

MANNY J. C. BRANDT

Experienced provider of assessment, curriculum development, training, facilitation, consulting, and technical assistance, with special focus in areas of diversity inclusion, strategic planning, and change management.

- Diverse experience in design, development, facilitating, and evaluation of organizational assessment, training curriculum design, strategic planning, diversity councils and initiatives, and systems change.
- Dynamic group facilitation, training and coaching, including development of diversity knowledge, awareness and skills; development of diversity council and training-of-trainer capacity, and development of multicultural team building, problem solving, and management skills.
- Support training transfer and learning reinforcement networks and related communication campaigns.
- Support and facilitate whole-system workforce development and culture change initiatives, strategic planning and change management, and evaluation for corporate, government and non-profit systems.

Current Executive Director
National Center for Cultural Healing, Reston, Virginia

Design and facilitate leadership, training and technical assistance in areas of community/ organizational development and culture transformation, including assessment, curriculum design, workforce development, competency and team building, strategic planning, goal-setting, change management and renewal.

1996-present Senior Trainer
National MultiCultural Institute, Washington, DC

Co-design, conduct and manage all aspects of training, including assessment, curriculum development, evaluation design, and technical assistance.

1992-1996 Director, National Prevention Resource Systems Planning
Circle Solutions, Inc., Vienna, Virginia

Managed strategic planning process of national training system for the Center for Substance Abuse Prevention, including work to incorporate diversity inclusion.

1990-1992 Associate Director, Southwest Regional Center for Drug-Free
Schools and Communities,
University of Oklahoma, Norman, Oklahoma

Responsible for systemic and coordinated service delivery within 10-state area.

1988-1990 State Prevention Networking Coordinator
Oklahoma Department of Mental Health, Oklahoma City, OK.

Responsible for systemic and coordinated development of state-wide primary prevention programs, including training, communication and service delivery.

1985-1988 Director of Chemical Dependence Services
Comanche Memorial Hospital, Lawton, Oklahoma

Managed all phases of program development, operation and supervision, including leadership and management for 20-bed treatment center.

1980-1985 CEO, Drake Care Center, Carthage, Missouri

Directed and managed a 90-bed facility for chronically mentally ill people.

1977-1980 Outreach Counselor
Farmington State Hospital, Farmington, Missouri

Education 1976 BS, Psychology, University of Iowa, Iowa City, Iowa

Experience

Provided thousands of hours of platform training presentations, group facilitation, project consultation, and system development with clients that include groups and organizations that follow, and many more:

- American Association of Museums
- AmeriCorps
- **Amtrak**
- Anteon, Inc./ Bureau of Indian Affairs
- Blue Ridge Area Health Education Center and Shenandoah Valley Health Network
- Casey Family Services
- U.S. Center for Substance Abuse Prevention
- U.S. Center for Substance Abuse Treatment
- U.S. Centers for Disease Control and Prevention
- Connecticut Dept. of Mental Health and Addiction Services
- District of Columbia Fire and EMS Services
- **Georgia Power**
- Health and Addictions Research, Inc.
- US Health Resources and Services Administration/ HIV/AIDS Bureau
- Legal Aid Society of New York
- Maryland National Capitol Parks and Planning Commission
- Michigan Association of Community Mental Health Boards
- **Mobile Oil**
- National Association of Public Hospitals
- National Institutes of Health
- National Trust for Public Lands
- New York City Institutional Community Living, LLC
- **Publix Supermarkets**
- **Sodexo-USA**
- Trust for Public Lands
- University of Connecticut Health Sciences
- **United Nations Security Service**

Client Projects and Support

Examples of assessment, curriculum design, evaluation tools and protocols development, and training delivery includes diversity inclusion work with:

Amtrak, Georgia Power, Mobile Oil, and Sodexo: Member of multicultural and seasoned teams of diversity trainer and facilitation professionals who partnered to deliver multiple trainings during multi-year projects on behalf of organizations with contracts to support corporate workforce development, diversity inclusion, and culture change efforts.

AmeriCorps: Directed a national, 2-year diversity training project for AmeriCorps. Responsible for assessment, curriculum design for 3-level training

approach, and evaluation of training learning-gain and also training transfer and learning application.

American Indian Community House of New York City: Assessment, curriculum design, and evaluation of long-term organizational impact to increase effective community support by and among groups with diverse tribal heritage.

Anteon, Inc./ Bureau of Indian Affairs: Led 1-year curriculum design team effort to develop 5-day computer course (Facilities Management Information System), in support of learners with little prior computer experience from nation-wide network of BIA-funded programs.

Casey Family Services for the Ann E. Casey Foundation: Five-year effort that includes design of organizational cultural audit to inform work of agency-wide diversity council, base-line diversity training for all staff, and on-going application evaluation for private, child-welfare agency serving 7-state region in Northeast.

Health and Addictions Research, Inc: Conducted organization cultural audit, designed and delivered diversity training, designed and implemented evaluation.

Macro International: Designed assessment tools and facilitated process; designed diversity curriculum and delivered training; conducted training impact evaluation.

Minority Health Partnership, with Kellogg Foundation Support: Supported county-wide demonstration project to strengthen cultural competence among health, mental health, and related systems (police, government, etc.). Designed over-all project, including county-wide assessment, 1-day diversity training curriculum, and also 2- and 4-hour learning opportunities for varied groups. Ensured consistent approach and inclusion of core concepts. Delivered all trainings, including training-of-trainers and on-going learning reinforcement curriculums. Designed and conducted on-going evaluation.

National Institutes of Health, National Eye Institute: Designed assessment and developed, delivered and evaluated diversity training. Currently engaged in similar project with **NIH National Center for Research Review**.

Newspaper Association of America: Designed diversity assessment effort in support of a larger organizational assessment of employee satisfaction. Report of outcomes laid the foundation for subsequent diversity initiative.

New York City Institutional Community Living, LLC: Designed and facilitated diversity assessment process,. Designed and delivered training-of-trainers and base-line diversity awareness curriculum. Conducted evaluation.

United Nations Division of Security and Safety: Designed and facilitated division assessment, designed and delivered diversity curriculum and training, designed and facilitated evaluation approach.