

Nicole Banford C.V. Mediator

Facilitator/Mediator/Employment Specialist

Soft Power Solutions

Southern University at New Orleans

Greater New Orleans Area

Experience

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Air Wing Integrator (LA Air National Guard)

Company Name Soft Power Solutions

Dates Employed Aug 2015 – Present

Employment Duration 2 yrs 3 mos

Location Louisiana

Coordinate with Air National Guard contacts within the state to establish local and state networks to manage the ANG Yellow Ribbon Reintegration Program (YRRP), Transition Assistance Program (TAP) / Veterans Opportunity to Work (VOW) Program, Strong Bonds, and Resilience / Comprehensive Airman Fitness (CAF) programs.

Build each program's credibility and understanding with Wing Leadership and Airmen, and successfully coordinate all aspects of each program within the scope of contract and program objectives.

Plan, coordinate, and execute required training and events to meet each program's objectives; determine funding and government contracting requirements, prepare and distribute agenda's, schedule subject matter experts / guest speakers, schedule venues and coordinate support requirements i.e. manning, audio-visual, catering, etc.

Establish and maintain an ongoing system to track service members as appropriate for each program/initiative.

Serve as the state or territory subject matter expert in regard to ANG reunion, reintegration, and transition requirements and activities.

Provide assistance to Wing Commanders, AFRPM's, units, and/or individuals with events and activities required by legislation and as directed by the state to ensure accomplishment of requirements.

Gather and analyze data, submit reports, and assist with identifying systematic problems for mitigation

and resolution, track progress, report significant activities, and ensure program standards are met, planning, budgeting and project management.

Provide assistance to the state/wing leadership as may be directed within the scope of the contract and program objectives.

Serve as the conduit for command information and coordination pertaining to Wing Integrator activities and requirements within the state or territory.

Provide information, data, and reports as required by the National Guard Bureau, A1S office.

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Certified Mediator

Company Name LA Air National Guard

Dates Employed Nov 2014 – Present

Employment Duration 3 yrs

Location Louisiana

Facilitate negotiations and settlements between disputing parties by providing direction and encouragement, working collaboratively with the parties and finding creative ways to reach a mutual solution.

Specific duties vary widely depending upon practice setting but may include facilitating discussion and controlling the direction of negotiations; preparing court reports, social case histories, correspondence and other documents; implementing legislative enactments and court rules relating to a case; and keeping abreast of current trends, rules and legislation.

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Equal Opportunity Advisor/Practitioner

Company Name Louisiana Air National Guard

Dates Employed Jun 2013 – Present

Employment Duration 4 yrs 5 mos

Location New Orleans

Duties and Responsibilities:

Plans, organizes, and directs MEO and HRE activities. Develops EOT and other related education programs. Promotes an environment where individuals are treated with dignity and worth regardless of race, color, religion, national origin, or sex. Provides advice, consultation, education, mediation, and referral services to enhance mission effectiveness. Coordinates with staff agencies to support MEO programs and policies.

Advises personnel on MEO responsibilities, policies, and programs. Provides information to those seeking assistance. Serves as an authoritative program data source for the installation commander. Uses interviews, surveys, and other techniques to provide information and guidance on preventing or eliminating conditions which negatively impact mission effectiveness.

Performs administrative functions including but not restricted to preparing reports, analyzing program statistics, and initiating and maintaining case files. Clarifies MEO complaints. Identifies existing and potential equal opportunity and other human relations issues. Advises and assists commanders, supervisors, and personnel with possible solutions in resolving MEO concerns. Prepares news media articles and maintains historical data files. Prepares lesson plans and support material for HRE. Conducts briefings, lectures, group discussions, and seminars to improve an organization's human relations climate. Provides mediation, coordinates and monitors the Affirmative Action program, and conducts unit climate assessments. Identifies and obtains support from base and civilian referral resources. Provides oversight on special interest items as dictated by higher headquarters, e.g., sexual harassment, dissident and protest. Assists commanders to resolve conditions that impact operations and mission effectiveness. Emphasizes areas that potentially undermine the base's readiness posture and human relations environment

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Facilitator/Trainer

Company Name Department of Defense

Dates Employed Jun 2013 – Present

Employment Duration 4 yrs 5 mos

Deliver outstanding training and activities that engage clients, personnel and organizational members to meet their learning objectives and contributes to the program's overall performance targets. Regularly review their workshop practice to maximize client participation, satisfaction and success.

- Establish clear objectives for all workshops, activities and projects, and communicate those objectives to clients.
- Establish and enforce a classroom code of conduct to maintain a positive learning environment for clients during all workshop activities.
- Prepare materials and training rooms for workshop activities.

- Adapt training methods and instructional materials to meet clients1 varying needs.
- Plan and conduct activities for a balanced program of instruction, demonstration and work time that provides clients with opportunities to observe, question, and investigate materials covered during session.
- Instruct clients individually and in groups, using various adult learning methods such as lectures, discussions and group activities.
- Identify, select and modify workshop resources to meet the needs of clients with varying backgrounds, learning styles and special needs.
- Develop new curriculum or modify existing materials to meet the needs of the group.
- Maintain effective and efficient record-keeping.
- Provide a positive environment in which clients are encouraged to be actively engaged in the learning process.
- Communicate effectively, both orally and in writing, o-workers and other professionals on a regular basis.
- Collaborate with co-workers to enhance the instructional environment.
- Meet program performance goals.
- Meet professional obligations through efficient work habits such as meeting deadlines,
- Deliver curriculum according to content and standards of the program.
- Compile and report evaluation feedback.

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Technical Sergeant

Company Name United States Air Force

Dates Employed Aug 1997 – Present

Employment Duration 20 yrs 3 mos

Traffic Management
 Information Management
 Security Support Specialist
 Airman & Family Readiness Assistant
 Equal Opportunity Advisor

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crisis specialist

Company Name Resource for human development mobile crisis unit

Dates Employed 2010 – Mar 2013

Employment Duration 3 yrs

Provide 24-hour crisis intervention for Jefferson Parish, Louisiana. The interventions are made over the phone or in person and are provided by crisis workers and psychiatrists. Community Support provides crisis intervention for children and adults with mental illness, an addictive disorder, and/or a developmental disability. The Mobile Crisis Team is dispatched during emergency situations for individuals living in Jefferson Parish. In addition to rapid response, the Mobile Crisis Team provides emotional support, in-home stabilization (when possible), referral to ongoing support programs, and follow up to assure continuity of care.

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Institutional Counselor II

Company Name New Orleans Police Department

Dates Employed Mar 2008 – Jul 2010

Employment Duration 2 yrs 5 mos

As a institutional counselor I was responsible for counseling first time offenders as court ordered. This counseling also contained community resources to assist if needed this was to prohibit recidivism.

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Probation Officer

Company Name Department of juvenile services

Dates Employed Feb 2006 – Jan 2008

Employment Duration 2 yrs

Supervises Juveniles placed on probation court ordered for a duration and ensure they adhere to the rules and regulations that is set forward for them. I was required to conduct school, home, employment visits, drug testing and counseling.

Education

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Southern University at New Orleans

Degree Name Associate of Arts (A.A.)

Field Of Study Substance Abuse/Addiction Counseling

Dates attended or expected graduation 2011 – 2012

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Southern University at New Orleans

Degree Name Master of Arts (MA)

Field Of Study Criminal Justice/Law Enforcement Administration

Grade 3.9

Dates attended or expected graduation 2006 – 2008

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Southern University at New Orleans

Degree Name Bachelor of Arts (B.A.)

Field Of Study Psychology

Grade 3.0

Dates attended or expected graduation 2001 – 2006

Activities and Societies: Psi Chi

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Southern University at New Orleans

Degree Name Bachelor of Science (B.S.)

Field Of Study Criminal justice

Dates attended or expected graduation 2001 – 2006

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Career College of the Air Force

Degree Name Associate of Arts (A.A.)

Field Of Study Business Administration, Management and Operations

Dates attended or expected graduation 2017

Activities and Societies: Kappa Epsilon Psi Military Sorority, Incorporated

A military organization that caters exclusively to military women. What makes Kappa Epsilon Psi Military Sorority, Inc. different from other organizations is our dynamic mission: We aspire to honor past female service members, unite present female service members & mentor future leadership of our Armed Forces.