



Women's Advancement Initiatives | Leadership Development & Training  
Team Development & Building | Career Management | Assessments

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**NAICS**

541612 541618 541910  
541990 561110 561410  
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**611430** 611699 611710

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**CAGE CODE** 773G5

**CERTIFICATIONS**

**EDWOSB** – (pending approval)  
**MBE** – (pending approval)  
**WOSB** – (pending approval)

**COMPANIES IMPACTED**

The Coca-Cola Company  
Suntrust ♦ UPS ♦ Solo  
Federal Executive Board, Atlanta  
Georgia Pacific ♦ Hanes  
WinCup ♦ Libby ♦ STR  
Crystal Springs Water

**MISSION**

To teach, lead, and guide LEADERS in a cultivating and caring way.

**POIMENA CONSULTING, LLC**

A **woman and minority-owned small business**, Poimena Consulting, LLC, works with companies, leadership teams, and thought-leaders to strategically align leadership, talent, and culture within organizations. Specifically, **we partner with companies to build and enhance their women advancement initiatives** that empower high-potential, multi-cultural women at all levels to successfully advance their careers, manage their gifts and talents, as well as become confident, effective leaders.

We achieve results for our clients by providing consulting on leadership development strategies through our leadership institute, executive and leadership coaching, team building training, skill-building workshops, career management coaching, and customized assessment services.

**CORE CAPABILITIES**

**Women's Advancement Initiatives**

❖ **Multi-Cultural Women In Leadership Initiatives**

We create pipeline programs to help women gain clarity on how their talents and gifts can contribute to the success of the business and provide tools to own their career management and advancement.

- Develop a Pipeline of Talent
- Fortify Work-Family Policies
- Build Leadership Pathways
- Affinity Groups & Networks
- Learning Institute, Webinar & Workshop
- POWER Breakfast / Lunch-n-Learn
- Executive & Leadership Development
- 1:1 / Group Coaching & Mentoring

❖ **I Own My Power™ Workshops** (New → Mid-level Manager)

- Build Strategic Partnerships
- Communication & Listening
- Managing Up / Confidence
- Ask for What You Want
- Power, Influence, & Negotiation
- Speaking Up & Assertiveness
- Breakthrough Barriers
- Branding & Professional Excellence

❖ **SHE L.E.A.D.S.!™ Pipeline Program** (Manager → Executive)

Competency-building workshops & coaching that drive profitable outcomes

- Innovation Capacity
- Financial Intelligence
- Strategic Management
- Business Acumen
- Leadership & People Management
- Executive Presence

**Leadership Development, Training, and Coaching**

❖ **LE.A.D.S.! Coaching & Training Program™** (Mid-level → Executive)

- Leadership & Management
- Personal Excellence & Mindset
- Strategic Thinking & Planning
- Change Management
- Employee Engagement
- Customer Service
- Time Management
- Communication & Listening
- Diversity Management
- Coaching & Feedback
- Project Management
- Problem Solving & Decision Making
- Creative Thinking
- 1:1 / Group Coaching & Mentoring

## INDUSTRIES

- Corporation
- Government
- Healthcare
- Retail
- Insurance
- Technology
- Association
- Faith-based
- Small Business
- Education
- Finance/Banks
- Hospitality
- Legal
- Manufacturing
- Non-Profit
- Others

## AFFILIATION/PARTNERS

- US Women Chamber of Commerce
- NAWOSB
- O D Network
- MBA Women International, Atlanta
- Women of Influence
- Walker's Legacy
- WEN

## ACCLAIM

"Karlyn has a positive attitude and is a pleasure to work with. She takes a proactive role in dealing with others. She meets with clients to understand needs and then tailors the material to the audience."

- **Business and Process Analysis**  
**The Coca-Cola Company**

"In a consulting role, Karlyn takes direct responsibility to clarify issues and assumes responsibility to solve problems by offering solutions and alternative options."

- **Fountain Innovation Manager**  
**The Coca-Cola Company**

"Ms. Henderson is very professional and was a great asset to our organization. She was able to quickly learn the team's dynamics, workflows and objectives."

- **Director R&D, Elekta Inc.**

"Before the change management training, I struggled with enthusiastically accepting change. As the training progressed, I learned to take a closer look at change and now I can accept change in my personal life and find new ways to cope with change. Ms. Henderson taught me to be a cheerleader for change."

- **SSO, U.S. Census Bureau**

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## High-Performance Team Development, Training, and Coaching

### ❖ **The TeamWorks Experience™**

- Assessment, Design, and Facilitate Teamwork Development & Training
- Work Process & Communication Improvement
- Diversity & Cross-Function Training
- Conflict Resolution & Collaboration

## Career Development, Management, and Training

### ❖ **Up-Level My Career Now™** (Mid-level → Executive)

- Assessments & Coaching
- Management & Advancement
- Individual Development Plan
- Developmental Assignments
- Managing Career Expectations
- Strategic Partnerships & Networking
- Interviewing & Salary Negotiation
- Career Transition & Accountability
- Professional Growth Mentoring
- Mindset to Conquer Career Barriers

## Assessments (Custom web-based surveys → 25+)

- Leadership, Team, & Talent
- Personality Inventory
- Spiritual Gift Inventory
- 360° & 180° Feedback
- Follow-up 360° Feedback
- Leadership Character Survey
- Employee Empowerment Evaluation
- Team Characteristics Survey
- Employee Engagement/Climate Survey
- Organization Capability Tool

## SELECTIVE PAST PERFORMANCES

### Warehouse Culture Reshaping

- **Organization:** The Coca-Cola Company, the world's largest beverage company operating in 200 countries with 2,800 beverage products.
- **Challenge:** Internal conflict and low employee morale.
- **Solution:** Assessed current workplace and culture challenges, identified barriers of collaboration, and implemented culture reshaping and team building interventions.
- **Business Impact:** Resolved internal conflict, built a healthy cultural change, and sparked a collaborative team environment through the **The TeamWorks Experience™** initiative which minimized destructive turf issues costing the company millions, and reduced management's time spent on handling employee conflict with 100 warehouse managers and employees.

### Women's Team Building Initiative

- **Organization:** A Women's Leadership Team of the faith-based organization, First Baptist Atlanta, was charged to provide women with opportunities to grow in their personal faith and build life skills through Bible study and other activities.
- **Challenge:** A newly formed, non-profit women's leadership group was challenged to bond as a team. The diverse nine women served 7,500+ women in numerous life skills developmental activities.
- **Solution:** Executed **The TeamWorks Experience™** including a needs assessment to identify the root problem. Consulted, designed, and implemented a team development intervention with change strategies comprised of team vision, role clarity, blending and communicating with varied personality types, leadership training and development, and principles of servant leadership. Delivered simple measurement and feedback tools to monitor, document, and evaluate effectiveness of the team building process.
- **Business Impact:** Transformed team-building performance motivated by shared vision, engagement, collaboration, and continuous learning.