TMAREE SOLUTIONS, LLC

Workshop & Facilitation Portfolio

Leadership | Talent | Workforce | Women's Leadership

Practical learning experiences designed to move people from insight to action.

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Leadership, Talent & Workforce Consultant

Better Planning | Stronger People | Stronger Organizations

PORTFOLIO OVERVIEW

How I Work

These sessions are built for organizations that want practical, engaging development without another "check-the-box" training. Each experience can be delivered as a keynote-style workshop, interactive session, facilitated working session, retreat module, or customized learning series.

Talent Strategy & Recruitment

Hiring strategy, recruitment modernization, hiring-manager readiness, candidate experience and workforce planning.

Leadership & Organizational Effectiveness

Leader development, team effectiveness, communication, coaching, change and organizational alignment.

Women's Leadership & Advancement

Visibility, voice, confidence, transition, purpose and leadership presence for women and women of color.

Career & Workforce Development

Interviewing, personal branding, career readiness, mobility, mentoring and professional growth.

ENGAGEMENT OPTIONS

- 45-60 minute conference or association session
- Half-day or full-day interactive workshop
- Half-day or full-day facilitated experience
- Leadership retreat module or working session
- Multi-session learning series with coaching or facilitated application
- Custom program designed around an organization's workforce or leadership priorities

Every engagement can be tailored to the audience, organizational context, event theme and desired outcomes.

PRACTICE AREA 01

Talent Strategy & Recruitment Modernization

For leaders, HR teams, hiring managers and organizations that want to move from reactive hiring to a stronger workforce strategy.

The Hiring Event Blueprint

Build recruitment events that produce more than foot traffic. Design the strategy, experience and follow-through that move qualified talent toward hire.

BEST FOR: HR and talent teams, hiring managers, workforce organizations, government agencies, universities and growing employers

Participants will:

• Define the business purpose and hiring outcomes before planning the event
• Identify the right audience, partners, staffing model and candidate flow
• Align recruiters and hiring managers around roles and decision points
• Build follow-up, conversion and success measures into the event design

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Before You Post the Job

The best hiring decision often begins before the vacancy announcement. This session teaches leaders to clarify what the organization truly needs before recruiting begins.

BEST FOR: Executives, hiring managers, HR business partners, talent leaders and growing organizations

Participants will:

• Distinguish a vacancy from the actual business need
• Evaluate role design, required capabilities and future skills
• Clarify what success in the role should look like
• Create stronger alignment between the hiring manager and talent team

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Recruiting Isn’t the Problem

When positions stay open, leaders often blame recruiting. This workshop explores the leadership, culture, job-design and workforce practices that may actually be driving the challenge.

BEST FOR: Executives, HR leaders, hiring managers and leadership teams

Participants will:

• Diagnose root causes behind persistent hiring challenges
• Identify organizational practices that weaken attraction and retention
• Examine the role of leadership and candidate experience
• Separate sourcing problems from broader workforce problems

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Managers Are Part of Your Recruiting Strategy

Candidates experience your organization through its managers. Strengthen the leadership behaviors that influence interviewing, candidate experience, onboarding and retention.

BEST FOR: Managers, supervisors, hiring managers, HR teams and leadership cohorts

Participants will:

- Understand the manager's role in the full talent experience
- Conduct stronger, more consistent interview conversations
- Communicate the role, team and organization credibly
- Connect hiring behavior to onboarding and retention

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Stop Hiring for the Job You Had

A future-ready workforce requires leaders to hire for where the work is going, not simply recreate the role that just became vacant.

BEST FOR: Executives, workforce planners, HR leaders and hiring managers navigating growth or change

Participants will:

- Rethink legacy roles through the lens of future work
- Identify evolving skills, capabilities and work expectations
- Challenge assumptions about how work must be structured
- Make better talent decisions during organizational change

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

PRACTICE AREA 02

Leadership & Organizational Effectiveness

For organizations that need stronger managers, healthier team dynamics and leaders who can translate strategy into people-centered action.

From Insight to Impact

Move beyond awareness and into action. This facilitated leadership experience helps participants turn reflection, feedback and organizational insight into clear leadership commitments.

BEST FOR: Leadership teams, managers, employee groups, retreats and professional associations

Participants will:

- Identify the leadership behaviors that matter most now
- Translate insights into practical action
- Clarify individual and team commitments
- Build accountability for what happens after the session

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Coaching Cultures

Organizations do not build stronger people through feedback alone. Leaders learn how to use coaching conversations to create clarity, ownership, development and performance.

BEST FOR: Managers, supervisors, emerging leaders and leadership-development cohorts

Participants will:

- Distinguish coaching from directing, correcting and advising
- Ask stronger questions that create ownership
- Use coaching in performance and development conversations
- Build everyday development into the manager experience

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Leading While Black

A candid leadership session exploring visibility, expectations, authenticity, resilience and influence for Black professionals navigating leadership spaces.

BEST FOR: Black employee groups, ERGs, leadership programs, conferences and professional associations

Participants will:

- Explore the realities of visibility and leadership identity
- Strengthen voice, boundaries and professional presence
- Navigate organizational dynamics without shrinking
- Define an authentic leadership approach that supports impact and sustainability

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Comfortable Being Uncomfortable

Growth often begins where certainty ends. This workshop explores how leaders navigate discomfort, stretch assignments, transition, difficult conversations and the internal work required to keep moving.

BEST FOR: Leaders, women's groups, teams in transition, faith-based or purpose-centered audiences

Participants will:

- Reframe discomfort as information rather than a stop sign
- Recognize how values, faith and purpose can anchor difficult seasons
- Practice responding to uncertainty with intention
- Identify the next courageous action in a leadership or life transition

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

ADDITIONAL SPECIALTY SESSIONS

Nervous-System Smart Leadership™ - A practical session on leading under pressure with greater self-awareness, regulation, communication and steadiness.

The Power of Personality in Project Management - Uses personality and self-awareness as a lens for communication, team dynamics and project leadership.

Leadership Presence & Transition - Supports professionals navigating increased visibility, new leadership expectations and career transition.

SIGNATURE FOCUS

Women's Leadership & Advancement

These experiences center the realities, ambitions and leadership journeys of women, with particular depth in the experiences of women of color. Sessions can be customized for women's groups, ERGs, conferences, leadership programs, retreats and professional associations.

Unapologetic Leadership for Women of Color

Lead with clarity, confidence and conviction without minimizing your voice to make other people comfortable.

BEST FOR: Women of color, ERGs, leadership conferences, professional associations and internal leadership programs

Participants will:

- Recognize patterns that cause high-performing women to over-edit themselves
- Strengthen voice, boundaries and leadership presence
- Navigate visibility, credibility and organizational dynamics
- Define what unapologetic leadership looks like in practice

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Becoming HER

A leadership and personal-growth experience focused on the woman you are becoming, the season you are in and the choices required for the next version of your leadership.

BEST FOR: Women's groups, retreats, conferences, leadership cohorts and purpose-centered organizations

Participants will:

- Assess what the current season is asking of you
- Reconnect purpose, values and professional direction
- Release habits or expectations that no longer fit
- Define the next intentional step toward the leader and woman you are becoming

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Leadership Presence & Transition

Career transition changes more than a title. This session equips women to communicate their value, strengthen visibility and lead confidently through professional change.

BEST FOR: Women moving into leadership, changing careers, returning to work or navigating organizational transition

Participants will:

- Clarify the professional narrative for the next season
- Strengthen executive presence without performing a persona
- Communicate value and accomplishments with confidence
- Navigate transition with greater strategic intention

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Radiant Reset™

A restorative leadership masterclass for women who have been carrying responsibility, performance and expectations without enough room to reset.

BEST FOR: Women leaders, women's retreats, employee groups, associations and wellness-centered leadership programs

Participants will:

- Recognize what is draining capacity and attention
- Create boundaries that protect leadership effectiveness
- Reconnect to purpose, priorities and personal rhythm
- Build a practical reset plan for the season ahead

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

PRACTICE AREA 03

Career & Workforce Development

Career development is not simply about getting the next job. These sessions teach professionals to understand their value, communicate it clearly and make more strategic career decisions.

SPECIALTY SESSION

Level Up Your Skills: Interviewing, Personal Brand & Career Presence

A practical, interactive session that equips professionals to communicate their value, strengthen their brand and show up with greater confidence in interviews and career conversations.

BEST FOR: Employees, emerging professionals, college students, career programs, associations, ERGs and workforce-development audiences

Participants will:

- Identify strengths, accomplishments and transferable value
- Develop a clear professional story and personal brand
- Answer interview questions with substance instead of memorized scripts
- Communicate accomplishments in ways that connect to organizational needs
- Strengthen career presence in interviews, networking and professional conversations

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Level Up Your Interview Skills

Turn the interview from an interrogation into a strategic conversation. Participants learn how to prepare, communicate value and answer with confidence and relevance.

BEST FOR: Job seekers, employees pursuing advancement, students and workforce programs

Participants will:

- Prepare around the role, organization and likely decision criteria
- Build examples that demonstrate impact and judgment
- Answer behavioral and situational questions naturally
- Ask stronger questions and close the conversation confidently

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Level Up Your Personal Brand

Define what you want to be known for and make sure your professional presence tells the same story.

BEST FOR: Professionals, emerging leaders, women’s groups, students, ERGs and association members

Participants will:

- Define a clear professional value proposition
- Identify the themes and strengths that shape a credible brand
- Align introductions, resume, LinkedIn and networking language
- Increase visibility without turning personal branding into self-promotion theater

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

Master Your Career Ladder: Using the S.U.R.F. Framework

A career-navigation session that helps professionals assess where they are, clarify where they are going and make more intentional moves toward advancement.

BEST FOR: Employees, early- and mid-career professionals, professional associations and workforce programs

Participants will:

- Assess current strengths, readiness and career direction
- Identify skill, visibility and relationship gaps
- Build a practical advancement strategy
- Translate career goals into near-term actions

FORMAT: Half-day or full-day | Shorter sessions for conferences and plenaries

CAREER DEVELOPMENT MODULES

- Resume strategy and accomplishment writing
- Interview preparation and mock-interview practice
- Professional introductions and networking conversations
- Career-pathway and mobility planning
- Mentoring and emerging-leader development
- Personal branding and LinkedIn positioning

FLEXIBLE ENGAGEMENTS

Custom Workshops, Facilitation & Learning Experiences

Not every client needs an off-the-shelf workshop. TMaree Solutions can build or facilitate a session around the question the organization actually needs to solve.

Leadership Retreats

Facilitated sessions that create space for alignment, reflection, decision-making and clear next actions.

Team Effectiveness Sessions

Role clarity, communication, working norms, trust, accountability and stronger collaboration.

Recruitment Strategy Working Sessions

Hands-on planning for hiring events, talent pipelines, outreach strategy, recruiter capability or hiring-manager alignment.

Women’s Leadership Experiences

Custom sessions for ERGs, women’s groups, conferences, retreats and leadership-development programs.

Moderated Conversations & Panels

Thoughtful facilitation that keeps the conversation substantive, inclusive and connected to the event objective.

Learning Series & Leadership Labs

Multi-session experiences combining workshops, application, coaching, reflection and practical tools.

CUSTOMIZATION MAY INCLUDE

- Client interviews or discovery conversations before the session
- Industry, organizational and audience-specific examples
- Facilitator guides, participant worksheets or discussion tools

• Case studies, breakout exercises and action-planning activities
• Post-session coaching, follow-up facilitation or leadership application sessions

IDEAL CLIENTS & AUDIENCES

• Government agencies and government contractors
• Corporations and growing businesses
• Universities and academic partners
• Associations and professional organizations
• Nonprofits and mission-driven organizations
• Employee resource groups and women's networks
• Leadership teams, managers, HR/talent teams, employees, students and emerging professionals

WORK WITH TAMMY

Bring the Right Conversation Into the Room

Tammy M. Jones brings senior-level human capital experience, national recruitment strategy, workforce development, leadership programming, coaching and facilitation into practical experiences leaders and participants can use immediately.

EXPERIENCE AT A GLANCE

• Senior human capital leadership across the U.S. Department of Transportation, including FAA, OST and FRA
• National recruitment, workforce planning and talent-development experience
• Created recruiter development reaching 300+ professionals
• Led a department-wide recruitment council of 100+ stakeholders
• Experienced facilitator, certified executive and personal coach, author and speaker
• Cross-sector work spanning government, nonprofits, academia, community partnerships and leadership development

BOOKING OPTIONS

• Keynote-style workshop
• Interactive workshop
• Conference or retreat session
• Facilitated working session
• Leadership-development series
• Panel facilitation or moderated conversation
• Custom organizational experience

LET'S START WITH A BETTER QUESTION.

What does your organization need its people and leaders to accomplish next?

TMaree Solutions, LLC | Leadership & Workforce Consulting

tmareesolutions.com