



# TEAM DYNAMICS

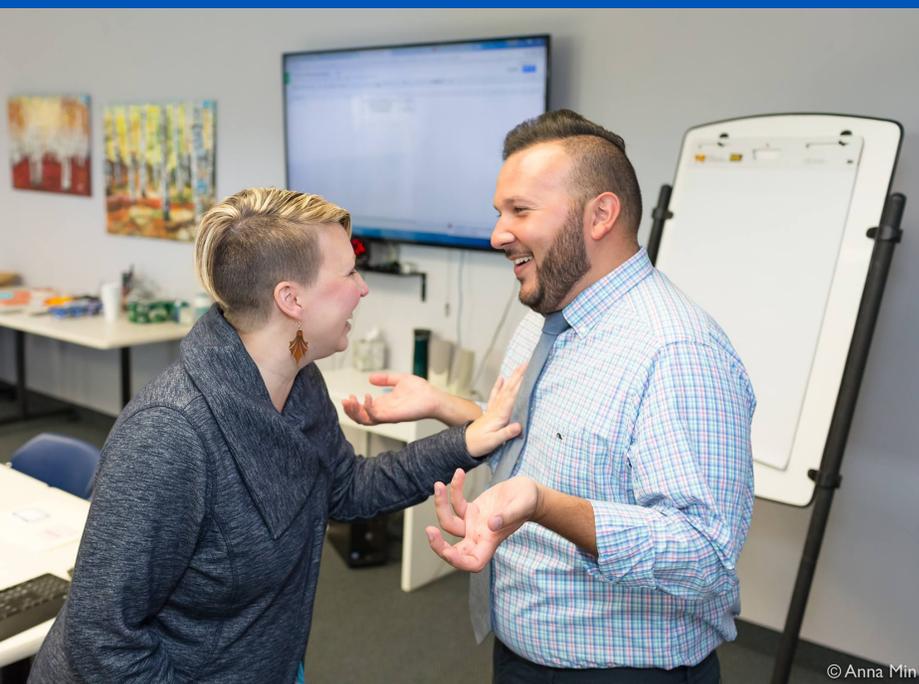


**PRESS KIT FOR  
SPEAKING ENGAGEMENTS**

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# ABOUT TEAM DYNAMICS

Team Dynamics is a national race and gender justice firm providing training, coaching, and strategy support for workers and workplaces. A People of Color, woman, and LGBTQ+ owned business, Team Dynamics is purposefully comprised of interdisciplinary adult educators and intercultural capacity building specialists.



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## OUR TEAM SPEAKS AND ADVISES COMPANIES AND NONPROFITS ON:

- Workplace and organizational culture
- Racism and sexism in the workplace
- LGBTQ+ inclusion in the workplace
- Diversity & hiring
- Racial justice-centered leadership development
- Conflict & communication
- Board strategies
- Matching your purchasing power to your values and priorities
- Performance management
- Demographic collection

## STATS

**108**

*clients served*

**21**

*staffers & collaborators*

**23**

*industries*

## PAST AND CURRENT CLIENTS INCLUDE:



**MCKNIGHT FOUNDATION**



# HIRING

# REVOLUTION

## **HIRING REVOLUTION: A Guide to Disrupt Racism + Sexism (Available October 2021)**

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In this new book from Team Dynamics, we break down what we, Alfonso and Trina, have done to find and hire teams of people that are incredibly diverse – across race, gender identity, sexual orientation, religious tradition, age, ability, ethnicity, immigration experience, and more. Hiring Revolution is an invitation to stop, start, do more of, do less of, and do differently. It is a purposefully tactical approach to hiring the team you claim you want.

Through a thoughtful reimagining of team building, you will begin the process of reckoning with all the times and places where your hiring intent (find “the best” “most qualified” workers) did not ultimately match your impact (inadvertently convincing yourself that white male workers were the best choice). We will explore small, medium, and large shifts that can transform your hiring practices toward a more equitable way of doing business. We are not going to spend these pages pointing out everything we’ve all done wrong in hiring days past. We will, instead, identify specific problems and pair each with a viable solution you could start implementing today.

**For more info, visit [HiringRevolutionBook.com](https://HiringRevolutionBook.com).**



# ABOUT THE AUTHORS

## **Alfonso Tomás Wenker** (he/him pronouns)

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Alfonso Wenker is a lauded movement and thought leader driven to convene, connect, and coach top executives to better align values with practice. President and Co-founder of Team Dynamics, Alfonso is focused on organizing teams to co-create new paradigms for how people can work and lead. During the historic campaign for the freedom to marry, Alfonso was recruited and served as the Deputy Finance Director for Minnesotans United for All Families. As a third generation Mexican American, queer, Christian, man living in Minneapolis, Alfonso consistently gathers and responds to communities calling for racial justice and gender liberation. Before Team Dynamics, Alfonso spent more than a decade in the field of philanthropy where he worked tirelessly to advance racial and LGBTQ justice while creating new opportunities for People of Color to break into and lead in the field.

Alfonso's work has been recognized as a Minneapolis/St. Paul Business Journal's 40 Under 40, Minnesota Nonprofit Catalytic Leader, and St. Paul Foundation's Facing Race Anti-Racism Awardee.

## **Trina C. Olson** (she/her pronouns)

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Trina Olson is the next guiding voice in the conversation about the future of work and equitable work culture. CEO and Co-founder of Team Dynamics, Trina believes going to work in America can feel fundamentally different—if and only if—we deal with the impacts of racism and sexism. After the murder of George Floyd, Trina crafted a curriculum for white leaders, including the staff of Senator Bernie Sanders, to process and plan (without burdening POC colleagues). For the past 25 years Trina has held key leadership roles around the country, in New York, Washington, D.C., Seattle, and Los Angeles; a two-time executive director, she has lobbied the White House, raised millions of dollars, and effectively mobilized for major progressive policy and culture change.

Trina has authored numerous pieces on race and gender issues, including "Seeking Safe Haven: LGBTQ People and the American Immigration Experience" (as coauthor). She's a cohost on the BEHAVE podcast and a highly sought-after workplace equity advisor.



# THANK YOU

If you'd like to bring someone from Team Dynamics on for a speaking engagement, workshop, or media appearance, please reach out.

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