

LATRICE TORRES, SPHR
CEO & PRINCIPAL CONSULTANT

speaker facilitator career strategist leadership coach





I empower individuals and organizations to be authentic and inclusive leaders by helping them to identify, embrace, and activate their values and strengths with purpose and conviction. I am hyper-focused on #makingpeopleawesome.

Speaking

- 6 Steps to Pivoting Into a Career Aligned to Your Passions
- 3 Reasons a Personal Board of Directors is Imperative and How to Create It
- 5 Step Community Activation
 Plan to Achieve Racial Justice at Work, School, or Your
 Neighborhood
- From HR to HR Consulting for Black Women

Facilitation

- Developing Inclusive Leadership Habits
- Situational Leadership II
- Whole Brain® Thinking with HBDI®
- Five Behaviors®
- Performance Management
- Salary Negotiation
- Presentation Skills Building
- Leadership Strategy Meetings

Corporate Consulting

- Performance Management
- Talent Management
- Leadership Development
- Employee Engagement
- From C-Suite to Board
- Executive Development
- Employee Resource Group Consulting
- Integrating Inclusive
 Practices into Talent
 Management



LEADERKEYS CONSULTING, LLC LEADERKEYSUNLOCKED.COM

signature IEI offerings

60-Minute Workshops

These interactive sessions are delivered virtually or in-person and include audience participation and time for Q&A to help participants connect the presentation to themselves, their teams, and their work. Below are the expected outcomes for the participants:

Level 1: Establishing an **Inclusive Culture** (Beginning the DEI Journey)

- Define the difference between diversity, inclusion, and equity in a clear and concise manner.
- Name multiple dimensions of diversity and identify their own points of intersectionality.
- Discuss what an inclusive culture consists of and reflect on their own role in supporting it.

Level 2: Integrating DEI Into **Your Talent Strategies** (Enhance Existing DEI Efforts)

- Define the 4 key points in the talent lifecycle that MUST include a DEI lens.
- Recognize common mistakes in implementing DE&I.
- Name at least 3 ways to connect DE&I to an overall talent strategy.

Level 3: Elevating Your **ERG Efforts**

(Aligning DEI to Business)

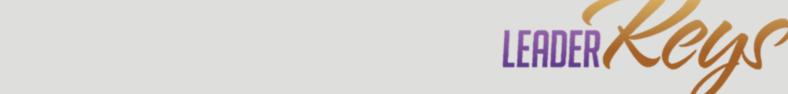
- Communicate the value of ERGs to overall business, leadership priorities, and employee culture.
- Name 4 focus areas that all ERGs should embrace to inform activities.
- Adopt a 3-step approach to aligning ERG efforts with business strategies.

Premier Offering 4 Part Series | 2 hours each

Music to Action: Racial Justice **Through Community Activation**

(Race specific DEI conversation)

- Define what the Prison Industrial Complex is in America and its community impact.
- Recognize code-switching norms and discuss ways to create true inclusion
- Understanding the power of a social movement and create a movement statement for your community.
- Create a community activation plan with action steps to take immediately towards racial justice in your communities.



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Building Your Professional Brand

- Define what a personal brand means.
- Learn the 5 components of successful career branding.
- Identify your most important strengths and areas for growth.
- Create a draft personal brand statement.

The Importance of Creating a Personal Board of Directors

- Know the difference between a mentor, sponsor, coach, and advisor.
- Assess the current state of your personal network and identify your gaps.
- Build a custom visual representation of your current and future personal board of directors.

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Premier Offering

For individuals and teams
Build better leaders and better teams,
that are engaged, innovative, and drive
high levels of execution.

HBDI: Whole Brain Thinking Participants learn about their own

and their team members' thinking preferences and uncover both strengths and opportunities to grow as individuals and as a team. We address communications, problem solving, innovation, and more. This is a 45-minute selfassessment followed by a 6-hour workshop across 1 or 2 days.





More information can be found on my **Career Services** page

A career accelerator development program that consists of education, mentorship, executive coaching, and peer coaching. We provide a 24-week agenda that we encourage in our coaching platform and program guidelines but participants can take more or less time. This is NOT cohort based, it is community driven.





group career coaching

Membership community that includes career resources:

- Resume Assistance
- LinkedIn Optimization
- Networking Strategies
- Personal Development
- Leadership Competency Development
- Interviewing Techniques
- Total Compensation Negotiation
- and so much more...

Community-led activities with coaching support including:

- Group Coaching
- Peer Coaching (with guidance to get it right)
- Topical Coaching Events
- Masterclasses
- Access to 1:1 Coaching
- Ways to integrate into existing (or new)
 Individual Development Plans in the
 Workplace







Save You Money

I am competitively priced and believe in straight forward pricing; nothing hidden, no contingencies, what you pay for is what you get. Contact me for a full statement of fees.



Save You Time

I work using Agile Methodology, so we sprint and iterate until we cross the finish line. No long meetings, you put me to work, I produce, you respond, I adjust. That's it.



Lower Your Risk

Everything I produce and deliver is rooted in years of experience, researched and cited data and facts, and is carefully curated to meet specific needs.



Advance Your Priorities

After +20 years of corporate experience, I understand how important every activity you engage in meets the needs of the organization. The lens is my differentiator.



Achieve Sustainable Change

I am most proud of the work that I have done that I still see the fruits of that labor 5 and even 10-15 years later in several cases. That is my track record because I build resources and programs to last and endure and flex as needed.

outcomes



bring me to your organization





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SCHEDULE TIME TO CHAT

<u>calendly.com/leaderkeys/general-meeting</u>

WEBSITE:

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