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Remote training for COVID-19 Safety.

Dr. Kimberly D. Polite
Consultant, Trainer, & Facilitator

“All Things Professional”

www.drkimpolite.com

949-478-5083

Providing Leadership &
Engagement Training for
THIS moment!



Portfolio and Curriculum Vitae

Strategic Professional Development Ally

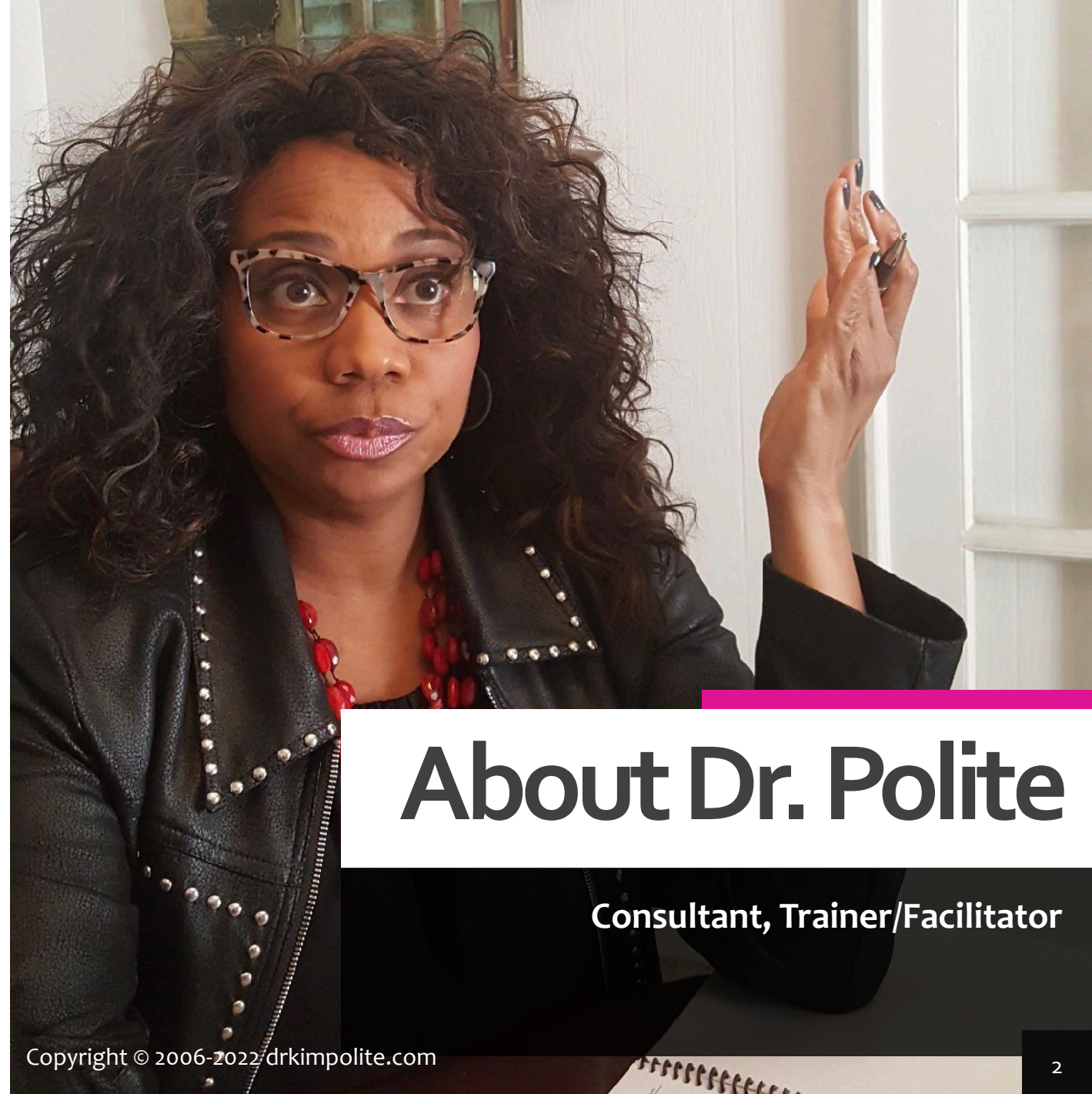
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Executive Summary

- 27 years of professional development, training, facilitation, and leadership experience.
- Veteran, speaker, trainer, researcher, and author.
- Executive Work Experience
- **Diversity & Sensitivity Trainer/Facilitator**
- Curriculum Creator
- Over 30 Continuing Education Training Modules for Clients to choose from
- Change Management Knowledge
- Project Management Leadership
- Employee Engagement & Organizational Leadership Expert
- Certified Commission on Law Enforcement Leadership Trainer, License. #3508-9246

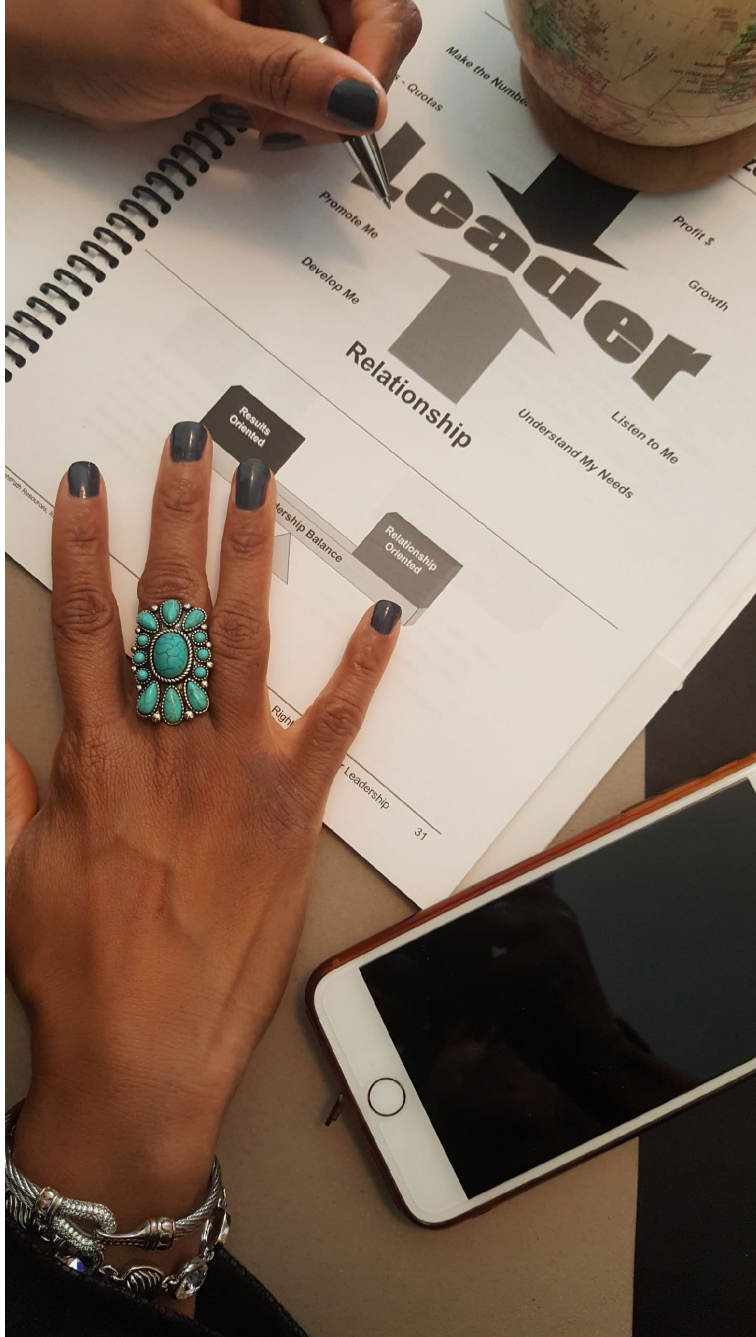
Education

- Doctor of Business Administration (DBA)
- Master of Education in Management
- Bachelor of Arts in English



About Dr. Polite

Consultant, Trainer/Facilitator

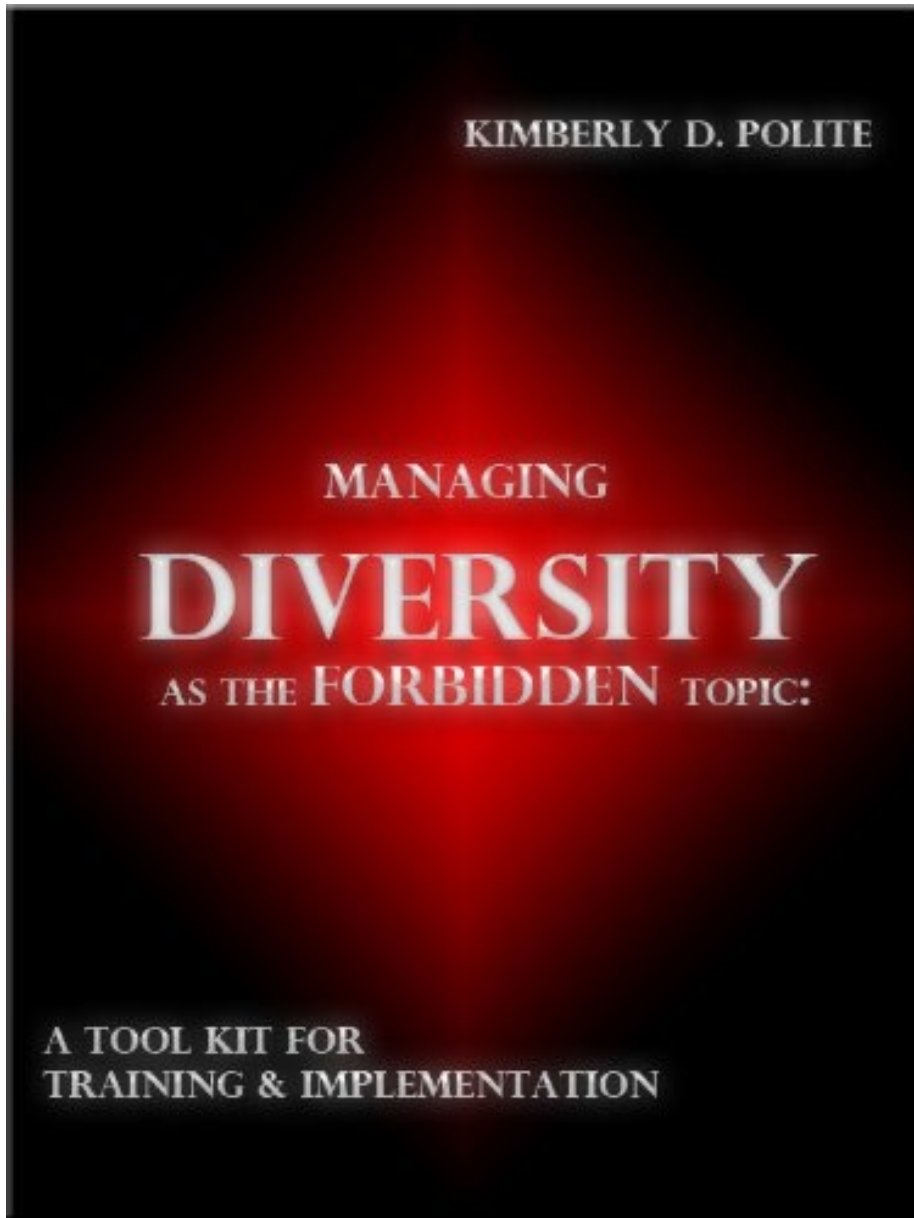


Licenses & Certifications

Qualified Leadership & Team Engagement Trainer/Facilitator

Dr. Kimberly D. Polite

- Post Doctoral Marketing Certification: Dec. 2018
- Commission on Law Enforcement Standards Training, Leadership Trainer, (CLEST); License #3508-9246, April 2018 to Present
- Individual/Team Assessment Coach, Jan. 2011 to present
- Leadership 360 and Emotional Intelligence Coach, Jan. 2011 to present
- Whole Life & Career Planning Coach, Jan. 2011 to present
- Four Elements of Success Personality & Leadership Coach, Feb. 2006-March 2018



Publications

Qualified Leadership Trainer/Facilitator/Author

Dr. Kimberly D. Polite

- Polite, K. D. (2012). *Managing diversity as the forbidden topic: A training and implementation tool kit* [Kindle version] Retrieved from Amazon.com
- Polite, K. D. (2018). *Employee engagement strategies to improve profitability in retail*. Retrieved from ProQuest Dissertations & Theses Global. (Order No. 10931704).

[Click to purchase “Managing Diversity....”](#)



Leadership, Engagement, & DEI Coaching for effective Change Management

Individual and Team Training Available

People, Process, Productivity

Training Philosophy

“All Things Professional”

I believe in employee ENGAGEMENT! Experience and research has taught me that the most successful teams are the ones who build a consistent positive learning, implementation, and action environment.

I also believe that teams, frontline associates, and more importantly leaders, need to develop a **paradigm** of integrity so that they can make good decisions in stressful or strategic situations. Consistently and highly trained professionals rely on that training when faced with difficulty in their decision-making (avoiding toxic paradigms and microaggressions while increasing diversity and inclusion as a first instinct).

My training curriculum reflects those goals. Included is an overview for my training curriculum. Please **contact** me for additional questions.



Training Modules

Over 30 Training Modules in Leadership and Team and Constituent Engagement on these topics:

• People (Assessment-Phase I)

- **Personal Mastery** (Personality, Image, Style, & Brand-Individual Coaching)
- **Team Building & Engagement** (Staff Retreats, Meetings, Team Events, etc.)
- **Conflict Management** (Build Cohesiveness)

Assessing team members to gain a clearer picture of individual and team strengths and challenges for the purpose of strategic planning and ongoing coaching.

• Process (Alignment-Phase II)

- **Leadership** 360*/Emotional Quotient (EQ-good for all current & aspiring leaders)
- **Position Bench-Marking** (job fit & team alignment, succession planning, on-boarding or offboarding)
- **Career Development**/Loyalty Impact Management; Value proposition; strategic alignment; competitive differentiation

*Aligning leaders and teams for developing a “paradigm” for growth and professional maturity as well as constituent relations. *All assessments take place in Phase I-even if attached to other training topics)*

• Productivity (Action-Phase III)

- **Employee Engagement**/Organizational Development/Business Etiquette & Acumen
- **(DEI) Diversity, Equity, & Inclusion**
- **Strategic Planning**/Change Management (this is about People)

Helping leaders and team members develop a paradigm that will aid them in making sound decisions that lead to more positive and productive outcomes (de-escalation, emotional intelligence, avoiding microaggressions and toxic paradigms, building engagement).

Testimonials

- “Leadership training helps build a paradigm and a roadmap for good decision-making.” Retired Military Officer
- “This training material is over 90% accurate and is directly linked to our daily success.” Manufacturing Supervisor
- “These trainings are great information for any team-any organization-very helpful.” Senior Vice President-Banking
- “I liked this training because it was not death by PowerPoint-it was interesting and relevant.” Manufacturing Supervisor
- “I have enjoyed this training because I can see our organization now working as a TEAM. We have received a “lot” of information we can now use to move forward.” Education Center Director
- “These in-depth trainings helped me realize leaders can learn from the LED.” Former Marine
- “A+! I would definitely recommend this team building training to all of our service group.” Paper Mill Market Service Representative
- “I’ve really enjoyed this training because the topics have been very educational for my professional growth. I’ve learned to become a better professional; and I’ve learned how to better understand my constituents and treat them with more respect.” Service coordinator, Educational Center
- “These trainings helped me be more effective in working with co-workers as well as in-mates. It is important to make integrous decisions while putting safety first.” Former Correctional Officer
- “Kimberly Polite is one of the most professional and motivational women I have met in years. From a sales capacity, I have gained so much insight from her years of experience in advertising and marketing. Kimberly has a unique way of “turning the light” on situations when she institutes her training and team building principals.” Small Business Owner



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An ally for your strategic engagement goals for this moment!





Contact

for questions & pricing :

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