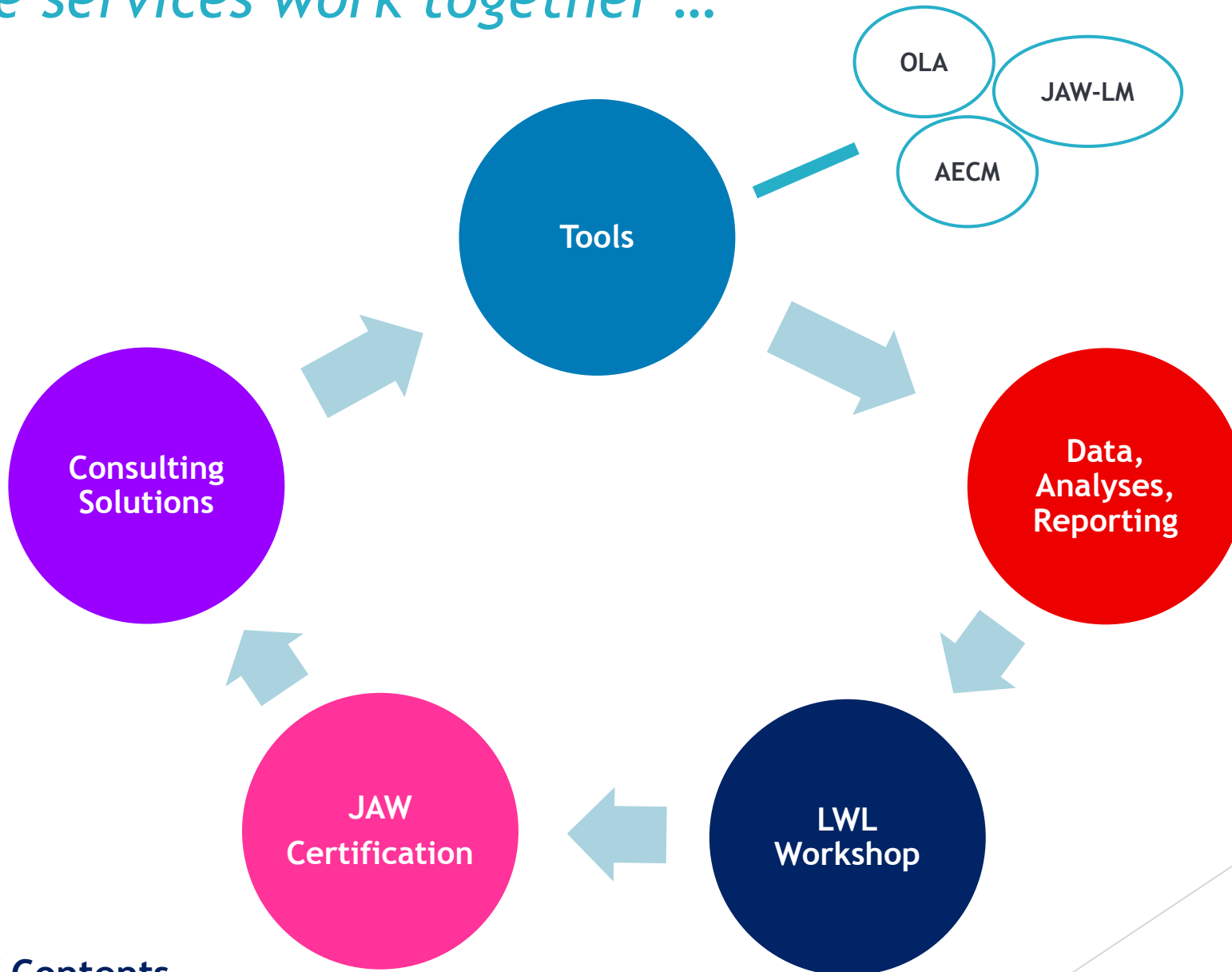
In order to empower organizations to own the process, there will be Train-the-Trainer sessions with 1-2 selected members of the client's team so that they can enjoy sustainability of knowledge in-house.

There will also be ongoing review of implementation success: 3-6-9-12 months

How the services work together ...



How the services work together ...



Core Framework



Get to know Dr. Dan better through her Mission website:

www.joyatwork.net

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The Joy-at-Work Framework

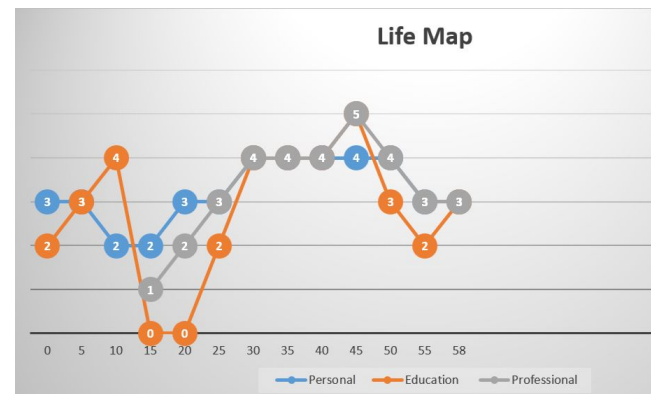
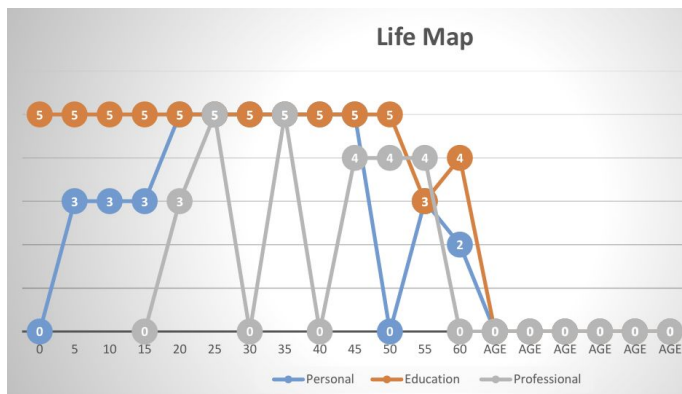
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CERTIFICATE TITLE	Joy-at-Work Certificate for Organizations
THEME	Creating a Culture of Love, Respect & Support where a job becomes a joy resulting in team who cannot wait to return to work the next day!
GENERAL DESCRIPTION	The purpose of this certificate is to partner with organizations that desire to develop or further a positive Joy-at-Work culture that results in personal and professional development while ensuring financial sustainability.
AUDIENCES	All levels of the organization should participate since it takes each unique team member to build and sustain an organization.
DURATION	10 Weeks and Pre-Certificate Week
DELIVERY FORMAT	Hybrid
MATERIALS	Instructional PowerPoints, Articles, PDF Books along with some recommended books to be purchased
LEARNING OBJECTIVES	<p>Upon Completion of this certificate, participants should be able to:</p> <ol style="list-style-type: none"> 1. Understand Transformational Leadership as the foundation of JAW. 2. Develop a personal definition of JAW since ... <i>I am unique</i>. 3. Identify individual purpose and its connection to a collective workplace. 4. Explain JAW in the context of one's personal and organizational values. 5. Learn the value of Stewardship to the organization's success & sustainability through high staff retention as a result of high motivation. 6. Understand the Decision-Making advisory process within the JAW context that results in a Win-Win for all stakeholders. 7. Understand how Joy-at-Work promotes overall empowerment for the organization's longevity as well as develops the type of succession planning that equips new leaders and still utilizing retiring ones. 8. Experience how Leading with Love and the LX Tool help organizations to build the type of sincere relationships that result of daily joy and sustainability. 9. Determine how Access and Engagement are strong precursors of productivity and sustainability. 10. Define Servant Leadership while utilizing the Organizational Leadership Assessment (OLA) to determine health of the organization and utilizing the outcomes to create workplace joy and sustainability.



The Life Mapping Tool

The Life Mapping Tool allows leaders within the organization to reflect on their life's journeys as they deal with challenges that may still be the root causes of current patterns of behaviors. The outcome is a visual representation of the leader's past, present, and future. It allows leaders to reflect on key moments in their lives, set goals, and plan for the future. This can serve as a powerful tool for self-awareness, healing, growth, advancement and long-term planning. Now, more than ever, many are trying to deal with present world situations but realizing that they are also impacted by their own life's journeys that need to be addressed. When the leader is healed and feels like a whole person, they are better able to take control of their lives and lead others well.



Joy-at-Work Testimonies

Small Business Association

Senior Leader

This journey has been extremely beneficial to me and I am so happy I started it in the first place, as part of my self-development quest which includes working on areas required for me to be a good leader, I have learnt so much about myself and others since I started the JAW course.

Vice President of Tourism & Head of National Training Center

The opportunity to participate in the Joy at Work Course presented at a very critical time, my faith took on new meaning in the scripture verse which states, “We know that in all things God works for the good of those who love Him”, who have been called according to His purpose.” (Romans 8:28).

I am encouraged beyond my wildest dreams. If each JAW course participant reaches and gains followers, change will come.

Foreign Services Ambassador

I see the journey benefiting society through a greater understanding of my role in stewardship and service. In this regard, I can identify areas in which I can use my expertise, talents and resources to give back and to contribute to the advancement of society. For example, in my area of expertise, I can help to carry out training programs such as for young diplomats.



Joy-at-Work Testimonies

University Lecturer & Fulbright Scholar in English & Literature

*Prior to taking this course, I had never thought of myself as being **unique**. In my mind, I was just a regular somebody who tried her best to serve others with the guidance of the Holy Spirit.*

Before my participation in the course, I was unfamiliar with several of the concepts and principles taught.

Music Business Director

This journey has greatly benefitted in many ways. Each week's topic was an eye opener for me.

From the topic on transformational leadership as I change my way of thinking about the way I lead to the topic on decision making. I was reminded that I should have a clear vision that everyone understands, I must be authentic, have a growth mindset and be creative.

High School Administrator

What a beautiful journey it has been doing the JAW Certificate Course.

I am blessed to be given the opportunity to do the Joy at Work program. I remember many times during the program, each lesson, each song and each prayer spoke to me and confirmed in my heart what I was experiencing at the time and encouraged me to keep pressing forward. I knew God was using this program to speak to me because all the lessons were important to me.

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Organizational Leadership Assessment (OLA)



Get to know Dr. Laub better through his website:

www.servantleaderperformance.com

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OLA

Organizational Leadership Assessment

The OLA is a research-based assessment instrument that measures six key areas of organizational and leadership practice that are critical to achieving optimal organizational health. The level of these six key areas and their eighteen descriptors determine an organization's Power Level. An organization with a strong power level provides authentic and shared leadership, empowers workers and develops a community of people who work effectively together to fulfill the organization's mission.

The Power Level determines which of the following six levels of organizational health best describes your organization.

- Org6 – Optimal Health
- Org5 – Excellent Health
- Org4 – Moderate Health
- Org3 – Limited Health
- Org2 – Poor Health
- Org1 – Critical Health



OLA cont'd

The OLA also measures the Perception Match of the workforce and leadership and reveals the differing perceptions between top leaders, managers and the workforce. This perception match is crucial to understanding the way the organization is viewed by those within it...those who are in the best position to make it successful. A high perception match reveals a strong level of organizational awareness and open communication; two essentials for meeting the ever-present demands of change.

The OLA then combines your Power Level and Perception Match to determine your organization's Readiness-for-Change. Are you ready to make the changes necessary to move towards greater organizational health? The OLA makes it possible for your organization to target specific changes that take into consideration your organization's readiness for change.

When using the 66-item OLA, people at all levels of your organization (top leadership, managers & workforce) will complete the instrument. In this way, you will be able to determine the different ways your organization is viewed. The OLA is easy to take and can be completed in only 15 minutes.

The OLA has strong psychometric properties including high validity and reliability and will provide you with a wealth of information on how your organization and its leadership is perceived.



OLA Testimonies

“First Care Women’s Clinics was in the middle of a season of change when we decided an OLA assessment could prove valuable. We were right! Before we moved forward with a major change of leadership, Dr Jim Laub did an OLA with our entire staff followed with his consultation. This assessment provided great encouragement by showing us that we had a healthy staff that was moving through the current changes well and showed us specific areas we needed to work on as the organization faced a future change in leadership. We are now a year past my retirement and the transition of leadership has been seamless. OLA and Dr. Laub provided great information to help in making this possible.”

First Care Women’s Clinics



OLA Testimonies



“Using the OLA assessment to determine the department’s overall organizational health was an awesome experience for me as a new leader. Many of the employees also expressed their appreciation for allowing them to give feedback and share their perspective on the six areas. During the follow up sessions, our team worked together to develop a list of action items that are being used to move our organization towards greater health.”

James Green, Director
Palm Beach County Community Services Department



OLA Testimonies

“As an organizational behavioral analyst, I partner with my clients to identify behaviors that are helping or hindering the business in achieving their desired goals, culture, and leadership practices. Since beginning to use the OLA seven years ago, **I am able to assess my clients’ corporate health providing a comprehensive view of their culture.** By starting a client engagement with the completion of the OLA, I am able to **pinpoint specific areas of the organization that may require more intensive examination** through observations, focus groups, or interviews to assess organizational behaviors and provide a complete view of the company’s needs. ”

Kimberly Mitchell, Ph.D., Organizational Leadership
President, Interweave



Access-Engagement Culture Matrix



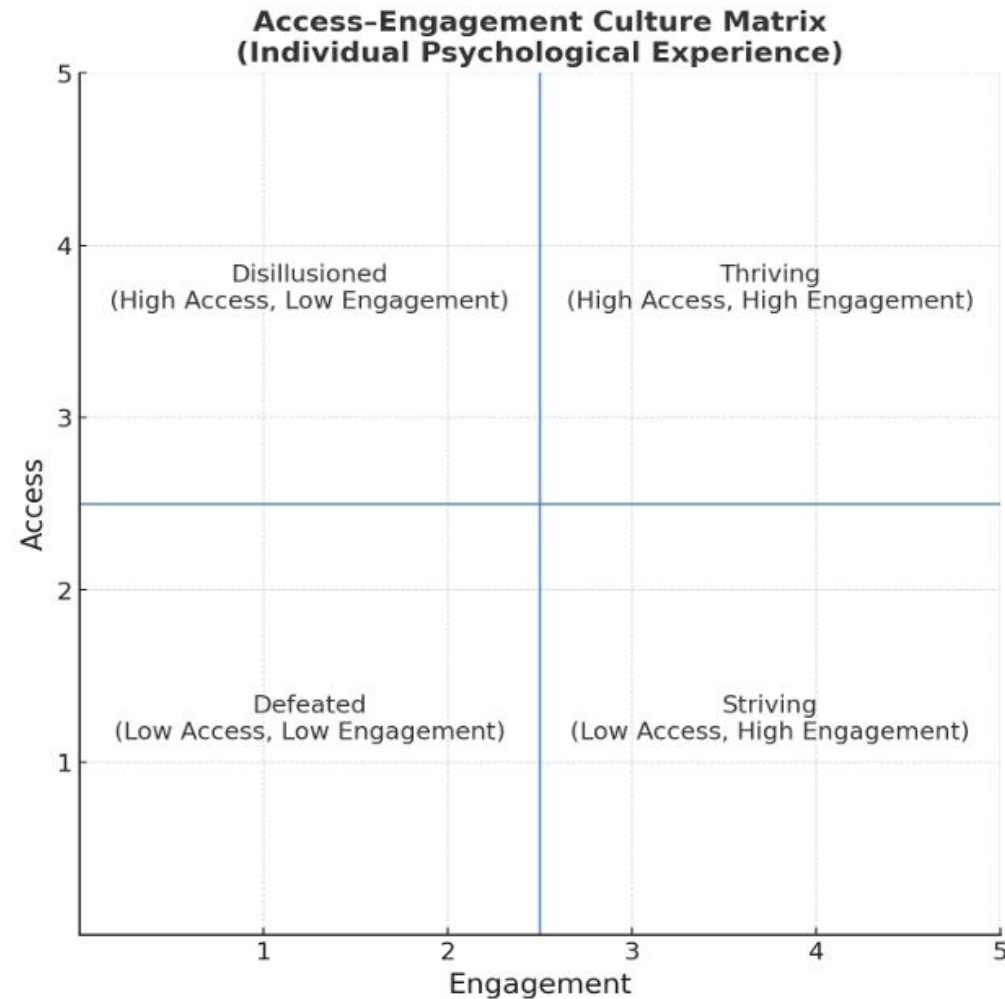
Get to know Dr. Douglas better through his website:

www.safehavendialogues-llc.com

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A framework for understanding individual success and psychological well-being

The Access–Engagement Culture Matrix assesses how well an environment supports the personal success and well-being of individuals. It evaluates two critical dimensions: **Access (Y-axis)**: The extent to which individuals can enter, navigate, and leverage opportunities and resources. **Engagement (X-axis)**: The extent to which individuals can meaningfully participate, feel connected, and contribute authentically. When combined, these dimensions reveal four distinct psychological experiences that shape individual outcomes.





■ Thriving (High Access + High Engagement)

Experience: Energized, supported, and flourishing.

Well-being: Strong belonging, optimism, growth, and resilience.

Outcome: Sustainable success and fulfillment.

■ Striving (Low Access + High Engagement)

Experience: Motivated and determined, but constrained by systemic barriers.

Well-being: Hopeful but at risk of frustration or burnout.

Outcome: Short-term progress possible, but fragile without structural support.

■ Disillusioned (High Access + Low Engagement)

Experience: Resources exist, but individuals feel disappointed or alienated.

Well-being: Cynicism, disconnection, erosion of trust.

Outcome: Success limited to transactional benefits; low long-term commitment.

■ Defeated (Low Access + Low Engagement)

Experience: Isolated, unsupported, and struggling to persist.

Well-being: Stress, alienation, hopelessness.

Outcome: High risk of attrition; individuals cannot thrive.

How to Use the Matrix

1. **Assessment:** Rate Access and Engagement on a scale (1–5) across three measures each.
2. **Plotting:** Average scores to position the organization, department, or program on the matrix.
3. **Analysis:** Identify where individuals or groups cluster (e.g., many "Striving" students suggest motivation but inequitable access).
4. **Action:** Design interventions to move individuals or systems toward the Thriving quadrant.

Key Insight: The matrix not only diagnoses structural and cultural strengths/weaknesses but also connects them to psychological well-being and long-term success. It highlights that true thriving requires both access and engagement.

AECM Testimonies



This was a transformational workshop for me. If you have not attended one, I highly recommend

—Dr. Merry Lindsey, Dean, Meharry Medical College

As an African American going into the medical field, discrimination is still very prevalent to this day, so being able to take an uncomfortable situation and reframe it to a positive outlook and not react out of emotion is how I would apply it to my life. Stopping to think first.

—Graduate Student, Meharry Medical College

It was revolutionary!

—Elizabeth Decker, Board of Directors, SIM South Florida

AECM Testimonies



About Dr. Douglas' book on access and engagement:

A compelling collection of real-world case studies that reveal how inequities in the workplace affect employee well-being, performance, and organizational culture. Written by Dr. Frank L. Douglas, this book draws from experiences in healthcare, government, corporate, and academic settings—offering powerful insights for HR leaders and executives committed to building inclusive, resilient, and high-performing environments.

AECM Testimonies

Testimony on Dr. Douglas' book: "Until You Walk in My Shoes": A Reframing Methodology to Overcome Systemic Discrimination ...

"I think it is a brilliant book. I really strongly encourage everyone to read it. If you are an aggrieved person, I want you to read it. If you are someone who is managing a company or division of a company, I think it is very important at this time of history to read this book."

Jack Canfield

Co-author of "Chicken Soup for the Soul" series and "The Success principles".



Leading with Love Model



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Get to know Dr. Bob better through his website:

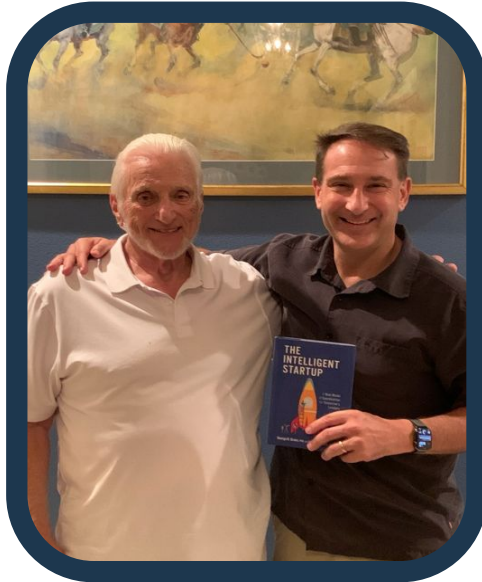
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Research Meets Real-life Experience

Leader-Member Exchange Theory

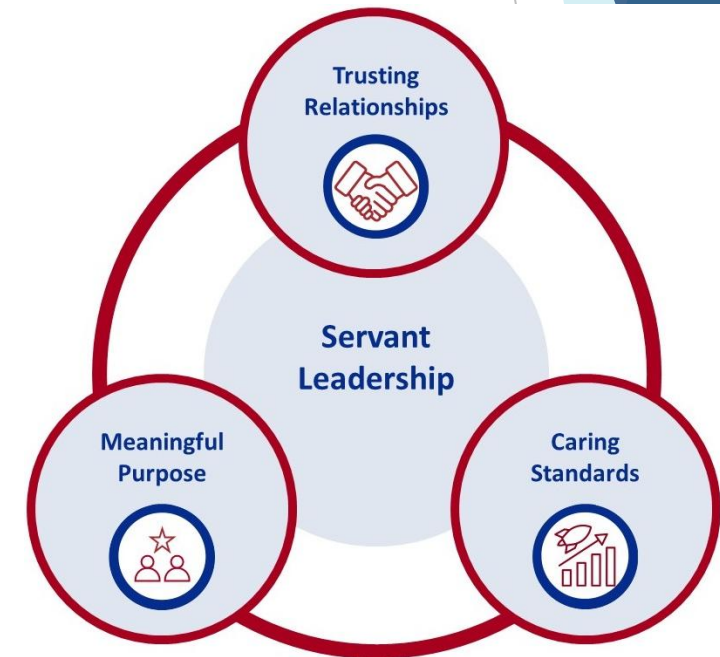


Dr. George Graen

When relationships improve,
everything improves.

LEADING with LOVE

Redefining Leadership Worldwide - Anchored in Science, Trust and Heart



When you lead with love, you don't just lead
better, you live better.

The Power of Relationships: LMX-7 Questionnaire



LMX 7 Questionnaire

Instructions: This questionnaire contains items that ask you to describe your relationship with either your leader or one of your subordinates. For each of the items, indicate the degree to which you think the item is true for you by circling one of the responses that appear below the item.

1. Do you know where you stand with your leader (follower) ... [and] do you usually know how satisfied your leader (follower) is with what you do?

Rarely	Occasionally	Sometimes	Fairly Often	Very Often
1	2	3	4	5

2. How well does your leader (follower) understand your job problems and needs?

Not a Bit	A Little	A Fair Amount	Quite A Bit	A Great Deal
1	2	3	4	5

3. How well does your leader (follower) recognize your potential?

Not At All	A Little	Moderately	Mostly	Fully
1	2	3	4	5

4. Regardless of how much formal authority your leader (follower) has built into his or her position, what are the chances that your leader (follower) would use his or her power to help you solve problems in your work?

None	Small	Moderate	High	Very High
1	2	3	4	5

5. Again, regardless of the amount of formal authority your leader (follower) has, what are the chances that he or she would "bail you out" at his or her expense?

None	Small	Moderate	High	Very High
1	2	3	4	5

6. I have enough confidence in my leader (follower) that I would defend and justify his or her decision if he or she were not present to do so.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

7. How would you characterize your working relationship with your leader (follower)?

Extremely Ineffective	Worse than Average	Average	Better than Average	Extremely Effective
1	2	3	4	5

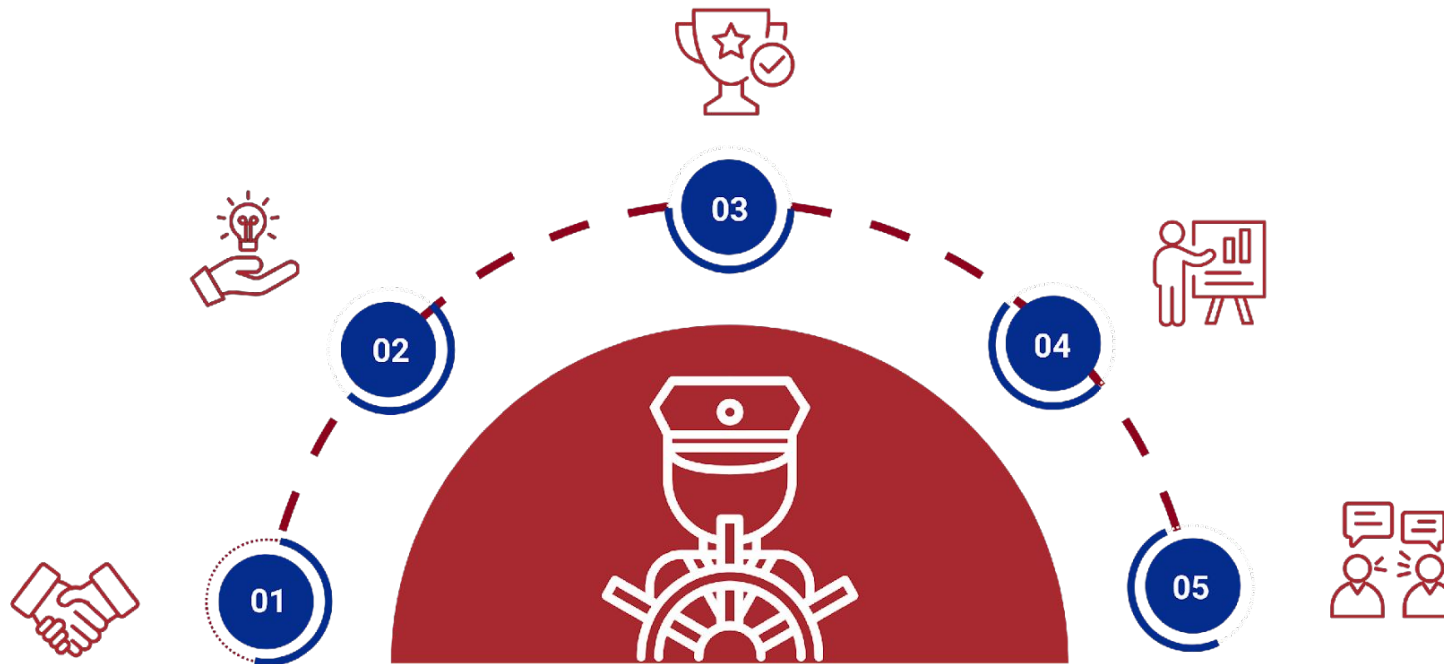
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SOURCE: Reprinted from "Relationship-Based Approach to Leadership: Development of Leader-Member Exchange (LMX) Theory of Leadership Over 25 Years: Applying a Multi-Level, Multi-Domain Perspective," by G. B. Graen and M. Uhl-Bien, 1995, Leadership Quarterly, 6(2), 219-247

The Power of Relationships: 5 Step Process



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Results

The Value of Learning and Applying the Leader-Member Exchange Theory

- Promotes higher engagement and motivation
- Encourages ethical and empathetic decision-making
- Fosters a culture of purpose and belonging
- Improves retention, mental health, and well-being
- Builds a pipeline of transformational leaders

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Results: People in High-Trust Companies Report

74%

Less
Stress

106%

More Energy
at Work

50%

Higher
Productivity

13%

Few Sick
Days

29%

More Life
Satisfaction

40%

Less
Burnout

Source: [The Neuroscience of Trust](#), Harvard Business Review (January-February 2017)

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Results: Outcomes

Domain	Outcome	% Change (High vs. Low LMX)	Key Source
Individual	Job Satisfaction Organizational Commitment Performance Reduced Burnout	+35–40% +25–30% +20–27% –30%	Gerstner & Day (1997) Erdogan & Liden (2002) Ilies et al. (2007) Dulebohn et al. (2012)
Team	Cohesion Knowledge Sharing Team Performance	+25% +22% +20–25%	Graen & Uhl-Bien (1995) Liden et al. (1997) Harris et al. (2009)
Organization	Reduced Turnover Intentions Organizational Citizenship Innovation/Creativity	–35% +28% +30–35%	Gerstner & Day (1997) Ilies et al. (2007) Volmer et al. (2012)
Leadership	Trust in Leaders Career Development	+40% +33%	Graen & Uhl-Bien (1995) Erdogan & Enders (2007)

How We Serve



All of our programs and services will provide value-based and faith-based options.

The goal is for *all* to be equipped and empowered for their life's purpose in the way that they feel called and gifted.



Online Campus



Welcome to our Online Campus

All participants will have the opportunity to take fully online and hybrid courses that afford them flexibility. These courses will be facilitated by strong subject-matter experts, highly interactive and engaging. Each class will have a reflection room, learning materials, individual and group assignments, assessments, discussions and special opportunities to grow with each other in a learning environment.

Enjoy studying anywhere with 24/7 access to the classroom.



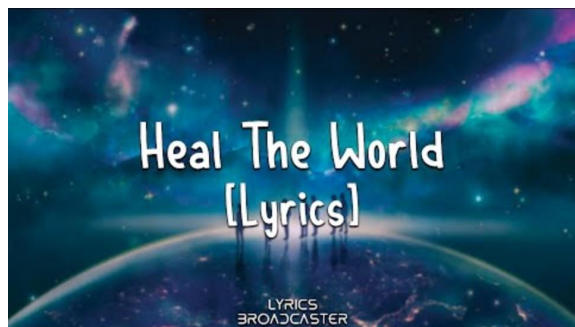
Reflection Room

This is an online space offering ongoing encouragement, food for thought, songs, poems, and opportunities to request prayer and support for your community.



The songs that resonated with us as we developed the Institute with the word of UNITY being a resounding one. Please enjoy whether you are faith based or otherwise - we think you will find at least one of these songs to be of value:

Heal the World



We are the World



We will Stand



Our Heart, Our Desire



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Online Library

The Online Library will house books and other written materials authored by our team members and partners.



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Join Our Mission



Giving

Through your Prayers and Support



Through your Ongoing Input



Through your Financial Gifts



We Invite You



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Career Center

During the following months, we will be looking for team members in the areas of training, coaching, mentoring and project management in multiple areas of expertise.



Our Team Resources



Team Resources

Access to ...

1. Our Leadership
2. Our Teams

This will be a link to an area in our Online Campus which has a series of repositories that house job applications, job descriptions, performance reviews, policies, procedures, processes, reports and other HR-related and guided information to ensure a compliant and smooth operation.

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**TEAM
HUB.**

The Empowerment Institute for Michigan Foundation

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Ms. Carmeta Miller
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To schedule a time to meet with us, please
email

~ **Ms. Gillian Phillips** ~

Gillianp@empoweringthroughlove.org

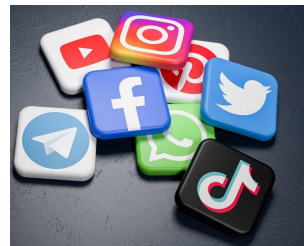


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Thank you.
We look forward to serving you.



*Transforming leaders and
organizations through love...*

