



**Todd L. Poe's Story**

He grew up in a good single parent home in the housing projects. Based on those circumstances in life, society stereotype him to become a gangster, drug dealer, end up in prison and or be dead at a young age. Or the only way that he would find success to leave the housing projects to go to college and become successful is to play basketball that he played and loved dearly growing up.

Todd did not buy into the stereotypes of society. He worked hard in high school and got academic scholarships to college. He worked full-time, lived on his own while attending college. Todd graduated from college on the academic dean's list. With the support of his loving wonderful mother, close family, friends and mentors, Todd has achieved success in life. He realizes that none of it would be possible without the blessings from God. **All of this has fueled his passion for diversity and inclusion.**

**Career Experience with Bias and Unconscious Bias:**

**Over 30 years of Leadership experience between Corporate, Government, Non-Profit and Business Ownership.** He is also a long-term substitute teacher. Todd teaches various subjects at the high school for a public school district in Illinois. Todd also provides mentorship students. He serves as an Ambassador for the incubator.edu business class entrepreneurship program. Todd provides government program knowledge assistance to families.

**Education**

**Bachelor of Science Degree, Emphasis Business Management (BS)**

St. Ambrose University, Davenport, Iowa

\*Dean's List for academic achievement

**Todd L. Poe, LSSGB, LMC, BS, STC**  
**Diversity and Inclusion Training Program**  
**Entitled: "Leadership with a View of Diversity"**

This Program includes the following:

- Respect Training
- Unconscious Bias Training
- Cultural Competency Training (CQ)
- Civility Training
- Sensitivity Training
- Creating an Inclusive Work Place Training
- Preventing Discrimination and Harassment Training

**Why take this training program?**

This program helps to create more welcoming workplace that respect differences and give a voice to people who are often underrepresented. This program can elevate employee morale, boost customer satisfaction and drive bottom-line profits.

**What is your company value add, or Return on Investment (ROI) from taking this training?**

According to research by McKinsey & Co. The study found that organizations with diverse workforces are 35% more likely to have above-average profit margins. This training **"Leadership with a View of Diversity,"** can Assist.

**Licensure/Certifications:**

**Lean Six Sigma Green Belt Certification (LSSGB)**

**Lean Management Certification (LMC)**

Council for Six Sigma Certifications &  
 Prosourse Professional Certifications

**Certified Substitute Teacher (STC)**

State of Illinois Teacher Certification Board

**ISO 9000 Internal Auditing Certificate**

(ATI) Auditor Training Institute, Chicago, Illinois

**Graduate Leadership Training Program:**

**Quad City Leadership Academy-Graduate class of May 2011**

Integrity Integrated (*Creating, building, and connecting leaders*)

**Authored Books:**

- \*Cost Cutting Without Reducing Staff
- \*Getting the Attention of the Decision-Maker
- \*Purchasing/Supply Management for Non-Profit Orgs.
- \*Two (2) Customized Sales Training Reference Books