

“We Simplified Our Universe...
So That You Could Improve Yours”

Women in Leadership – Finding Our Voice

Lean Excursions for
Success and Sustainability



THE
BREAKTHRU
INSTITUTE

A division of CMA Enterprise
Incorporated



Why CMA/TBI Women in Leadership Programs?

The rise to the top of your organization as woman in charge can be a lonely journey. But knowing some of the unwritten rules of the game can help make the ride much easier. Also, being part of a 'sorority' of women in leadership helps too.

We facilitate forums afford your Women Leaders to do the following...

- Provide a forum to brainstorm the 'Whys' of your current status
- Build Relationships and Alliances that create sustainable success tracks
- Learn the strategies of Negotiating with Your internal "Customers"
- Understand the "Way Men Process"
- Managing through the Good Ole Boy (and Girl) Club
- Learning how to STOP GIVING UP YOUR "POWER"
- Realizing that you are an Influencer on your team.
- Never underestimating the Feminine mystic
- "Think like a man – but act like a woman"... a different perspective
- Building credibility by rolling up your sleeves.
- Remembering that women are nurturers
- Embracing an each one bring one philosophy



Venues for “Girl Talk”

Because we know that your needs vary when it comes to some of the conversations that are required, the CMA/TBI Team of Facilitators can accommodate you with the following venues...

- One on one Coaching Sessions (face to face or virtual)
- Small Group sessions (department, teams of 3-5 participants, for example)
- Large Group forums

We also understand that sometimes you want to just hang out with the girls who do what you do, and that is OK too. So we concentrate on some of the following (not an inclusive list)....

- Function specific
- Hierarchy levels (peers)
- Mentor/Mentee relationships
- Leadership Development/ Career Track events
- New entrants/Seasoned veterans

FINDING OUR VOICES... The Blog

Blog #	Description
1A father's wisdom	20 No Limits
2No Drama	21 True Friends
3Getting acquainted with your smile	22 Tough Love
4 Building Partnerships	23 Learning Life Lessons
5 Dreamers	24 Learning Life Lessons part 2
6 Finding Our VOICE	25 I did not STUDDER
7 Godfather/mother Speaks	26 The fear of Failing
8 Unspeakable Joy	27 Detours
9 Sometimes... We need to hear it twice	28 We are what we BELIEVE
10 My Mother's Child	29 Part of the Business Negotiations... NOT!!!
11 My Purpose	30 Seriously... Not
12 Fitting the Mold	31 Life Transitions
13 Copy cat vs original	32 Enjoy the Journey
14 Know when to Move On	33
15 Out of the Mouth of Our Little Ones	34 Getting Caught UP
16 Men Hear our words Too	35 Beauty is in the Eye of the Beholder
17 No Regrets	36 Our Uniqueness
18 Watching it fly free	37 No Excuses
19 Facing the Doubters	38 My Life and Business Partner

About Us



CMA Enterprise Incorporated is a Process and Performance Improvement Consulting firm. We specialize in raising your levels of maturity and enhancing your capability and capacity. Our approach is to use methodologies tied to the performance and process improvement disciplines that delivers AHA Moments™ again and again.

At CMA our reputation in the marketplace is that we are known for bringing our clients' organizations full circle so that we can move you forward. Our value proposition is ...

- Reliability
- Accuracy in Solutions Delivery
- Integrity
- Results Oriented
- Professional and Experienced

As a boutique Performance and Process Improvement Consulting Firm headquartered in Davie, Florida our clients receive a personal touch when it comes to service.

Our Team focuses on leading mid-sized and participating in teaming engagements that enables us to facilitate the following for our clients...

- *Mitigate challenging processes and performance issues within your organization,*
- *Facilitate Lean Six Sigma Certification Training and Project Coaching*
- *Recommend cost savings measures for ongoing sustainable improvement,*
- *Facilitate organization and workforce cultural transformation and diversity & inclusion framework,*
- *Enhance and identifying revenue streams when needed,*
- *Develop and/or review operating policies and Procedures for continuity and consistency in your operations,*
- *Maximize your leadership talent through one on one coaching and workforce training*
- *EEO Compliance Technical Assistance*
- *Resolve Conflict with proactive alternative dispute resolution*
- Project Management and Technical Assistance

Lead Consultant/Trainer/Coach

Gail P. Birks



Gail Birks, EMBA, LMBB, IATA

Gail Birks is the founding Principal with CMA Enterprise Incorporated. Professionally, Ms. Birks has served the South Florida Business community for nearly nine years as a Middle Market Assistant Vice President with Southeast Bank, NA and SunTrust/Miami, NA respectively. She holds a Bachelor Degree in Economics and Finance from Tennessee State University in Nashville, Tennessee where she was also enrolled in the University's Honors Program. She is a graduate of the Executive MBA Program at Florida International University and has completed post-graduate work in the area of Industrial Psychology and Personnel Staffing and Administration. She was also voted "Best Presenter" by her 1999 graduating class.

Ms. Birks is also a Certified Mediator and Arbitrator for the Florida State Supreme Court. Her Certifications encompass Circuit/Civil, County and Residential Mortgage Foreclosure. She has extensive experience in mediating conflicts in the workplace, customer service grievances, contract disputes, insurance claims, employee relations (and supervisor/employee matters.).

Ms. Birks has served as an **Independent Corporate Director since 1994**. She has been a part of the governing body of a financial institution that began as a privately held organization before merging in 2005 with a publically traded financial holding company and repurchased by private investors in 2009. Ms. Birks also has over 30 years of experience in board leadership and an expertise in board development and governance having served on and consulted numerous non-profit and civic boards in South Florida. In 2012, Ms. Birks received an invitation from the NYSE to attend a conference of Diverse Independent Corporate Board of Directors in NYC

And in June, 2013, she was a featured panelist for a workshop on "Enterprise Risk Management. A Director's Perspective" and the American Leader's Conference. Ms. Birks was also named as a "Director to Watch in 2014" by **Directors and Boards Magazine** (September Issue).

Ms. Birks, a published author of four books, holds an advanced ***Certification in Lean Six Sigma***. She is a ***Lean Master Black Belt through her matriculation at Florida Atlantic University*** (September, 2013). Her other professional certifications include but are not limited to the following: Certified Total Quality Management Training, Certified Self-Directed Workgroup Training, Advanced Sales Training and Management Credit Training. In 2006 Ms. Birks was selected to be a Protégée with Accenture, LLC at the national level in their Inaugural Mentor/Protégée Program.

Her consulting and business concepts have been featured in numerous cover stories in the Miami Herald and other South Florida Circulars. She has raised the awareness of grassroots, government, non-profit, higher education and corporate clients through her consulting and training exercises, resulting in heightened awareness in the areas of organization, leadership, executive and professional coaching, diversity and inclusion, self-directed workgroups and high performance teams, and process improvement. She has designed and facilitated sessions for the classroom and eLearning platforms.

Ms. Birks' honors include: 2017 – Luminary MBE Award - 2014 – Corporate Directors to Watch, Boards and Directors Magazine; 2012 Top 100 Most Influential Black Professionals in South Florida – ICABA; Top 50 Most Powerful Black Professionals in South Florida -2011; Alpha Kappa Alpha Sorority, Inc., Top Hat Award in Business and Entrepreneurship - 2008; Greater Fort Lauderdale Chamber of Commerce Women's Council of Commerce Circle of Excellence Award in Business – 2007; "In The Company of Women", Miami Dade County – 2001; National Association of Business and Professional Women Business Champion – 2001; FIU- Executive MBA Class of 1999, "Best Presenter"; JM Family Enterprises African American Achiever

Higher Education Clients served include... Miami Dade College, University of Phoenix, University of Florida, Bethune Cookman University, Broward College

“We are the Organizers of Your Business Puzzle”

~ *Gail P. Birks, President*



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