

MPN EmpowerED.



DEIAB



Learning &
Development



Speaking



Consulting



Coaching



Podcasting
Blog | Videos

ABOUT MPN



COMPANY

Founded in 1998
Incorporated in 2001
100% Minority-Owned
51% Female-Owned
NMSDC Certified MBE



CONSULTANTS

Highly Experienced
Innovative
Engaging
Proven & Accomplished
Results-focused



CAPABILITIES

mpnCoaching.com
mpnEmpowerED.com
mpnDiversityJobs.com
mpnDiversityRecruiters.com
Integrated Solutions



CLIENTS

Corporate & Business
Gov't (Fed/State/Local)
Higher Education & K-12
Nonprofit, Search Firms
Agencies/Other



RESULTS

Longevity, Affordable
23 Years of service
3,000+ Clients/Partners
from 46 U.S. states
from Other countries



MPN Empowerment EDucation

Select Speaking Engagements, Results & Headlines

MPN CEO's DEI Interview on CNN



MPN worked with the client to identify specific topics and delivered training, professional development and thought leadership to 200+ Walmart Distribution Center supervisors and managers, directors, store managers and area managers on multiple topics, including:

- Servant Leadership
- Teamwork
- Supplier Diversity
- Diversity & Inclusion
- Strategic Leadership
- Workplace Communication



MPN CEO Delivers Keynote Address at Dillard University

Determination, tenacity and service: C.J. Bland delivers heartfelt keynote address during Founders' Day Convocation



2022 FOUNDERS' DAY CONVOCATION
October 16, 2022
3:00 p.m.
Lawless Memorial Chapel

KEYNOTE ADDRESS
C.J. BLAND '86, MBA
CEO, Minority Professional Network Inc.



MPN CEO shares insights on Actionable Ways to Drive Diversity, Equity & Inclusion in Your Organization

06/17/2020

C.J. Bland is the co-founder and CEO of Minority Professional Network, Inc. (MPN) and a longtime DE&I speaker, trainer, facilitator and consultant. Mr. Bland, was recently asked to share his

MPN CEO CJ Bland inspires high school girls to pursue STEM careers.



MPN CEO CJ Bland spoke on June 20th at a "Quantum Computing-Space Force Science" STEM event.

? Questions? Email Us:
newsroom@mpndiversityjobs.com

Read it here:
www.mpndiversityjobs.com/blog

MPN CEO Speaks on Diversity, Recruitment and Retention at Microsoft-sponsored SMX Next 2020 Expo

06/24/2020

By MPN Staff SMX Next 2020 is a Microsoft sponsored virtual event, intended to aid over 10,000 marketers by creating an opportunity to learn about emerging technology and tactics that are



MPN delivered an integrated consulting solution coupled with 60+ turnkey events from 2004 to 2017



mpnCoaching.com

mpnDiversityJobs.com

mpnDiversityRecruiters.com

mpnEmpowerED.com



OUR KEY SPEAKERS & CONSULTANTS



C.J. BLAND [CEO]

PROFESSIONAL EXPERIENCE
30+ years

FORMAL EDUCATION
B.S. Physics ♦ BS Electrical Engineering ♦ M.B.A.

KEY AREAS OF EXPERTISE
DEI, Speaking-Training-Facilitation Leadership, Strategy, Consulting Executive Coaching & Mentoring Recruiting, Retention, Events

KEY CLIENTS/PAST EMPLOYERS
AT&T, FDIC, Home Depot, Johnson Controls, Lucent, NASA, NCR, Southern Co., U.S. Department of State, U.S. SEC, Verizon, Walmart



KEY RESOURCE #2

PROFESSIONAL EXPERIENCE
40+ years

FORMAL EDUCATION
B.S. Physics ♦ M.S. Nuclear Engr. Kellogg School Corp. Governance

KEY AREAS OF EXPERTISE
DEI Assessments & Cultural Audits DEI Recruitment Training-Strategy Executive Coaching & Mentoring Speaking-Training-Facilitation

KEY CLIENTS/PAST EMPLOYERS
Atlanta University Center (AUC), Auburn University, Central Intelligence Agency (CIA), U.S. Army, U.S. Homeland Security



KEY RESOURCE #3

PROFESSIONAL EXPERIENCE
35+ years

FORMAL EDUCATION
B.S. Business ♦ M.B.A. ♦ Ph.D.

KEY AREAS OF EXPERTISE
Marketing Consulting DEI Strategy & Consulting DEI Speaking-Training-Facilitation Supplier Diversity

KEY CLIENTS/PAST EMPLOYERS
Alabama A&M Univ., Bentley Univ., Clark Atlanta Univ., Ford Motor Co., NBMBAA, NMSDC, Univ. of Massachusetts (UMass), Walmart



KEY RESOURCE #4

PROFESSIONAL EXPERIENCE
15+ years

FORMAL EDUCATION
B.S. Computer Science ♦ B.S. Computer Engr. ♦ M.B.A.

KEY AREAS OF EXPERTISE
Marketing Consulting Recruitment Strategy & Consulting DEI Speaking-Training-Facilitation Digital Marketing Strategy

KEY CLIENTS/PAST EMPLOYERS
Deloitte, Delta Air Lines, FDIC, Georgia-Pacific, IBM, IRS, NASA, Walmart



KEY RESOURCE #5

PROFESSIONAL EXPERIENCE
25+ years

FORMAL EDUCATION
B.S. Marketing ♦ M.B.A. ♦ U.S. Armed Forces Officer

KEY AREAS OF EXPERTISE
Marketing Consulting Supplier Diversity DEI Speaking-Training-Facilitation DEI Retention, Strategy, Consulting

KEY CLIENTS/PAST EMPLOYERS
AT&T, Cingular, FedEx, General Electric (GE), Office Depot, U.S. Coast Guard, Walmart

Some solutions are also delivered with support from our broad network of external consultants and partners.

MPN EmpowerED SOLUTIONS

Learning &
Development

Speaking

Consulting

LEARNING & DEVELOPMENT

Our **LEARNING & DEVELOPMENT** solutions are customizable and tailored to each client or partner, based on various factors, including assessment results, scope, frequency, participants, goals, challenges, preferences, desired outcomes/results, expenses & budget.

Training
Facilitation

Workforce
Development

Classes
(½ day, 1-day, multi-day)

Workshops
Seminars

Symposiums
Webinars

Lunch &
Learn

Some solutions may also be delivered with support from our broad network of external consultants and partners.

SPEAKING

Our **SPEAKING** solutions are customizable and tailored to each client or partner, based on various factors, including assessment results, scope, frequency, participants, goals, challenges, preferences, desired outcomes/results, expenses & budget.

Keynote
Speakers

Lunch & Learn
Speakers

Panelist Speakers

Interviews
(TV, Radio,
Online, Podcasts)

Some solutions may also be delivered with support from our broad network of external consultants and partners.

CONSULTING

Our **CONSULTING** solutions are customizable and tailored to each client or partner, based on various factors, including assessment results, scope, frequency, participants, goals, challenges, preferences, desired outcomes/results, expenses & budget.

DEIAB

Leadership

Recruiting
Retention

Technical
Assistance

Strategy

Coaching

Some solutions may also be delivered with support from our broad network of external consultants and partners.

SAMPLE L&D POTENTIAL OBJECTIVES or THEMES/MODULES

During pre-engagement consultations, our aim is to better understand each client's specific **Learning & Development** objectives, and to subsequently develop, propose, deliver and measure results for relevant and affordable solutions. Potential **DEIAB, Leadership, Recruiting, Retention, Equity, Inclusion or Workforce Development** requirements or objectives are listed on the next few slides.

DEIAB

Recruiting
Retention

Equity
Inclusion

Cultural
Bias

Workforce
Development

Recruiting & DEIAB



Diversity Recruitment and Retention Best Practices



The Business Case for Diversity, Equity & Inclusion
Individually, Organizationally, Company-wide
(stakeholders, benefactors)



DEIAB Overview, Knowledge, Awareness, Benefits and Competitive Advantages



Effective Strategies and Tactics to Increase Diversification of Hiring Managers' Candidate Pools



Effective Strategies & Tactics to Improve Minority & DEIAB Recruitment and Retention



DEIAB Recruiting, Suppliers, Informational and Networking Events

Some solutions may also be delivered with support from our broad network of external consultants and partners.

Equity & Workforce Development



What are Potential
Consequences due to a
Lack of Workplace Equity



Tactics, Strategies &
Techniques for Driving
& Sustaining Equity



Cultural Competency,
Awareness & Belonging in
Workplace Equity



Leadership &
Management Training



Conflict Resolution
and Team Building
Training & Exercises



Employee Morale
Employee Retention
Skills Training, Skills Gaps

Some solutions may also be delivered with support from our broad network of external consultants and partners.

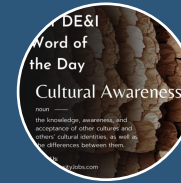
Cultural, Bias, Leadership & Inclusion



Understanding, valuing
and leveraging cultural
differences



Understanding, valuing,
celebrating and championing
Inclusion in the Workplace



DEIAB Coaching or Training for
Leaders, Executives, VPs,
Directors, Managers or
Contributors



Effective Strategies for
Driving Cultural Competency,
Sensitivity, Awareness and
Acceptance



Effective Strategies for
Understanding and Reducing Bias
in the Workplace
Unconscious or Implicit Bias
Conscious or Explicit Bias



Effective Communication and
Servant and Strategic
Leadership of Increasingly
Diverse Work Teams

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SAMPLE CLIENTS & RESULTS

Recruiting

Coaching

Training

Speaking

Consulting

MPN Recruiting Sample Clients & Partners

Job Posting | Job Wrapping (Scraping) | Placement-Staffing-Search | Recruiting-as-a-Service (RaaS)



Amherst
College



HARVARD
SCHOOL OF PUBLIC HEALTH

CUNY THE GREATEST
URBAN UNIVERSITY
IN THE WORLD

HYATT®



USDA



JOHNS HOPKINS
UNIVERSITY



Southern
Company

ALLIED UNIVERSAL
SECURITY SERVICES

UCLA
UNIVERSITY OF CALIFORNIA, LOS ANGELES



SMU

**NE
IW
PCC**



**The
Kennedy
Center**



nwea

**United
Way**
United Way
of Central Indiana

Walmart

TRAVELERS

**The
Hunger
Project.**

**Boston
Scientific**
Advancing science for life™

California Lutheran
UNIVERSITY

KU

CBS

BILL & MELINDA
GATES foundation

SANDAG

hodes.smartpost

**COLUMBIA
UNIVERSITY**



CBRE



FDIC
FEDERAL DEPOSIT INSURANCE CORPORATION

J W T



**Duke
TIP**



Yale



**PRINCETON
UNIVERSITY**

ACLU
AMERICAN CIVIL LIBERTIES UNION
NATIONAL LOGO

Cabela's
World's Foremost Outfitter

**FLORIDA
GULF COAST
UNIVERSITY**

Berkeley
UNIVERSITY OF CALIFORNIA

**THE PORT AUTHORITY
OF NY & NJ**

**Idaho State
University**

**UNIVERSITY
of ALASKA
SOUTHEAST**



**American
Cancer
Society**

**UNIVERSITY OF
OREGON**

**UC DAVIS
HEALTH SYSTEM**



The above list only reflects a tiny snapshot of the 3,000+ MPN job board, recruiting, events, digital marketing, DEI, training and consulting clients and partners that we've attracted and supported from 46 U.S. states and several other countries since 2001.

**CERTIFIED
NMSDC
MBE**

MPN SAMPLE EVENT PHOTOS

Recruiting | Training | Speaking



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mpnDiversityJobs.com

mpnDiversityRecruiters.com

MPN CEO's DEI Interview on
CNN



mpnEmpowerED.com

MPN EmpowerED Sample Clients & Partners

MPNEmpowerED.com: Learning & Development (Training) | Speaking Engagements | Consulting Services



DILLARD
UNIVERSITY



NORTH
HIGHLAND



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SELECT EVENT LOCATIONS

Recruiting | Training | Speaking

Our speaking, training and event locations have included the following:

- Albuquerque, NM
- Atlanta, GA
- Chicago, IL
- Coral Gables, FL
- Denver, CO
- Harrisonville, MO
- Kansas City, MO
- Miami, FL
- New York, NY
- Norfolk, VA
- Phoenix, AZ
- Raleigh, NC
- San Diego, CA
- Seattle, WA
- Santa Clara, CA
- Anaheim, CA
- Birmingham, AL
- Cincinnati, OH
- Dallas, TX
- Durham, NC
- Houston, TX
- Los Angeles, CA
- Minneapolis, MN
- New Orleans, LA
- Oakland, CA
- Pittsburgh, PA
- Salt Lake City, UT
- San Francisco, CA
- Tampa, FL
- Arlington, TX
- Charlotte, NC
- Coconut Grove, FL
- Detroit, MI
- El Paso, TX
- Indianapolis, IN
- Memphis, TN
- Nashville, TN
- Newark, NJ
- Palestine, TX
- Portland, OR
- San Antonio, CA
- Scottsdale, AZ
- Washington, DC

