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**ANNOUNCING THE LAUNCH OF PROMISE54:
A NEW NONPROFIT TALENT SOLUTIONS PROVIDER**

Promise54, a nonprofit talent solutions provider for the education sector, formally launched today. Founded by Xiomara Padamsee, Monisha Lozier, and team members from Bellwether Education Partners' Talent Advising practice, Promise54 will help enable education organizations to deliver on the promise and spirit of the 1954 *Brown v. Board of Education* decision of decoupling educational access from race and economic class.

Promise54 partners with educational organizations to examine and refine their talent systems, structures, and behaviors to build environments where adults can thrive to maximize outcomes in service of students. Promise54 engages in this work with a deep focus on diversity, equity, and inclusion through a wide range of tested offerings spanning the end-to-end talent lifecycle.

"The Promise54 team has supported many CMOs, nonprofits, and districts to make material progress on staff recruitment, performance, and retention in service of transformational outcomes for students," says Promise54 Founder & CEO Xiomara Padamsee. "We engage with our partners with an appreciation for the complexities and implementation challenges of major human capital change efforts, and therefore apply both a rigorous data-driven lens and a nuanced and intentional engagement strategy to our process."

Promise54 serves organizations and individuals. Specifically, systems-level service offerings include: talent philosophy and beliefs articulation; multi-year talent strategy creation; development of multi-year plans to accelerate diversity, equity, and inclusion; executive searches; competency modeling; strategic compensation; recruitment and selection systems-building; creation of performance management structures; culture and retention work through traditional consulting engagements; workshop facilitation; embedded support; and cohort-based learning opportunities. Individual-level service offerings include: tailored 360 reviews and corresponding management capacity building, technical and adaptive leadership coaching, and career coaching.

"Whether we're partnering to develop a vision for talent in your organization, or managing the search for your next CEO, the value we place on diversity, equity, and inclusion will show up in our conversations, strategies, and ultimate impact," says Monisha Lozier, Promise54 Co-Founder. "We believe that organizations can best maximize their impact when their practices model the equity they wish to see in the world."

The founding team of Promise54 includes eleven talent professionals with decades of experience in multiple contexts, including roles as classroom teachers and school, nonprofit, and district leaders in organizations like KIPP, Cleveland Metropolitan School District, Blue Engine, and Teach For America. These perspectives enable the Promise54 team to bring the management experience, empathy, and contextual understanding required to access a wide range of stakeholder voices, create actionable plans, and enable our client partners to effectively move into action. Meanwhile, the methodologies and approaches developed and practiced in management and human capital consulting firms such as Deloitte, McKinsey & Company, and Korn Ferry International enable this team to deliver a rigorous, structured approach.

For more information, please go to promise54.org.

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