



# Aspire2LeadNow

ASPIRE INNOVATORS, LLC

## ASPIRE INNOVATORS LLC 2024

### SUMMARY

Aspire Innovators LLC, offers consulting services for government, non-profit, private entities, and cross-sector collaboratives. Explore our purpose, vision, values, and innovative, people-centered services that drive impactful results and empower leaders to achieve their goals.

**Aspire Innovators LLC**

**[www.Aspire2leadnow.com](http://www.Aspire2leadnow.com)**



Meet Aspire founders Lucy Hernandez and Christine Zoppi. With over 50 years of combined leadership experience, they empower organizations and communities through innovative, strengths-based approaches.



Having both transitioned from clients of services to executive leaders, they are dedicated to developing leaders and creating lasting positive change in the communities they serve.



Lucy and Christine attribute their years as leaders in Community Action as life-changing experiences that shaped their professional journeys.

# MESSAGE FROM OUR FOUNDERS

## UNLOCKING POTENTIAL, DELIVERING IMPACT

With Aspire, you'll collaborate with personal organizational strategists and coaches who have more than 25 years of hands-on expertise. Our consultants have diverse backgrounds, ranging from lived experiences as clients of services to appointed and founder roles in government, private industry, and non-profit organizations. Our aim is to help you realize your personal and organizational vision.



We founded Aspire Innovators LLC because we've lived the journey from struggling young mothers relying on government assistance to executive leaders in public service. We know firsthand the complexities, pressures, and immense responsibility that come with leadership in the public, and community-based sectors.

Our mission was born from a deep understanding of the "heavy lift" required to create meaningful change. We've experienced the challenges of building trust, promoting equity, and fostering inclusion – as clients, as front-line workers, and as executives. This unique perspective drives our passion to support leaders like you.

With Aspire, you're not just getting consultants; you're gaining partners who have walked in your shoes. We're here to guide, mentor, and help you excel in your leadership potential. We know that when leaders find their vision, lead from strengths, and align their teams, extraordinary things happen.

We're committed to empowering you to bring out the best in yourself and your organization. Together, we can create lasting, positive change in our communities, fostering collective impact and building resilience.

Join us in this mission. Let's aspire to transform public service, one leader, one team, one community, one world at a time.

With shared purpose and dedication,

**Lucy Hernandez & Christine Zoppi**  
Co-Founders, Aspire Innovators LLC



**Lucy Hernandez, MBA**  
Co-Founder, Aspire Innovators LLC



**Christine Zoppi, MPA**  
Co-Founder, Aspire Innovators LLC



# ASPIRE INNOVATORS LLC

## INTRODUCTION

***“Empowering visionary leaders to transform and create lasting change.”***

### OUR WHY IN PLAIN LANGUAGE

The world is changing fast, and organizations supporting people struggle to keep up. Community issues are more complex, and people want better answers. We need to rethink how we guide and help others. Leaders who think openly and remain nimble under pressure are crucial. At Aspire, we're all in to make a difference. We believe change starts with us, inspiring the change we want to see in our teams and those we serve. At Aspire, we understand how important this moment is, and we're dedicated to:

- **Helping Leaders Grow:** We give leaders tools and support to handle tough problems, using methods that build on strengths and encourage teamwork and inclusion.
- **Building Better Workplaces:** We help create work environments where everyone is treated fairly, feels good, and can bounce back from setbacks. Happy employees provide better services and results.
- **Solving Today's Problems While Planning for Tomorrow:** We tackle current issues but also prepare for the future. This helps prevent staff burnout and encourages new ideas.
- **Putting Clients First:** We support ways of helping people that consider their whole life experience and break down barriers between different services.
- **Creating Flexible Organizations:** By aligning leadership, workplace health, and service delivery together, we build organizations that can adapt and help create thriving communities.

***Let's work together to make lasting improvements in your organization. We'll build trust, encourage ongoing learning, and develop strong practices that help everyone succeed.***





# ASPIRE FOUNDERS

## BUILDING FUTURES, TOGETHER

Meet Aspire founders Lucy Hernandez and Christine Zoppi, dedicated to empowering leaders and creating lasting community change.

"If you're always trying to be normal, you will never know how amazing you can be."  
- Maya Angelou

### Lucy Hernandez, MBA, NRCT, CCAP

Lucy Hernandez is an accomplished leader with over 25 years of experience in private, public service and non-profit management. As the CEO of Lucy Hernandez Consulting and co-founder of Aspire, she specializes in strategic development and innovative service delivery. Her journey from client to executive fuels her passion for empowering organizations and leaders. Lucy is committed to maximizing talent, fostering potential, and guiding leaders to create meaningful change and improve outcomes in their communities. Her expertise in strengths-based leadership and organizational development has earned her recognition as a transformative consultant.



### Christine Zoppi, MPA

Christine Zoppi is a visionary leader with over 25 years of experience in public service and organizational leadership. As a long-time Health and Human Services Agency Director, she excelled in advancing cross-sector collaboration and regional initiatives, consistently championing housing, trauma-informed principles, and whole-person systems development. Her leadership is characterized by her strong commitment to organizational health and developing leaders. Her executive leadership in Community Action agencies shaped her holistic approach to human services, emphasizing empowerment and community-driven solutions.

# ASPIRE'S HISTORY

## OUR HISTORY

Aspire Innovators LLC, established in 2024, with offices in Kentucky and California, builds on the foundation of Lucy Hernandez Consulting and Christine Zoppi's executive experience. This member-managed LLC partners with professional associates as subcontractors, bringing diverse expertise in strengths-based leadership, social-emotional awareness, organizational strategy, change management, and results-based accountability.

Committed to equipping emerging and supporting experienced leaders to navigate modern governance complexities, Aspire Innovators serves clients across multiple states, offering a unique blend of practical experience and innovative methodologies.

2000

### Company History 2000

Founders, Lucy Hernandez and Christine Zoppi began working together in Community Action and proceed to gain statewide recognition for program innovation.

2013

### Company History 2013

Christine and Lucy's path diverged with each moving onto new Executive Leadership roles. Each finding success and learning in their new journey.

2016

### Company History 2016

Lucy Hernandez Consulting was formed specializing in strengths-based leadership, training, strategic planning and executive coaching.

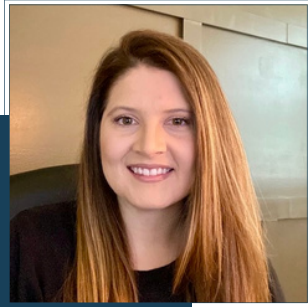
2024

### Company History 2024

Aspire was formed on the impactful work of Lucy Hernandez Consulting with an aspiration to empower visionary leaders to create lasting change.

# CONSULTING TEAM

## Aspire's Core Team of Professional Associates



### **Lauren Varner, MPA**

Professional Associate | HMIS | Evaluation

Lauren Varner brings nearly two decades of expertise in Homeless Management Information Systems, housing programs, and complex evaluation. She excels in program management and has secured extensive grant funding from federal, state, local, and foundation sources.



### **Amanda Sharp, MBA, Retired Executive Director**

Professional Associate | Workforce Development | Strategy

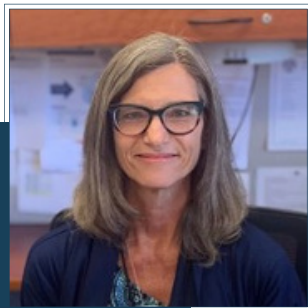
Amanda is a seasoned executive with extensive experience as an IT firm founder and government agency leader. She specializes in TANF, workforce development, and strategic planning, bringing expertise to complex public sector initiatives.



### **Timothy L. Hockett, CCAP, Retired Executive Director**

Professional Associate | Board Development | Executive Mentoring

Experienced executive with over two decades in community action leadership. Multilingual, with expertise in diverse social programs. Published author on outcomes measurement for senior nutrition programs.



### **Nan DiLouie, MSBA**

Professional Associate | Grant Development | Administrative Systems | Management

With over two decades of experience in the public sector, Nannette Dilouie excels in criminal justice, social services, and health. Her expertise includes grant development, contract administration, and project management. Holding an MSBA in Management Information Systems and a BA in English, she brings a unique combination of technical expertise and communication skills to ensure effective and efficient outcomes.





### Project - Addressing Food Insecurity

We convened community-based leaders to raise awareness and build relationships aimed at understanding and addressing rural food insecurity through collaborative exploration and innovative solutions.

### Aspire2LeadNow® Aspire's Innovative Leadership Framework

The Aspire2 Lead Now framework helps leaders tackle today's challenges in an interconnected ecosystem. It combines Strengths-based, Inclusive, Trauma-informed, and Equity-focused (SITE) approaches to leadership. This framework emphasizes that individual behavior and attitudes are influenced by environmental pressures and, in turn, can affect the workplace's health, resilience and results.



## RECENT WORK

### BUILDING FUTURES, TOGETHER

#### Project - Cross-Sector Collaboration

We facilitated a summit for diverse leaders, focusing on systems change and team dynamics. By introducing collaborative communication tools and a shared vocabulary, we enhanced innovative service delivery and cross-agency cooperation in preparation for CalAIM implementation.



#### Professional Development

Aspire provides executive coaching and development sessions for a variety of clients specializing in emotional intelligence, diversity, equity and strengths-based leadership, empowering people to lead in service.

Founder Hernandez, works with these and other professional networks and associations to offer on-going classroom instruction and or coaching:

- California State Association of Counties (CSAC)
- Public Administrator/Public Guardian/Public Conservator (PA/PG/PC)
- Strategies Technical Assistance



# Services Menu

## Keeping it simple

At Aspire, we customize our services to fit your needs. Whether you're new to working with consultants or have years of experience, we'll meet you where you are and adapt our approach to help you achieve your goals. Our aim is to make it clear how we can work together for your success.

**Serving: Public and Private Agencies, Foundations & Non-Profit Organizations**

## Situation | Need

## Our Service

A leader feels stuck, unsure how to connect their personal goals with the organization's needs or make change. This makes it hard to lead effectively and inspire the team. Stress is high, and the team is disconnected.

- Professional Coaching: Vision and Talent Alignment
- Aspire2LeadNow© - Aspire's Innovative Leadership Development Program

Organization is facing unexpected leadership changes, retirements, or rapid growth. New leaders may feel overwhelmed, struggling to learn the culture, make decisions, and gain trust while planning for the future.

- Professional Coaching: Vision and Talent Alignment
- Executive Services: Transition Services & Leadership Development

Employees seem disengaged and productivity is down. The leader is worried about losing good staff and not meeting the organization's goals.

- Workforce Optimization: from employee engagement to workplace health assessment to leadership development customized to meet your unique need

The organization lacks clear direction. Leaders want help creating future plans and designing effective programs that align with organizational goals and community needs.

- Strategic Planning and Program Design
- Community Assessment and Engagement

Leaders recognize the need to work with partners to solve complex problems but are unsure how to initiate and manage these partnerships. They may feel disconnected or are facing external pressures.

- Cross-Sector Collaboration and Systems Change
- Team Effectiveness and Governance
- Professional Coaching
- Community Assessment and Engagement

Leaders are stressed about funding and staff vacancies. They struggle to find grants, manage resources, and show program effectiveness. They need support developing and managing grants for sustainability.

- Grant Development, Administration and Evaluation
- Team Effectiveness and Governance
- Planning and program design



## Aspire Innovators LLC | Aspire 2 Lead Now!

At Aspire, you'll work alongside personal organizational strategists and coaches with decades of practical experience. Our consultants bring diverse perspectives, having lived as clients and held leadership roles in government, private industry, and non-profits. We have a deep understanding of the complexities involved in modern governance and the rapidly changing dynamics of rural, frontier, and urban communities.

### Services & Expertise:

- Professional Coaching: Vision and Talent Alignment
- Executive Services: Transition Services & Leadership Development
- Aspire2LeadNow© - Aspire's Innovative Leadership Development Framework
- Workforce Optimization
- Cross-Sector Collaboration and Systems Change
- Team Effectiveness and Governance
- Community Assessment and Engagement
- Strategic Planning and Program Design
- Grant Development, Administration and Evaluation

### Our Principles:

- Partnering to Co-Create People-Centered Change and Innovation
- Strengths-Based, Inclusive, Trauma-Informed, and Equity-Focused (SITE)
- Culturally Responsive and Linguistically Appropriate Services
- Stewardship of Trust and Values Driven Leadership
- Continuous Learning and Adaptive Management
- Sustainable and Resilient Practices

**Serving: Public and Private Agencies, Foundations & Non-Profit Organizations**

## MORE ABOUT US



ASPIRE INNOVATORS, LLC

Aspire Innovators LLC is a woman- and minority-owned small business committed to empowering visionary leaders to transform and create lasting change.



Phone

**530-855-0194**



Email

**[admin@aspire2leadnow.com](mailto:admin@aspire2leadnow.com)**



Website

**[www.aspire2leadnow.com](http://www.aspire2leadnow.com)**



Office Locations

**Kentucky and California Offices**