



MANIFEST  YOURSELF

## 2021 CAPABILITIES DECK

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# WHO WE ARE

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Manifest Yourself Consulting is a leadership development company providing organizations with tailor-made solutions to recruit, engage, and advance women and people of color.

Investment in your people doesn't start and end with recruitment, your organization has to continue developing a pipeline of qualified women and people of color in the workplace.

We work with human resources, diversity and inclusion teams, and the business to develop tailor-made programming for your company that will significantly impact your employees leadership development for years to come.



# OUR MISSION

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**To provide organizations with tailor-made solutions to recruit, engage, and advance women and people of color.**

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Founded in 2013, Manifest Yourself has committed to the career development of women and underrepresented professionals looking to shatter glass ceilings in their respective industries. Manifest Yourself Founder, Kimberly B. Cummings has discovered that many times it's not that employees are underprepared; it's that companies over-invest in senior leadership and under-invest in entry to mid-level employees to ensure they have a strong, internal pipeline of talent.



# WHAT WE DO

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## Strategic Vision, Planning, and Alignment

Establishing diversity and inclusion, talent acquisition, development, and retention areas of focus with an emphasis on fundamental changes that will need to be made in order of priority through deep dive sessions with leadership teams.

## Diversity, Equity and Inclusion Scorecard Development

Creation of company scorecard for DE&I goals and values with clear KPIS & metrics on DE&I in tandem with leadership.

## Talent Acquisition

Driving the development of full-cycle inclusive recruiting programs and initiatives for non-executive level and campus talent.

## Employee Engagement and Leadership Development

Development of individual or series based programming to empower and educate the workforce on allyship, anti-bias and inclusion, leadership best practices, and career development.

# Our methodology to build sustainable DEI initiatives



## **Community:**

Leverage partnerships to increase community outreach that support underrepresented communities.

## **Company:**

Partner with customers, investors and diverse partners to build sustainable DEI practices within the business.

## **Leaders:**

Build inclusive leaders to drive DEI forward in the organization and nurture DEI knowledge.

## **People:**

Invest in the employee experience and professional development & learning to increase a sense of belonging and emotional safety



# SIGNATURE PROGRAMS

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Private, company specific cohorts are available and may be held virtually or in-person, pending Covid-19 restrictions.



## Next Move, Best Move Accelerator

A 4-month career and leadership development program preparing women and professionals of color for leadership positions.

*This program includes:*

- 8 pre-recorded skill building masterclasses delivered in dynamic platform (all content is ADA compliant)
- Participant guides and worksheets to reinforce learning and adaption of new behaviors
- Bi-weekly, live group career strategy calls with Q&A
- 4 months of leadership coaching in the private cohort community for additional support and on-demand leadership coaching

**Investment:** \$5,000  
per participant

**PROGRAM START DATES:**  
on going

## Inclusive Leadership

A 4-month diversity, equity, and inclusion development program to prepare people leaders to hire and manage inclusive teams.

*Details coming soon*

**PROGRAM START DATE:**

TBD

# PRINCIPAL CONSULTANT

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## **KIMBERLY B. CUMMINGS**

Founder, Manifest Yourself  
Principal Consultant

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A career and leadership expert - Kimberly B. Cummings helps women and people of color navigate the workplace, make more money, and become industry leaders.

Her consulting foundation is derived from professional experiences as a career development adviser in some of the nation's top universities and Director, Global Diversity Talent Acquisition Strategy at a Fortune 100 company. Her highly anticipated book with Wiley Publishing, *Next Move, Best Move: Transitioning into a Career You'll Love*, is set to release and inspire in June 2021.

Kimberly has had the opportunity to speak to and create workshops for many organizations, including the New Jersey Conference for Women, Ellevest Network, Urban League, Princeton University, Salesforce and National Sales Network, among others. Her work has been featured on Forbes, The Wall Street Journal, MONEY Magazine, Essence Magazine, Business Insider, Fox 5, and more. She is also on the Board of Directors for The Power of You Teens organization.

# Q&A

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# APPENDIX



# Next Move, Best Move Accelerator (NMBMA) Overview

**Curriculum** Signature *Next Move, Best Move* Curriculum including 8 career and leadership development modules

**1 Bi-weekly Group Coaching Call** Bi-weekly call led by Career Coach, Q & A style format with pre-submitted questions and live coaching

**Community** Private Slack Channel, Career Coaches post weekly posts for celebrating wins, reminders about course content/ calls, and answer “in the moment” career questions

**Program Perks**

- Access to new content first (modules are updated year round, additional content is added)
- Access to live podcast recordings
- Early access to live event tickets
- Discounted 1on1 coaching

**Milestones** Our Milestones are:

- Clients who complete the curriculum receive a certificate of completion

**Onboarding** 30-minute Group Bi-weekly Onboarding Call with Career Coach

**Offboarding** 30-minute 1:1 recap call to go over your results and discuss next steps

# NMBMA Curriculum

## **Welcome to Next Move, Best Move Accelerator**

Learners will be able to navigate the course effectively.

## **Strategize Your Career**

Learners will be able to identify the ways they can transition from employee to leader and develop a 10-year career strategy.

## **Communicate Your Professional Value**

Learners will be able to communicate their value in the workplace, identify and develop their professional brand, and elevate their authority online and offline.

## **Master Your Workplace Communication Skills**

Learners will be able to master their workplace communication styles to improve day to day interactions

## **Build Winning Relationships**

Learners will be able to identify the 5 key relationships they need in the workplace and develop relationships with a potential mentor and sponsor.

## **Create & Present Strategic Ideas**

Learners will be able to translate their expertise into effective communications using the strategic roadmap.

## **Individual Contributor to Leader**

Learners will be able to position themselves as leaders and navigate resilience to lead through change.

## **Position Yourself for Career Acceleration**

Learners will be able to position themselves for career acceleration through their professional collateral and interviews.

# NMBMA Participant Roadmap

<b>Week 1 - Module 1</b> Complete course navigation and Next Move, Best Move career assessment	<b>Week 2 - Module 2</b> Create 2-year career strategy aligning with your core values and strengths	<b>Week 3 - Module 3</b> Identify your professional gaps and clarify your personal and professional brand	<b>Week 4 - Module 3</b> Showcase your professional brand on LinkedIn and determine how to elevate your authority
<b>Week 5 - Module 4</b> Complete communication style assessment and understand the 5 keys to effective workplace communication	<b>Week 6 - Module 4</b> Learn how to communicate with your peers, leaders, and team	<b>Week 7 - Module 5</b> Learn the keys to foster workplace relationships (including mentors and sponsors)	<b>Week 8 - Module 5</b> Identify the gaps in relationships and incorporate expanding professional network into career strategy
<b>Week 9 - Module 6</b> Learn the fundamentals of being strategic in the workplace	<b>Week 10 - Module 6</b> Assemble a strategic roadmap for an idea or project in your workplace	<b>Week 11 - Module 7</b> Demonstrating your value as an individual contributor and your workplace identity	<b>Week 12 - Module 7</b> Fostering resilience in yourself and for your team
<b>Week 13 - Module 8</b> Navigating your current role and performance appraisals	<b>Week 14 - Module 8</b> Identify your next, best move and advocating for yourself during career conversations	<b>Week 15</b> Catch up week	<b>Week 16 - Module 9</b> Congratulations! You've completed the course. Learn your next steps