



GLOBAL EMPATHY
TRAINING ACADEMY

REQUEST FOR INFORMATION

OUR MISSION:



Global Empathy is a holistic approach to leadership development and consulting that uses tenets of positive psychology to build a more empathetic society.

OUR VISION STATEMENT:



We envision a world where humanity intentionally dismantles oppressive systems and births an empathetic society of global citizens.

CONTACT INFORMATION:

300 E Esplanade Drive

Suite 911

Oxnard, CA 93036

Website: www.globalempathytraining.com

Email: linda@globalempathytraining.com

ABOUT GLOBAL EMPATHY:

Global Empathy's goal and purpose are to use a holistic approach to professional development training to build a more empathetic society. We offer consulting and training that introduces topics designed to help restore wellbeing in a traumatic era of civil unrest, in addition to redefining the landscape of 21st-century leadership. The tactical, and strategic training models include topics of instruction on positive psychology, leadership, empathy, social equity, antiracism, conflict management, and restorative practice.

Our sessions are empirically established and supported to help professionals develop cultural competencies for global citizenship. The curriculum employs authentic, virtuous, and ethical leadership themes to face life challenges as a life-long learning practice.

Our training is designed to help individuals practice empathy, build self-awareness, and work intentionally to utilize the brilliance that every team member brings to the table. Awareness becomes developed through listening, investigating, analyzing, reflecting, and communicating using the "ABC's & 123's Global Empathy Framework". Global Empathy partners with subject-matter experts in conflict management, DEIB, education, and change management, to support our efforts.

Global Empathy offers consulting services that conduct an environmental scan of an organization's culture, policies, and practices. Our research gives an external critical lens of these efforts using a qualitative approach and phenomenological methodology. The significance of this framework will give you descriptive qualitative data and a SWOT for accessing strategic priorities. This data will be instrumental on providing empathic solutions to employees suffering from trauma in the aftermath of a pandemic and ongoing civil unrest in society that is affecting everyone.

CORE VALUES THAT GUIDE OUR WORK:



BEING INTENTIONAL: We are committed to move with humility and collaborate with clients to find solutions to challenges that exist in organizational culture.



BEING TRANSCENDENT: We view transcendence as a commitment to progressing beyond the ordinary, while also knowing that a greater power guides our work.



BEING BRAVE: We have a resolute commitment to transform the landscape of leadership and will courageously help organizations with the necessary work of dismantling the oppression that causes harm to humanity.



BEING BENEVOLENT: We love to give and are devoted to supporting nonprofit organizations that fill the gap of state, local, and government services.

CERTIFICATIONS:



IMPLICATIONS FOR OUR SOCIETY

A plethora of research substantiates an empathy gap existing within society. The deficits in empathy lessen opportunities for mutual understanding, in addition to increasing biases and racism. The current climate in civil unrest and the empathy gap that exists in society demonstrates the need for our work.

IMPLICATIONS OF OUR WORK:

Practicing empathy is crucial in restoring civility in organizations and society. Leadership in the 21st century depends on empathy to develop social skills and self-regulation while dismantling systemic oppression and reconciling peace in an era of civil unrest. Our work lays a foundation for learning affective, behavioral, and cognitive development of empathy in leadership.

OUR TARGET AUDIENCE:

- Organizations/Departments/Affinity Groups/Advisory Committee/Board of Directors
 - in nascent/infancy stage of developing DEIB initiatives, culture change, and/or onboarding processes
 - advancing/reassessing equity practices and training needs

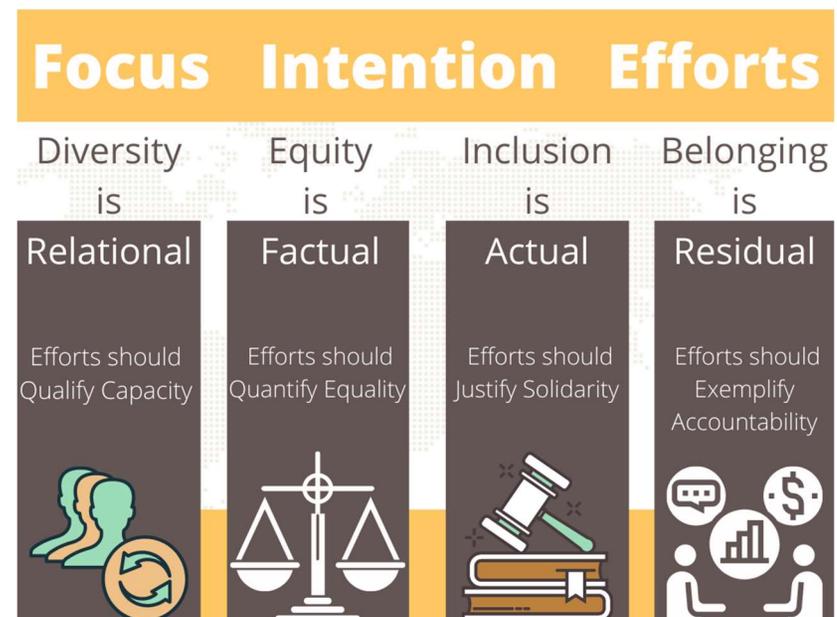
OUR SERVICES:

- Empathy Training & Development to strengthen inclusion and culture
- Facilitator of Anti-Racist Allyship ERG/Affinity Groups for growth mindset
- Environmental Scan on Culture, Personnel Policy & Practice to assess gaps in leadership potential
- Consultation and collaboration on strategy development and customized training objectives

APPROACH TO DIVERSITY, EQUITY, INCLUSION & BELONGING:

Organizations with cultural diversity significantly exceed in performance against groups who are culturally homogenous. More and more organizations realize the mutual benefits of having a DEIB workforce. *It is umbilical to business.* Our DEIB Framework is guided by a collaborative focus; with a lens on the objectives of intention and the outcomes of effort as shown below. Through discovery, we work with organizations to:

- Examine how the elements and qualities of the organization intersect to maximize the potential for diversity.
- Examine areas where bias can exist and hinder the reality of equity.
- Examine what behaviors or actions are inconsistent with the core values of the organization.
- Examine areas where inclusion is tangible and show unity.
- Examine areas where belonging has changed ideologies and behaviors, in addition to improved culture and retention.



MEET THE FOUNDER & CEO:



Dr. Linda McKenzie strives to be an intentional CEO for Global Empathy Training Academy. She has more than three decades of experience in, executive program administration, consulting, mentoring, training, leadership development, and small business startup. Additionally, Dr. McKenzie has conducted thousands of hours of qualitative, phenomenological, and constructivist research in organizational leadership topics, including curriculum design.

Dr. McKenzie has maintained a successful coaching profession leading younger generations in personal development, college, and career readiness. Her life's mission and core values are quilted in empowering others to be fearless yet mindful, bold yet humble, and move collaboratively and purposefully in driving change. She believes that all leaders must commit to life-long learning to sustain themselves in a globalized society. This includes embracing how life experiences mold perceptions, form beliefs, and ultimately manifest in our actions. Linda approaches facilitating leadership with a humanistic focus to discover the best opportunities toward achieving mutual understanding. She builds teachable moments within a psychologically safe environment and allows participants to connect cognitively and emotionally, all while fostering self-awareness.

Born in Detroit and raised in Flint, Michigan, by a single mother of six children, Linda learned the incredible struggle of finding a voice as an underrepresented woman of color through much of her personal and professional life. A former boss mentored and encouraged Linda to finish her education and pursue the dream of owning a small business. Consequently, she built the largest independent wholesale bakery in Ventura County. For over ten years, Messiah's Cookies specialized in freshly baked biscotti, cookies, brownies, scones, and bars. The bakery also made thousands of gift baskets that were distributed worldwide. Coffee Bean & Tea Leaf, Haas Automation, Nordstrom, Sodexo Marriott, and Kinkos were a few of hundreds of clients served by Messiah's Cookies. The first food facility at California State University, Channel Islands, was also opened under Messiah's, in addition to operating a mobile coffee cart at various locations in Southern California.

Linda earned a *Bachelor of Science* in Accounting, a *Master of Public Administration* (Nonprofit Management), and a *Doctor of Education* in Organizational Leadership. She has a certification from Harvard Graduate School of Education in *Mindfulness for Educators*. Dr. McKenzie obtained another certification (February 2021) for facilitator training in racial equity from the *Equity Literacy Institute*. Linda is a qualified candidate for the California State Board of Accountancy exam for a CPA license. Finally, Dr. McKenzie has taken the Implicit Association Test (IAT) through Harvard University and the test results suggest no automatic preference between Black people and White people.

Dr. McKenzie is passionate about integrating empathy into difficult circumstances and helping others discover self-awareness. She appreciates speaking publicly on being intentional in leadership, practicing empathy, work-life balance, and prioritizing self-care. Linda is acknowledged for possessing a high aptitude for ethnic and cultural sensitivity, which is leveraged to challenge ideologies and situations.



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PROFESSIONAL LIABILITY:

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