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Elizabeth Power, M.Ed.

Elizabeth Power, CEO of EPower & Associates, is a sought-after speaker, facilitator, teacher, and business consultant. Her firm's specialty is helping organizations make and manage change through learning and doing. Her mastery of diverse interests and innovation has been recognized worldwide through awards and client services in the automotive, telecommunications, mental health, and disability communities. She has published across a wide spectrum of disciplines and topics.



SELECT MEDIA AND PRESENTATION EXPERIENCE

2008

- 3-Day Risking Connection Training for the Addictions Program, Worcester County, MD, Health Department

2007

- Creating Safety in Group Settings, Friends of the Spirit, Nashville, TN
- Living Out of Love, Unity Center for Positive Living, Old Hickory, TN
Prayer and Healing, Unity Center for Positive Living, Old Hickory, TN

2006

- If Change Is All There Is, Choice Is All You've Got: Trust After Trauma, Department of Defense, U.S. Army Wounded Warrior Program Symposium
- Seize the Moment! Effective PR, International for the Study of Trauma and Dissociation, International Conference, Los Angeles
- Study group on Dissociative Disorders, University of Cincinnati Dept. of Psychiatry, The Roof Center
- Trance and Spirituality, St. Paul's Episcopal Church, Franklin, TN
The Metaphysics of Intention, The Lotus Center, Nashville, TN

2005

- Triangle Study Group of the International Society for the Study of Dissociation
- Intuition and Effective Process in Business, Nashville, TN
The Role of the Invisible in Creating the Visible: Intentions, Nashville, TN

2004

- You Can Write It, But Can They Read It? International Society for Traumatic Stress Studies

2003

- Leadership as a Masterful Art, Blue Ridge Electric Membership Service Retreat, Lenoir, NC
- Coping with Change, Women's Resources Center, Hickory, NC. Developing Effective PR and Marketing in the Nonprofit Environment, ISSD

2002

- Woman to Woman Series, Catawba Valley Community College
You Can Write It, But Can They Read It?, National Child Traumatic Stress Network

2001

- Guest Lecturer, Prayer and Intuition, St. James Episcopal Church, Lenoir NC

1999

- Prayer Retreat Leader, St. Andrews by the Sea, Rancho Palos Verdes
Sedona, Intuitive Process and Coping with Change

1996

- International Speaker's Network / TN, If Change Is All There Is, Choice Is All You've Got
- TN American Ass'n of Mental Retardation / TN, Speech, From Stigma to Success
- National Association for Female Executives / TN, Speech, Coping with Change
- Triangle Chapter of the International Society for the Study of Dissociation, Raleigh, NC
- PA Blue Cross Training Developer's Network, Keynote / seminar on Change
Society for Human Resource Management, TN, keynote on Change

1995

- Successful Meetings Magazine Cover, Included in "25 Hottest Picks" as speaker
- TN Assn for. Mental Retardation, Training, From Stigma to Success
- Southern Peninsula Family Focus (Training—1 wk) Australia / New Zealand Conference on MPD / DID
- Eastern Regional Conference on Trauma (Lecture) Associative Skills for Improved Functioning
- Elkanah Counseling for World Vision Australia, Australia (Training) If Change Is All There Is, Choice Is All You've Got; Diversity and Differentness in Business
- TN Assn of Health Care, Coping with Change
TN Child Care Association, Responding to Stress in Children's Lives: The Ultimate Customer

1994

- National Public Radio, Marketplace (Interview) Interview on change management
- Voice of America Radio (Interview) Interview on change management
- Bloomberg Radio News Syndicate (Interview) Interview on Change Management
- US Japan Business News (Interview) Review of "If Change Is All There Is, Choice Is All You've Got"
- Western Clinical Conference / Multiple Personality & Dissociation, Irvine CA (Training) Change Management Skills and Managing Dissociative Disorder
- Int'l Society for the Study of Dissociation, Vancouver BC (Lecture) The ASk (Associative Skills) Model
- Crisis Call, Nashville, TN (Training) Intervention with Dissociative Disorders
- Eastern Regional Conference on Trauma (Lecture) Self-Management Skills for Multiple Personality

Clients

1993

- UCAR Carbon, Columbia, TN, and Parma, OH (Training—2 mo.) Task analysis and presentation skills for trainers
- Mungadze Association, Survivors Conference, Dallas, TX (Training) Spirituality In Healing; Dealing with the Media; Feeling Feelings? Managing Boundaries
- Southwest Regional Conference on Abuse & Dissociative Disorders, Tyler, TX (Lectures) Ritual Abuse: A More Accurate Language & Its Implication; Change Management Skills in the Treatment of MPD
- National Association for Christian Recovery (Training) MPD: Holy Healing, Caring Community
- Conference on MPD/SRA, Cincinnati, OH (Training) TQM and MPD
- North Morganton United Methodist Church, Morganton, NC, Abuse in God's World (Training) When Congregants Are Multiples (afternoon session)
- Mountain Area Health Education Committee, Asheville, NC (Lecture) Living Community: Life as a Multiple (Training) How to Use Managing Our Selves
- Asheville Citizen-Times Newspaper, Asheville, NC (Interview) (Interview with Carol Curry) Ridgeview Psychiatric Hospital, Knoxville, TN (Training) In-Service education

1992

- Governor Ann Richards' Invitational Conference on Quality in Education, Houston, TX (Facilitation) Outcomes Team
- International Congress on Christian Counseling, Atlanta, GA (Lectures) MPD & Scripture: Enhancing Healing; Change: The Challenge of Christian Living
- WWAY-TV Wilmington, NC (Interview) (Special with Stephanie Loftis)
- Faith Daniels: A Closer Look (Interview) Guest NBC Talk show
- Montel Williams: Guest, Talk show
- UNC-Chapel Hill Department of Psychiatry (Lecture) Child Maltreatment Program; Conversations: Children and MPD
- International Society for the Study of Multiple Personality and (Lecture) Staff & Community Ed.: More Than Survival: A Look at Multiple Personality Disorder
- Dorothea Dix State Hospital, Raleigh, NC (Lecture) Treatment Issues in MPD (Lecture) In Service: Continuous Quality Improvement
- N.C. Child Protective Services Workers, Raleigh, NC (Lecture) Dissociation and Your Clients
- Woodridge Psychiatric Hospital, Johnson City, TN (Training) New paradigms in Multiplicity
- Victory Center, Johnson City, TN, Consumers: Coping with Change—Mental Wellness
- Watauga Mental Health Center, Johnson City, TN, Improving Mental Health or Curing Mental Illness?
- Highland Hospital, Asheville, NC (Training): Grand rounds lecture; In Service for DDU Staff; Community Ed
- Over 50 radio shows as a guest discussing dissociative disorders

1987

- Guest, AM Philadelphia on Differences between Fact and Feeling
- Guest, David Letterman, Visual Imagery and Animal Communication
“Local Woman Social Activist,” Lenoir News Topic

SELECT RELATED EXPERIENCE

Sidran Institute

- Consultant in program development and roll-out, responsible for development of human capital. 2007–present

Hillside Family of Agencies

- Create replication manual for Hillside Work-Scholarship Connection (HWSC) for the purpose of supporting other agencies in implementing the program in their environment 2007–present

Children's Institute

- Design process for creating evidence informed holistic curriculum for mothers and children at the effect of domestic violence
- Work in progress 2006–present

Athena Healthsphere 2006

- Consult on business development
- Craft HR and policy manuals
- Support CEO and President in program development

National Center for PTSD, Green River Junction, VT - 2004–2005

- Create implementation and training manual for the process of setting up and running the Disaster Mental Health Service within the DAC. Contents include communication, staffing and training, ongoing operations, resource and referral processes, and crisis intervention skills.
- Converted to Crisis Counseling Manual.

Domestic Violence Mental Health Policy Institute - 2004–2005

- Consultant in training and development for start up of project serving both mental health providers and domestic violence shelters
- Facilitated core team meetings to define early needs and processes

Children's Institute/Los Angeles - 2004–2005

- Design and develop working model of Domestic Violence program for children and mothers using existing and creating new materials. Focus is on creating a model in which CII can adjust and edit their materials as desired.

International Society for the Study of Dissociation - 2004–2006

- Provided consulting services in strategic planning, PR, and organization development to non-profit professional society focusing on dissociation

Northshore Long Island Jewish Hospital Psychiatry Department - 2004

- Facilitate development group headed by Ruth DeRosa, Ph.D., through of core organizing principle, gap analysis of version currently in use relative to clinician utilization of promising practice ("SPARCS") based on DBT, CBT, Ford's FREEDOM model, and others
- Analyze and revise treatment protocol training and group materials for adolescent trauma treatment program.
- Develop and pilot instructional materials and methods for same following adult learning principles and practices, develop and analyze evaluation of pilot
- Transfer knowledge for use in implementation

National Child Traumatic Stress Network Center, Durham NC – 2004

Program Development / Learning Consultant

- Design and develop implementation toolkit prototype model for EBT protocols; and provide consulting services in education and training to Learning from Research and Practice Core and Training Core, working with Charlene Allred, Ph.D.

- Develop and provide follow-up information, tools, and materials for development of instructional materials after presentation of “You Can Write It, But Can They Use It?” at national network conference (in progress)
- Consult with clinicians regarding the development, formatting, and general usage conventions for their manuals, including participants (Patricia Van Horn, Ph.D.) from the ANM presentation
- Consult with organization on marketing strategies in the construct of bridging public and private sector

Trauma Treatment Replication Center, Mayerson Center for Safe and Healthy Children, Cincinnati, OH - 2004, Learning Consultant / Program Development

- Create replication materials for specific protocols, perform instructional design tasks and foster use of effective adult learning for SAMHSA grant
- Consult on publishing methods, cost analyses for specific processes such as CD versus paper print, working with Frank Putnam, M.D.
- Revise and improve training manual in Parent-Child Interaction Therapy (in progress)
- Consult with director on marketing and professional development

Women’s Resource Center, Hickory, NC - 2002–2003

- Nonprofit development consultant focusing on growth and program expansion for small woman-focused organization serving disenfranchised women and those desiring professional growth
- Fostered increases in program attendance of average 32%, supported transition of directors, and facility move

PremierHealth, Inc., Charlotte, NC - 2002

- Organization Development / Performance Improvement Consultant
- Created outcomes matrix defining competencies required for jobs
- Proposed integration strategy for multiple performance appraisal systems
- Sourced and constructed on-line job analysis and job description process resulting in ADA compliant job descriptions
- Constructed behavioral specifics for values driven competencies
- Identified specific learning content required to fulfill competencies
- Provided MS Office training support

PureSafety.com, Nashville, TN - 2001–2003

Script Writer / Subject Matter Expert

- Served as SME to develop needs, goals, CBT scripts, voice-overs, and assessments for online training company developing HR product suite.
- Topics include Diversity, Harassment, Drug-Free Workplace, Stress Management, and ADA.

CNC Access Lenoir, NC - 2002

Instructor / Consultant

- Provide new hire orientation for persons providing direct care to people with disabilities (person-centered planning, person-first language, identity costs and disabilities, documentation processes, self-defense, first aid, CPR/AED)
- Training consultant for local office on instructional design and principles
- Document in-home service delivery processes

Projects Involving Assistive Technology / Working with CMI-SPMI / Disabilities - 1992–1999

Pre-CARF accreditation analysis for East Tennessee Technology Access Center, 1998.

- Implemented functional assistive technology for persons negatively impacted by dissociation as part of the MPD/DD Resource and Education Center, 1992–1997
- Provided hands-on computer usage and internet skills training to a freight dispatcher with total visual impairment

- Integrated an early PDA with GPS for the purpose of providing navigational assistance to person with visual impairment, 1992
- Consulted with Pike's Peak Mental Health Corporation on TQM and CMI, impacting outcomes among clients for Dr. Honeybee Crandall, .M.D. 1993
- Provided education in Self-Determination for people with Disabilities at the Community Service Academy in Knoxville TN
- Provided education on Self-Determination for Persons with MPD/DID at Eastern Regional Conference on Trauma, 1994
- Implemented use of assistive technology for trauma survivors for grounding and increased independence on as-needed basis 1992–1999

CalCenter Industry Advisory Council, Nashville, TN - 1999

Consultant

- Constructed initial competencies for individual contributors to call centers
- Developed ADA-compliant job descriptions for agents, supervisors and managers for CIAC to adapt

CalCenter University, Brentwood, TN - 1997–1998

- Director of Instructional Design for industry wide corporate university with typical enrollment of 400 people per month nationwide.
- Developed ROI model, RFP model, and provided leadership development to non-training personnel in the area of requirements for effective education and training services.
- Developed leadership training for call center managers in hiring and retention of staff, creating business plans, communicating effectively, measurement and management of call center statistics, team building, people development, coaching, creative thinking.
- Responsible for needs analysis, design, development, delivery, layout and maintenance of courses delivered worldwide.
- Managed contract staff of five instructional designers, two graphic artists, and three support personnel.
- Provided Train the Trainer for selected facilitators and education about training for management

North Carolina Rape Crisis Association - 1978–1979

Director, Executive Board

- Oversee Federal Grant from NIMH for training volunteer and paid counselors providing services to survivors of sexual assault
- Responsible to 12 member Board of Directors for vision, management, and support of execution of organizational goals and objectives
- Training grant supervision provided by Ann Burgess

SELECT PUBLICATIONS AND PAPERS

Coping with Change: A Human Resources Primer, "The Nonprofit Management Handbook," ed. Tracy D. Connors, John Wiley & Sons, 2001

Welcoming the Stranger: Diversity and the NPO, "The Nonprofit Management Handbook," ed. Tracy D. Connors, John Wiley & Sons, 1998

To Welcome the Stranger, Links, UMCOM, 1997

Facilitator's Guide for the Diversity: Opportunity Tool, Power, Elizabeth and Clayton-Pedersen, Alma, Ph.D., Peabody College at Vanderbilt University, 1996

Reducing Resistance to Change, Stonybrook, Inc., Mt. Juliet, TN 1995 (CBT)

Sexual Harassment Sensitivity, Stonybrook, Inc. Mt. Juliet, TN 1995 (CBT)

The Abilities Deck, Power, Elizabeth and Simons, George. Diversophy, Multus, Inc. 1995 (corporate game) San Mateo, CA

The Associative Skills (AsK) Series of Videos, EPower & Associates, 1995

- Taking Charge of Change;
- The Trouble with Feelings; and
- Boundaries, Precious Boundaries

BasicTQMSkills and the Management of Multiple Personality Disorder, Readings In TQM, ed. Harry Costin, Ph.D., Dryden Press, 1994

"A Manual for Clergy Supervision," The United Methodist Church, 8/94 (Technical editor)

"Managing Our Selves: God in Our Midst," EPower & Associates, 1992

"Managing Our Selves: Building a Community of Caring," EPower & Associates, 1992

Organizations, Disability, and Shame: A Qualitative Application of TQM, Journal of Management Science and Policy Analysis, 6/91

"If Change is All There Is, Choice Is All You've Got," EPower & Associates, 1990

"Circle of Love: A Child Personal Safety Program," Jackson Women's Center, 1984

"CMHC Guide for Working with Sexual Abuse Survivors," Foothills Mental Health Center, 1977

EDUCATION

Vanderbilt University, Peabody School of Education, Nashville, TN
M.Ed. in Human Resources Development
Emphasis on Organization Development and Systems Thinking 1997

University of North Carolina, Greensboro, NC,
B.A. in Sociology and Religious Studies 1977

Thesis: "The History and Development of Religious Communities in the Protestant Episcopal Church in the United States"

Member, Chancellor's Committee on Disabilities

CERTIFICATIONS

- E-Learning Specialist, ASTD
- Six Sigma Black Belt, Catalyst Consulting
- Chinese Energetic Medicine, Dr. Kam Yuen
- Jean Baker Miller Training Institute for Relational Psychology, Wellesley College
- Interactive Teaching Skills, Pro-Trainer Instructional Design Skills Job Aids Development General Motors Corporation
- Quality Enhancement Seminars, Deming's 4-day "Quality, Productivity and the Competitive Position" Seminar
- Accomplishment Based Training Certification, Sterling Corp.
Self-Directed Coaching Certification, Sterling Corp.

MEMBERSHIPS

- International Women's Writing Guild
- American Society for Training and Development

AWARDS

- ISSD President's Award 2004
- Exult Thought Leadership Award 2001
- Who's Who in the World
- Who's Who in the South
- Who's Who in Communications 1996
- ISSD Media Award 1995
- "Hot 25 Speaker to Watch in America" 1992
- Leadership Excellence in Communication, Saturn
- Letter of commendation, NC Governor's Office, for Primary Prevention Conference 1978
- Outstanding Volunteerism, Burke County, NC, 1978
- James G.K. McClure Scholar 1970–71