

SHANTERA L. CHATMAN, MBA

SPEAKER BIOGRAPHY

Shanterera L. Chatman, MBA, is President of PowHer Consulting and a change enablement consultant with over two decades of experience in strategic communication, global culture strategy, behavioral change management (BCM), and learning and development. She partners with leaders to turn big goals into real-world adoption—equipping teams to communicate clearly, shift mindsets, and sustain new ways of working. Her consulting experience includes work across Aerospace, Oil & Gas, and international government settings, where she is recognized for building trust quickly and delivering measurable outcomes such as team assessments, strategic plans, change strategies, and immersive culture workshops.

Shanterera is the creator of The Transformative Ally Framework™ and developed the Transformative Ally Intensive Series to help participants become more authentic, effective allies within their organizations and institutions. Her culture thought leadership has been featured across media and online platforms, including the Houston Business Journal, Inc. Magazine, and Entrepreneur-focused outlets. She holds a BBA from Texas A&M University, an MBA from Walden University, and is a Goldman Sachs 10,000 Small Businesses alum.

SPEAKING TOPICS:

ADOPTION ISN'T TRAINING - IT'S STRATEGY

- ✓ A simple adoption blueprint that works across initiatives
- ✓ Stakeholder tactics to reduce resistance early
- ✓ Adoption metrics that tell the truth (and protect ROI)

CULTURE IS A DELIVERY LEVER

- ✓ A quick culture diagnostic to uncover hidden blockers
- ✓ The behaviors that make change stick (and what kills it)
- ✓ How to link culture improvements to measurable outcomes

EXECUTIVE SPONSORSHIP THAT WORKS

- ✓ The sponsor behaviors that predict adoption and performance
- ✓ A sponsor cadence that creates alignment (not meeting overload)
- ✓ How to build accountability without blame

THE TRANSFORMATIVE ALLY TOOLKIT

- ✓ A clear, repeatable allyship framework (not a checklist)
- ✓ Tools to improve inclusion in meetings and decision-making
- ✓ A personalized action plan for consistent ally behaviors

CHANGE THAT STICKS.

CULTURE THAT PERFORMS.

Shanterera Chatman



PAST CLIENTS





Shantera Chatman

**CHANGE ENABLEMENT CONSULTANT,
LEADERSHIP COACH, &
COMMUNICATION STRATEGIST**

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Thank you so SO much for speaking at our Inclusion Summit on Wednesday. Your talk was fantastic and so informative! You are a fantastic speaker, so we were hanging on every word!

**- Attendee, WOMEN OFFSHORE FOUNDATION
Inclusion Summit**

TESTIMONIAL

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Shantera's approach was nothing short of brilliant. She created an immediate, genuinely safe environment where our remote employees felt completely comfortable opening up. Her ability to ask deeply insightful, thoughtful questions allowed her to quickly cut through surface issues and pinpoint the core cultural concerns. Her recommendations didn't just point out problems; they provided a clear, custom-built roadmap for developing a more inclusive and supportive environment.

-Deanne Duncan, Operations Manager DCA VIRTUAL BUSINESS SUPPORT

ABOUT THE BOOK:

The **Transformative Ally Framework** is about changing lives one experience at a time. Its contents apply to anyone that may have a differing opinion than you. Understanding, empathy and compassion are key to becoming a great ally. This framework tackles the components of being an ally and guides you through the journey from advocacy to support and ultimately coexistence. Each require a mastery of understanding, empathy and compassion. Know that being an ally is not about you. It takes selflessness and intent.

