

Lucy Consulting

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Maximizing Staff Impact

This year, Lucy Hernandez took her career and talents to the next level after demand for her consulting work grew beyond the time she had been dedicating to it.

She launched Lucy Consulting after saying farewell to her work as an administrator in the public and private human services sector.

"I come in and I work with a team to maximize their impact by helping them discover their talents and how to utilize them strategically in the workplace. This not about who's making more money, it's about what you bring to the table, because you're unique and you have a gift that no one else has. No one in the world has your expertise, your life experience and your talents. And so, how do we pull that out of you?"

With over 18 years of experience in Community Action Partnerships (CAPs), nonprofits, public agencies and businesses, Lucy Consulting offers organizations the training and tools they need to succeed.

"If there is chaos, friction and fear, I come in and help build internal

leadership," said Lucy. Staff training programs offered include: cultural competence, board training, strategic planning, capacity building, organizational development, staff coaching, strength finders and many more, in English and in Spanish. She works hard to work herself out of a job and leave behind a high functioning organization or business.

"I build a map of the team so that you can see where everybody fits," Lucy said. Many organizations are facing transitions, retiring personnel, multiple external requirements, increased levels of accountability and other impacts that affect them as well as the communities they service.

Lucy works to help those in businesses, nonprofits, public agencies and CAPs comply with regulations and requirements while also providing a sustainable structure to the future of their programs and their communities.

Her skill set creates a work environment that motivates employees to work as a team and to go the extra



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The Lucy Consulting model emphasizes each person's strengths and gifts through leadership development for agencies and businesses.

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Her current consulting work includes the California Community Action Partnership Association and she provides training and technical assistance for all Community Action Partnership agencies in the Golden State.

Lucy focuses on organizational development. "Examples of that would be strategic planning, board governance training, helping them align operations and the culture of the organization," she said.

Her approach is holistic. "I focus on professional development and training of staff, anywhere from leadership development to professional boundaries to confidentiality to cultural competence and bilingual training."

Her guidance assists executives and staff "that may not know how to help with the journey of change in

their company or agency."

Her professional experience in large program management includes creating an effective relationship between the Sonoma County Jail and Santa Rosa Junior College to reduce inmate recidivism.

The program she coordinated and worked to implement has been providing inmates with opportunities to take real, SRJC classes from one the best two-year learning institutions in the nation.

Recently she returned from Texas where she presented to over 1,100 agencies nationwide from the Community Action network about leadership development through "Maximizing staff talents to make your organizations strong."

Lucy's background and experience are extensive; learn more by visiting lucy4uconsulting.com or email team@lucy4uconsulting.com.