



**Balancing Competence and  
Compassion in Leadership  
Development**

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**MEDIA KIT**

# BIOGRAPHY



## CEO / FOUNDER

### EDUCATION

- M.A., Loyola Marymount University
- B.A., University of Missouri

## TERENCE D. JOHNSON

Terence currently serves as the Chief Diversity and Leadership Development Officer for the National Youth Advocate Program. He is a public service leader and possesses exceptional abilities in curriculum development, keynote addresses, facilitating leadership training, providing technical support to leaders across the United States. He has delivered multiple programs focused on strengthening communities and exceeded all expectations by aiding, building, and instilling leadership confidence in individuals to enable them to positively impact their communities.

While at the University of Georgia's Fanning Institute, Terence worked with several nonprofit organizations, community leadership programs, and youth to develop and deliver programs that advance leadership development in individuals and organizations. His expertise includes program start-up and development, large-scale systems reform, training, consulting, administrative support and coaching, board development, strategic planning, conflict transformation training, and executive coaching. He also has experience helping community leaders with performance issues and building healthier communities in underserved areas stricken with the challenges of poverty, poor education, and gangs.

Terence also worked on several Public Service and Outreach programs at the University of Georgia, including the Public Service and Outreach Facilitation Academy, Great Commitments Student Tour, and New Faculty Tour. He has received the 2019 Sisson Community Leadership Development Award and was named President of the UGA Black Faculty and Staff Organization.

He served as chairman of the elder board at MC3 Church, as well as president of the Men's Ministry. Other related civic affiliations include serving as a member of the board of directors for the Decatur-DeKalb YMCA, Georgia Chamber of Commerce Diversity committee, approved U.S. Chamber facilitator, Hephzibah Children's Home/Hephzibah International

Ministries and National Youth Advocate Program, VP of the Tip Off-board at Parkview High School. He has also served as a board member for the Association for Leadership Professionals, Rotarian and board member in DeKalb County, Georgia. He is a graduate of Leadership DeKalb 2009, Leadership Georgia 2010, program chair for leadership Georgia 2012, Regional Leadership Institute 2021, and the Vivian Fisher Leadership Academy 2022.

Terence has more than 37 years of experience as a leader in the public service arena.



# AREAS OF EXPERTISE:

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- ☐ Career and Professional Leadership Development
- ☐ Executive Coaching
- ☐ Diversity, Equity, Inclusion Facilitation
- ☐ Conflict Resolution
- ☐ Engagement Skills
- ☐ Community Leadership Program Development
- ☐ Leadership Curriculum Development
- ☐ Leadership and Personality Assessments
- ☐ Strategic Planning
- ☐ Team Building
- ☐ Family Team Conferencing
- ☐ Youth Leadership Program Development



# FEATURED PROGRAMS

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- ☐ Community Leadership Program(s)
- ☐ Hispanic Leadership Development
- ☐ Leadership Legends
- ☐ Pastors Leadership Circle
- ☐ Rules to the Game Leadership Academy
- ☐ Reflective Structured Dialogue
- ☐ EmergeneticsLeadership Profile
- ☐ Agency Retreats





## FEATURED TRAININGS

### **Effective Communication**

- o How to communicate authentically & Effectively
- o Explore communication barriers
- o How to give and receive feedback
- o Define key principles in communication
- o Communication assessment available

### **Individual and Group Decision Making**

- o Explore various types of decision making
- o Discuss effective decision making
- o How to make decisions as a team
- o How to utilize sound judgement while making individual decisions

### **Building Trust Based Relationships**

- o Explore genuineness, empathy and respect
- o Understand barriers to building trust based relationships
- o Identify skills to develop healthy professional relationships
- o How to maintain positive professional relationships

## FEATURED TRAININGS

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### **Presentation Skill Development**

- o How to become a better facilitator
- o Understand how to deliver clear messages
- o How to create interactive training experiences
- o Learn the art of facilitation

### **Ethics**

- o Define ethics
- o Explore the history of ethical practices
- o How to apply everyday ethics
- o Explore the importance of integrity and character

### **Conflict Transformation**

- o Understand how conflict affects you
- o How to transform conflict
- o Explore the benefits of conflict
- o Identify your conflict management style

EDUCATION



# FEATURED TRAININGS

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## **Foster Parent Training and Development**

- o How to teach vs punish
- o Learn how to effectively care for youth
- o How to meet the needs of youth in your care
- o How to promote a safe environment for the entire family

## **Leading Change**

- o Understand how change affects you personally
- o Assess your change readiness
- o Understand the change process
- o How to implement effective change

## **Principles Of Behavior**

- o Understand the principles of behavior
- o Learn how to accelerate positive behaviors
- o Understand the schedules of reinforcement
- o How to extinguish undeliverable behaviors

EDUCATION

## FEATURED TRAININGS

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### **Being Your Best Everyday**

- o Understand how to bring your best self to work daily
- o Explore emotional intelligence
- o How to manage your passions
- o How to bring your best on your worst day

### **Inclusive Leadership**

- o Define inclusive leadership
- o How to be an inclusive leader
- o Benefits of inclusive leadership
- o Explore various leadership approaches

### **New/Mid – Manager Training**

- o Understand how to manage in the middle
- o Explore how to lead vs manage
- o Discuss pit falls for new/mid managers
- o Discuss how to continue to grow professionally

EDUCATION



# FEATURED TRAININGS

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## **How To Have Difficult Conversations**

- o Explore what makes a conversation difficult
- o How to speak the truth with compassion
- o Learn how a 'compliance' approach can add fuel to the fire
- o Become confident in having difficult conversations

## **Effective Boundaries**

- o Understanding the importance of setting boundaries
- o How to set boundaries when supervising former peers
- o Avoiding meshing of professional and personal relationships

EDUCATION

## FEATURED TRAININGS

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### **Leadership Survival Skills**

- o Explore various pit falls that may challenge leaders
- o How to develop a solid team of leaders
- o How to 'fail' forward
- o Explore what/how to delegate
- o Understand how to use confidants and allies

### **Understanding Leadership**

- o Understanding/defining leadership
- o Understanding yourself as a leader
- o Identify competencies of effective leadership
- o Explore various leadership theories
- o Leadership assessment available



## FEATURED TRAININGS

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### **Diversity, Equity, and Inclusion**

- o Define diversity, equity and inclusion for your community
- o Explore the benefits of a diverse environment
- o How to ensure everyone knows they belong
- o How to make DEI a part of your organization/community

### **Generational Differences**

- o Gain understanding of the value of each generation
- o How to work effectively with a multi-generational staff
- o Discuss assumptions and abilities for each generation
- o How to build well-rounded work teams

# FEATURED TRAININGS

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## **Mission vs. Margin**

- o Understand the importance of financial responsibility
- o Explore the importance of avoiding mission drift
- o Understand how the quality of your work affects your mission and margin

## **Leadership Roundtables**

- o In-depth solution-focused conversations on complex leadership issues

## **Creativity and Innovation**

- o Explore the need for innovation of thought
- o How does/will AI affect your current role
- o How to be a conceptual thinker
- o How to avoid becoming dull

## **Strategic Planning**

- o Provide strategic planning for boards and or executive staff



# BOARD INVOLVEMENT

- ❑ NYAP (National Youth Advocacy Program)
- ❑ ALP -Association for Leadership Programs
- ❑ GA CHAMBER of Commerce - DEI Council
- ❑ Decatur - Dekalb YMCA
- ❑ PHS - Parkview High School Booster Club
- ❑ DeKalb County, Georgia ROTARY



# CHAIR COMMITTEES

- ❑ Engagement Scholarship Consortium
- ❑ Chair of Elder board - MC 3 Church
- ❑ UMCH -United Methodist Children's Home
- ❑ Hephzibah Ministries Int'l, Hephzibah GA
- ❑ President, Black Faculty & Staff Organization, University of Georgia





PYG  
Consulting, LLC



## NATIONAL AFFILIATIONS

- ☐ CWPPG - Child, Welfare Policy and Practice Group, Consultant
- ☐ PYG Consulting Group – Phil Y. Goldstein Consulting
- ☐ U.S. Chamber of Commerce
- ☐ Proof Positive Training & Development Center - Consulting
- ☐ Boys Town–Facilitator, National Training

## COMMUNITY SERVICE

- ☐ Unification Speech for Local Community Members after Ahmad Aubrey's murder
- ☐ Over 20 Years of Coaching/Volunteering at High Schools, Middle Schools, and Local Parks
- ☐ Travel Baseball Team Coach



# CERTIFICATIONS

- ☐ Technology of Participation (TOP) Strategic Planning
- ☐ Emergenetics Facilitation
- ☐ Racial Justice Round Table Facilitation
- ☐ Reflective Structured Dialogue
- ☐ Civil Mediation / Alternative Dispute Resolution Executive
- ☐ Leadership Program for Non-Profit Organizations

# PROFESSIONAL ORGANIZATIONS

- ☐ Leadership Georgia
- ☐ RLI - Regional Leadership Institute
- ☐ ALP - Association for Leadership Professionals
- ☐ Leadership Dekalb
- ☐ Vivian H. Fisher Leadership Academy – University of GA
- ☐ Technology of Participation – Strategic Planning





# IN THE NEWS W/TERENCE JOHNSON

**Title: US Chamber of Commerce Institute for Organization Management / DEI Council**

Link: <https://institute.uschamber.com/volunteers/dei-council/>

**Title: The Moultrie Observer –Leadership Legends –Our Future Generation**

Link: [https://www.moultrieobserver.com/news/ga\\_fl\\_news/leadership-legends-celebrates-year-one-reception/article\\_eb65cd7e-86dc-11e9-aa8b-dfccdb37cb3f.html](https://www.moultrieobserver.com/news/ga_fl_news/leadership-legends-celebrates-year-one-reception/article_eb65cd7e-86dc-11e9-aa8b-dfccdb37cb3f.html)

**Title: UGA Fanning Institute for Leadership Development helps Oglethorpe County build community leadership program**

Link: <https://www.fanning.uga.edu/fanning-helps-oglethorpe-county-build-community-leadership-program/>

**Title: Terence Johnson on the Leadership Legends Program at the JW Fanning Institute at UGA**

Link: <http://metroatlantaceo.com/video/2019/05/terence-johnson-leadership-legends-program/>

**Title: Georgia Chamber of Commerce - Equality and Inclusion Townhall w/Terence Johnson**

Link: [https://youtu.be/2OKey\\_i3jRs?si=wUrD3zmLyd\\_VXgzo](https://youtu.be/2OKey_i3jRs?si=wUrD3zmLyd_VXgzo)

**Title: Georgia Chamber of Commerce - Rural Resiliency & Prosperity Summit**

Link: <https://www.gachamber.com/wp-content/uploads/2020/09/Terence-Johnson-Bio.pdf>



# FACILITATION TESTIMONIALS

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***Karen Rackley, President / CEO  
Sylvester-Worth Chamber & Economic Development Authority***

I have, again, had the pleasure of working with Terence Johnson. He has been instrumental in our Strategic Planning for the Locate South Georgia team and our Regional Leadership class. We completed a strategic plan in our session at our Board Retreat with our Leadership South Georgia Board of Directors. Terence has also been a co-facilitator for our opening retreat for our LEADS class and engaged over 42 emerging leaders on regionalism and its importance to our communities. I have witness firsthand, Terence's ability to engage participants in many different spheres, such as leadership, diversity, strategic planning, conflict resolution, team building, curriculum and so much more.

***Alex McCoy, MBA, CEcD, EDFP, IOM  
CEO, Lawrence County Regional Chamber of Commerce & Economic Development Corporation / Easton, PA***



Our class that just ended was greatly impacted by the COVID-19 pandemic. The last three scheduled field trips had to be canceled due to the Governor's "Stay at Home" orders. Before I could fully grasp the situation, I was faced with, Mr. Johnson was already reaching out to me to offer program assistance. I worked with Mr. Johnson to coordinate a half-day virtual class to help reinforce all the class's concepts in the final class meeting. Mr. Johnson also led a discussion with some of your newly elected leaders at the beginning of the class. One of those leaders, Mr. Chris Frye, was elected last year as the first African American Mayor of New Castle, PA. Mayor Frye was a member of our first leadership class and has told many people that being a part of our leadership class helped him to realize many of the things that needed to be addressed.

# FACILITATION TESTIMONIALS



**Mayra Lovas, Program Officer**  
**JF Maddox Foundation / Hobbs, New Mexico**

Mr. Johnson has been a part of the development and design of our nine-month evidence informed leadership development program that builds individual knowledge, skills, and self-efficiency in aspiring and community leaders. The program is a skilled building intensive with special attention to instructional delivery catered to adult learning preference. This is evident in each one of the sessions where participants can build on existing knowledge and use their experiences to create new knowledge relevant to their lives and the Lea County communities in New Mexico.

Mr. Johnson creates experiential learning activities where participants can identify community leadership opportunities and the characteristics or traits of the ideal community leader, and effectively present where they see the community now and how they would like to help it transform with effective community leadership. Throughout his tenure in rural New Mexico, Mr. Johnson has trained approximately 100 leaders from unprecedented, diverse, backgrounds and industries.

**Brian Knighton, Co-Founder**  
**Leadership Legends - Moultrie, GA**



The quality and significance of Terence's professional service and outreach contributions has been vital not only across the United States, but has truly impacted Moultrie, GA. The young men that have participated in the Leadership Legends program have had their lives impacted drastically. Because of the program, the young men realized three critical things.

1. The need to seek out leadership roles and opportunities in the community as they continue to grow.
2. The need to realize the importance of their voice regarding the current issues in the community and speaking out.
3. The need to lead and give back in their community that they've grown up in and an obligation to help cultivate the next group of future leaders.

Knowing that the young men we serve understand these three critical items mentioned, only validates the quality and significance of Mr. Terence Johnson. Terence's contributions have helped make our organization become better leaders, which has allowed us to be an asset to Moultrie, GA., thus, allowing us to build and equip the youth. With Terence's outreach contributions, we have begun to build a pipeline of African American leaders, which has been lacking in our community for many years. Because of the guidance and leadership of Terence, our communities have a leadership program implemented for many years to come, impacting generations of African American boys, turning them into Legends for Moultrie. The investment of Mr. Johnson has been profound in Moultrie, GA.



# TRAINEE FEEDBACK

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Terence was precise and concise in his language, I didn't feel like I was in a lecture, but the direct instruction moments provided clarity and enough elaboration to expand my understanding

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Terence! Terence! Terence! It makes all the difference in the world when we have facilitators who know how to engage the audience, even in a hot topic issue.

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The breakout exercises really put theories into action. Terence is an excellent facilitator and very engaging.

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The most impactful skill I learned was conflict resolution. I learned how to better recognize others' feelings, emotions, and my own. With that knowledge, I can better react and glean knowledge and facts instead of reacting emotionally.

# TRAINEE FEEDBACK

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This has really helped my professional development to be able to understand and see other leadership perspectives. Also, how important it is for intention and impact to be aligned

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The training was excellent. I loved how engaging and knowledgeable Terence was, as well as the techniques and skills that were implemented to provide examples

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It connected directly with building my ability to provide guidance and support that is transformational

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Terence is an amazing facilitator, He was relatable, and real.  
Very Engaging and Knowledgeable!