



“It Begins with Me...Rising Together”

a conversation on (un)conscious bias

Greetings

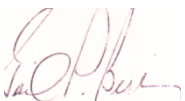
We are proud to introduce our Innovation Center. **The Breakthru Institute (TBI)** is designed to serve as your Conduit to reducing and/or eliminating roadblocks that occasionally arise in our clients' business, talent base, leadership (any level), or processes. Our training experiences focus on best practices, techniques. We also bring into your universe practical tools that are easy to implement in your organization.

Our Training Institute is a wholly owned subsidiary of CMA Enterprise Incorporated and is called The Breakthru Institute. It houses approximately six academies of which one of them is our Lean Six Sigma Academy. Descriptions of the Lean courses follow this correspondence. It is an expansion of our current 25 year old brand and it gives us the latitude to "Explore the Obvious" through Edu-tainment.

We are in the classroom... We are virtual... And We are here to coach you when you want independent study. Our TBI website is www.breakthruinstitute.biz

We look forward to your favorable response and if you have any questions, please contact the undersigned at 954-476-3525 or Oliver Williams at 786-286-0010.

Kindest regards,



Gail P. Birks, EMBA, LMBB, IATA
Managing Director
Mediator



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



*“It Begins with Me...
Rising Together”*

This **3.5 hour course** is designed to assist the Organization’s Leadership and Front Line (general workforce) building a stronger foundation in understanding that we are more the than different.

The objective for this session is to get Re-acquaint the “Why’s” of Bias and the “What’s “ that can be achieved in creating common ground in our communities, work environments and most same important within our own consciousness.

Topics in this series of activities will include...

- Recognizing my own bias
- Understanding the “Cost” of Bias
- Knowing What it Looks Like
- Perceptions become Reality
- The Impact of Bias when it becomes conscious
- Privilege and Fragility
- Fear that Change is Here
- Walking in another’s shoes
- Rising Together

Intended outcomes are...

- Establish an awareness of what bias is
- Create a platform to explore the uncomfortable
- Build opportunities to activate a community for collaboration
- Own an action plan for “Rising Together”

CMA has a leadership track and a general workforce track for our clients’ target audiences.

3.25 Credits through HRCI are applicable to this course.

“We are the Organizers of Your Business Puzzle”

~ *Gail P. Birks, President*



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