

County Council of Howard County, Maryland

2018 Legislative Session

Legislative day # 13

RESOLUTION NO. 136-2018

Introduced by: Chairperson at the request of the County Executive

A RESOLUTION confirming the reappointment of Kashonna Holland to the Commission for Women.

Introduced and read first time on October 1, 2018.

By order Jessica Feldmark
Jessica Feldmark, Administrator to the County Council

Read for a second time and a public hearing held on October 15, 2018.

By order Jessica Feldmark
Jessica Feldmark, Administrator to the County Council

This Resolution was read the third time and was Adopted , Adopted with amendments __, Failed __, Withdrawn __ by the County Council on October 29, 2018.

Certified by Jessica Feldmark
Jessica Feldmark, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.



Kashonna Holland is an engaging keynote speaker, an inspiring coach, a motivational author, and an insightful corporate trainer. Kashonna is the President & CEO of Simply Kashonna, a business built to promote BOLD, FEARLESS and COURAGEOUS living. She goes beyond surface issues to address the pink elephants that inhibit personal, professional and spiritual potential. Kashonna has helped many people walk through the ambiguity of their lives and on to defining their life's purpose by discovering their authentic self. Kashonna's heart for God is the filter through which her love for people flows; it's quite evident in everything she does. Both, in the corporate arena and in ministry, strategic growth and development of people have always been the focal point of her service. Corporately, she has held positions in both Human Resources, as well as the Staffing industry. Additionally, Kashonna spent years in a pastoral role where crisis intervention and spiritual guidance were her primary responsibilities.

Understanding that leadership training and development is essential to any corporation or organization's growth, Kashonna launched *Leading Forward LLC*, which is dedicated to enhancing employee engagement, performance, productivity and morale.

Through corporate relationships and interactive group/focus sessions, she has facilitated workshops in Customer Service, How to Handle Difficult People, Navigating Conflict, Emotional Intelligence, Developing Yourself and Others, Behavioral Based Interviewing, Diversity and Inclusion, to name a few. In addition, she has facilitated and provided training for both, the DISC and Myers Briggs personality assessments. Kashonna's area of expertise is transformational leadership development and personal empowerment.

In expanding her platform, Kashonna hosts quarterly live, intimate events known as "The Heart Chamber" for women interested in redefining sisterhood through peer coaching, networking, and candid discussion on the joys and realities of pursuing a dream. Kashonna is also the author of *7 Days to Simply Shift: A Daily Guide to Transforming Your Mindset Personally, Professionally and Spiritually*. She has the awesome privilege of serving as an Ambassador for the American Heart Association's Go Red for Women, encouraging women to live heart healthy. No matter the venue, Kashonna will impact you with her contagious energy, vibrant smile, and sincere message.

KASHONNA HOLLAND

Professional Development Position in a Thriving Organization

Results oriented, highly focused **Training & Development Leader** experience including employee engagement, training, professional development, and conflict resolution. Proven experience collaborating with senior management to conduct strategic planning in order to support and further organizational goals. Talent for developing and delivering training at all levels, including supervisory training and management coaching. Sound communication and interpersonal skills with a pleasant personality and positive energy. Exceptionally well-organized with a track record that demonstrates self-motivation, emotional intelligence, determination, commitment and initiative in continuing education to achieve both personal and organizational goals.

TRAINING AND DEVELOPMENT

- Customer Service
- How to Handle Difficult People
- Navigating Conflict
- Effective Delegation
- Effective Presentations
- Cultural Competence & Diversity
- Talent Management
- Problem Solving
- Organizational Savvy

COACHING EXPERIENCE

Professional Coaching
Life Coaching
Career Coaching

CONTRACT AND SUB-CONTRACTED CLIENTS

- Library of Congress
- Johns Hopkins HealthCare
- Howard County Library System
- Howard County Public Schools
- MedStar Health Systems
- Choices
- DC Water
- Health Resource and Service Administration
- Mine Safety and Health Administration

EXPERIENCE

Chief Consultant, Simply Kashonna

May 2013 to Present

- Provide empowerment and transformational coaching to entrepreneurs and business leaders
- Train corporate leaders and talent to build bridges instead of barriers, helping them shift from isolation and dictatorship to engagement and feedback
- Speak to empower, encourage and engage audiences of innovative, creative and thought-provoking leaders, shifting the way they think, do business and live
- Create, modify and develop content/curriculum
- Create, review and revise standard operating procedures
- Oversee, monitor and deliver company's performance metrics
- Develops and/or manages training quality program to ensure appropriate knowledge transfer, quality customer service skill development, and training goals have been met;
- Delivers and/or coordinates training covering a range of topics such as technical, operational, customer service, soft skills, communications and leadership skill development;
- Obtain contracts to facilitate trainings for government agencies and healthcare organizations, including, but not limited to: New Employee Orientation, Cultural Competence and Diversity, Presentation Skills, Navigating Difficult Conflict, Understanding Personality Assessments, Interviewing Skills and Customer Service

Executive Director, C.L.A.S.S. Mentoring

October 2012 - December 2016

- Served as an Executive Director to youth to cultivate leadership, encourage achievement and equip them to be socially successful
- Fostered relationships with parents through interactive activities in order to build a strong support system with program participants
- Provided onsite management of support staff to ensure daily operations were successfully achieved
- Recruited program participants to maintain enrollment stats
- Developed relationships with schools in Anne Arundel County to implement after school programs, prepared students for interviewing for summer jobs, communicating effectively, and dressing for success
- Created curriculum to help engage youth in financial literacy, effective communication, social skills, presentation skills and health and wellness
- Developed and implemented workforce development plans for executive leadership in effort to meet programmatic initiatives and goals
- Successfully recruited, screened and on boarded volunteers to assist with programmatic goals.
- Managed and provided oversight of operational budget

Executive Administrator, i5 Church

January 2008 - May 2013

- Provided marital and individual crisis intervention to congregation members, helping them navigate life circumstances and complex situations
- Organized over 20 small groups to meet seasonally for curriculum-based discussion and opportunities for fellowship
- Responsible for recruiting and training leaders and putting systems in place for participant recruitment
- Oversaw assimilation processes that transitioned first time visitors to serving within the ministry
- Created and developed training materials for leadership
- Facilitated leadership and development classes on behalf of membership
- Developed standard operating procedures for leadership programs

EDUCATION/TRAINING

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|--|--------------------------|--------------|
| Professional Coach Certification <i>May 2017</i> | Howard Community College | Columbia, MD |
| Business Administration AA <i>Expected Graduation Date: December 2017</i> | Howard Community College | Columbia, MD |
| DISC Certification Training | | |
| The CaPP Institute (Coaching and Positive Psychology) Training | | |

ACCOMPLISHMENTS

Ambassador for Go Red for Women (American Heart Association)
Phenomenal Woman Baltimore 2016
Fannie Lou Hamer Recipient 2016
Published Author of *7 Days to Simply Shift*
Leadership Howard County, Class of 2017