



# LUCY CONSULTING

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**Lucy Hernandez, Principal Consultant, CCAP**

*Professional Trainer, Coach & Public Speaker*



# COMPANY DESCRIPTION

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**One of the biggest challenge for managers today is to build a culture where their team members feel professionally fulfilled and personally motivated, where they can utilize their strengths to the maximum capacity. Our team has the knowledge, experience and commitment in helping managers and teams achieve success.**

Lucy Consulting is a company that specializes in Community Action Partnership (CAP) organizations with over 18 years of experience in the non-profit, government and human services sectors. CAP organizations face multiple external requirements and continual transition with an increased level of accountability and impacts that affect the organization's ability to prepare, serve and build internal capacity to support their communities.

Organizations today are often aware of their lack of capacity, board engagement, funding, and organizational staff leadership. Professionals in community action also recognize the need to further understand how federal and state regulations apply to their operational structure, and how to create organizational standards, including succession planning, organizational and leadership opportunities, compliance fulfillment, and tracking systems. We at Lucy Consulting are proud to provide recommended trainings which are customized to meet CAP needs and can be developed into on-site training modules as well as for regional settings.



# TRAINING: ORGANIZATIONAL DEVELOPMENT

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- Community Assessment Planning and Development
- CSBG101: Compliance and Reporting
- Asset Mapping and Leveraging Partnerships
- Board Governance and Ethics
- Fiscal Compliance and Leveraging Resources
- Community Action Readiness and Story Telling through Data
- Sustainability and Navigating Through Non-traditional Approaches (How to Maximize Community Services Block Grant)
- Navigating Through Uncharted Waters in Times of Change (Journey of Change for Our Teams and Organization – Changes affecting CAP organizations today and in the future)
- Strategic Planning
- Organizational Performance Standards (Customized for public agencies and non-profits)
- Results-Oriented Management and Accountability
- Organizational Ethics and Responsibilities
- Community Engagement (Organizational Standards 1.2 and 1.4)
- CAP Grant Development 101 (Customized for public agencies and non-profits)
- Successful Programs Through Innovation and Development

➤ **All services are available in English or Spanish.**



# TRAINING: ORGANIZATIONAL LEADERSHIP

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- CAP Leadership (Maximizing staff impact in CAP organizations today and in the future)
- StrengthsFinder Leadership
  - Building Resilience Towards Excellence – Strengths-Based Leadership
  - Building a Strength Based Culture in Your Organization – Strengths-Based Coaching

*NOTE: Strengths-Based Coaching is provided in a 1-on-1 or small group format for executive leaders, senior management and/or board chair. Coaching can be accomplished via conference call, webinars and/or in person.*



➤ All services are available in English or Spanish.

# TRAINING: PROFESSIONAL DEVELOPMENT

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- CAP History: Community Role and Developing Today's Resilience
- Professional Boundaries and Confidentiality
- Conflict Resolution
- CAP Leadership 101: Developing our new CAP staff leaders
- Developing Effective Case Managers, Community Specialists and Program Coordinator
- Resiliency Through Management (for Supervisors and Managers)
- StrengthsFinder 101: Staff Talents at Work
- Home Visiting 101: Empowering Parents and Families
- Strength-Based Parenting
- Working with High-Risk Populations and Vulnerable Communities

➤ All services are available in English or Spanish.



# TRAINING: CAPACITY BUILDING

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- Succession Planning: Developing a Roadmap (meets organizational standards)
- Building a Strengths-Based Culture in your Organization Through Organizational Leadership
- Capacity Building: Building Formal Systems Internally to Leverage Community Impact
- Developing Operational Manuals, HR Practices, and Legal and Administrative Policies
- Housing Administration and Homeless Management Information Systems (HUD regulations, reporting and management – focusing on CAP agencies administering Housing projects)
- Effective Project Management Model and Tools
- Marketing and Website Development
- Quality Assurance and Compliance Preparation

➤ All services are available in English or Spanish.



# MOTIVATIONAL SPEAKING ENGAGEMENTS



## A Community Action Child....

As a former Community Action client, I would not be where I am today without the services and staff that believed in me and helped me in my most vulnerable times in life. From a homeless child that was provided anti-poverty programs, today I am a Community Action Partnership (CAP) champion that wants to give others the same opportunity I was given. I want to share the gift of resilience and bring hope to many that want to achieve self-sufficiency in their lives.

CAP agencies change people's lives every day!

I would love to tell you more and share the power of Community Action Partnerships through motivational speaking engagements for community residents, staff, funders, stakeholders, boards and your community.

Contact me at:

[www.lucy4uconsulting.com](http://www.lucy4uconsulting.com) or (707) 321-1200.



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# BIO: LUCY HERNANDEZ

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***Lucy Hernandez, Owner/Principal at Lucy Consulting, CCAP has 18 years of extensive experience as an administrator in public and private Community Action Partnership and human services sector. Ms.***

***Hernandez has developed recognized program models at a local, regional, state and federal level and her strengths are in building strong partnerships, developing community relationships, leveraging resources effectively and maximizing delivery of services through a collective impact model.***

Ms. Hernandez's style is to blend her talents as a trainer, coach and mentor to provide leaders and managers with the help they need to build successful teams. She is a certified StrengthsFinder Gallup Trainer and has served as the Director of Programs and Director of Operations and Development for Community Action Partnership of Sonoma County and the Housing and Community Services Program Manager for Colusa-Glenn-Trinity CAP.

As a dynamic and passionate speaker she enjoys sharing her experience from a CAP client to a champion of Community Action. Her core practices and strategies have contributed to many community agencies strengthening their delivery of services. She supports CAP Agencies throughout California with organizational training and technical assistance. Ms. Hernandez has a Bachelor's in Social Science from CSU, Chico.







**Lucy Hernandez**  
Owner & Principal Consultant



# CONTACT INFORMATION

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**We look forward to our partnership with you!**

