

Pegine (Peg-een) is CEO of Team Pegine, Inc., ([www.TeamPegine.com](http://www.TeamPegine.com)) a think tank, training and consulting firm focusing on utilizing leadership, diversity and inclusion to manifest success within the military, federal government, defense, STEM (Science, Technology, Engineering and Math) and manufacturing focused organizations. Her team works with the US Army, US Navy, US Marines, US Air Force, National Guard Bureau and 35 National Guard States. Clients include Rockwell Collins, Northrup Grumman, HSBC Bank and Booz Allen Hamilton. Capt Ken Barrett - Under Secretary of Defense's Deputy Director, Office of Diversity Management and Equal Opportunity in Washington, DC recommended Team Pegine Inc. at the Pentagon to DoD agencies, touting their approach to diversity and inclusion. "It's not just about race and ethnicity," said Barrett. "You can look at language skills, regional expertise, and cultural expertise – everything that puts us at a readiness standpoint to accomplish our missions. Team Pegine Inc. contributes to mission success."

Pegine is the one of 58 inductees into the Motivational Speakers Hall of Fame (given by [www.GetMotivation.com](http://www.GetMotivation.com)), (the only Latina and one of 8 females) and she is also one of 700 Certified Speaking Professional worldwide. The CSP is awarded to professional speakers after undergoing a rigorous independent audit of their business for expertise, eloquence, enterprise and ethics. The audit evaluated five years of documented business practices including ethics, customer service, client ROI, financial review, and marketing. New York Newsday calls business woman Pegine (Peg-een), "a walking one-woman antidote to workplace cynicism."

Team Pegine Inc. is an SBA 8(a) certified company which was named by the Jacksonville Business Journal as one of the top *Minority-Owned Businesses* in North Florida. Pegine was also named the Small Business Administration's Women in Business Champion of the Year for the State of Florida and Entrepreneur of the Year for North Florida during the federally sponsored Minority Enterprise Development Week.

She is interviewed and quoted by The Wall Street Journal, HR Magazine, Washington Post, NY Times, and BusinessWeek.com as well as NPR Fresh Air, CNN and Univision affiliates. She testified before the Military Leadership Diversity Commission on the diversity among white men. Pegine presented at the Pentagon, keynoted with two US Presidents, two Secretaries of State, General McKinley (from the Joints Chief of Staff) and authors John Maxwell and Suze Orman.

She is author of "*Sometimes You Need to Kick Your Own Butt*", "*Bragging Rights: Transform Your Team in 21 Days*", "*For All Our Daughters How Mentoring Helps Young Women and Girls Master Life*", "*Leading in a Diverse World: A Manifesto of Affirmations and Mantras for Leaders*" and is the creator of the inclusion program "*White Guys Are Diverse, Too*"! currently used by the military. The Society of Human Resource Management (SHRM) named her one of 100 Global Thought Leaders on Diversity and Inclusion. The GI Forum honored her work on behalf of Hispanics in the military and their families.

She is a former gang member who transformed her life.

During her teenage years, Pegine's sales and leadership training began when she ran with the wrong crowd on the tough streets of the Bronx becoming a member of a girl gang. Within the gang culture, Pegine relied on a sharp wit and dynamic personality for "street credit". But even her charm could not keep Pegine out of trouble. She was kicked out of her first high school and finally graduated from another high school after a drama teacher took Pegine under her wing. She learned the power of mentoring, laughter and belonging to group.

At 18 Pegine decided enough was enough and became a leader in her own life. She moved to Europe where she turned her life around. She launched two businesses, both which she sold at a profit by the time she was 23 when she returned to the states to finish her BA. She learned "*what you think is what you get*", how critical sales skills were for everyone and that change took guts.

Her transformation continued. She became the top Evinrude salesperson at the NY Boat show, national sales & operations manager at Pierre Cardin/Gant menswear (opening the Latino market) and President of a women's

direct sales catalogue company. She learned positive leadership skills and she became fascinated with motivation, leadership and people. Specifically, why some people took advantage of opportunities while others didn't and how organizations help or hinder individual success.

She went on to earn a Masters in Social Work, from Adelphi University, in group and organizational development focusing on how organizations and groups empower people to be leaders and how people can be leaders their own lives. She founded the University's Cultural Diversity Committee. Along the way, Pegine designed and directed a Latino family support center that was named one of the top ten in the country by *The Harvard Group Review*. Pegine's hobby is performing stand-up comedy about how people interact with life, leadership, business and family.

Pegine gives back to the community through her volunteerism especially as it concerns the military, women and girls and the Hispanic community. See volunteer and awards below.

## **Volunteer Service Positions**

### **National**

- Employers for a Strong America supporting the National Guard and Reserves (Vice President)
- Society of Human Resource Management (National Diversity Expertise Panel, National Media Resource Panel)
- United States Hispanic Leadership Institute (Conference volunteer 11 years) – Provides workshops to over 3,000 Hispanic college students twice a year.
- National Speakers Association (Inclusion committee, Ethics Committee Chairperson, Membership and Retention Committee and various other national committees)

### **Florida**

- American Cancer Society Florida Family Rock Volunteer (11 years) ACS works with families whose children were diagnosed with cancer during the previous year. Each year ACS brings the families to Disney for workshops, support and fun.

### **Jacksonville**

- Jacksonville Women's Business Center Advisory Board
- JWBC Women of Color in Business Initiative (co-Chairperson and co-Founder)
- Jacksonville Urban League (Board Member)
- North Florida National Speakers Association (Founding member, Program Chairperson)
- Board of Directors – Saw Mill Lakes Development, Social Committee Chair Saw Mill Lakes Development
- Nease High School Junior ROTC Booster Club Founder and President

### **New York**

- LI Fund for Women and Girls Gender Equity Roundtable

- Agenda for Children Tomorrow
- Nassau County Office of Minorities Business Council Advisory Board
- Girl Scouts Nassau County
- Boy Scouts Nassau County
- One to One Mentoring Advisory

**Honors and Awards received:**

- 2012 Jacksonville Business Journal Diversity Champion Award
- 2010 Certified Speaking Professional Designation
- 2010 Small Business Administration Women in Business Champion (Florida)
- 2009 Beaches Women's Partnership the first "Pearl of the Beaches" honoree
- 2008 Top Minority Owned Business in North Florida presented by the Jacksonville Business Journal
- 2008 Society of Human Resources 100 Global Thought Leaders on Diversity and Inclusion
- 2007 American GI Forum National Community Service Award
- 2007 Inducted into GetMotivation.com Motivational Speakers Hall of Fame
- 2007 Inducted into the United States Hispanic Leadership Institute Speakers Hall of Fame.
- 2007 Nominated for the Hispanic Business Magazine Women of the Year.
- 2005 Minority Enterprise Development Week Entrepreneur of the Year
- 2004 Recipient of the prestigious Hispanic Orgullo Award for Leadership
- 1999 Congressional Merit Award for Outstanding Leadership Programs
- 1999 Southern Illinois University at Carbondale Proclamation for Hispanic Achievement
- 1999 The Long Island National Organization for Women Nassau County Inc. Achievement Women's Equality Award for Activist for Young Women and Girls.
- 1999 The March of Dimes Women of Distinction Award
- 1998 Islip Town Board Outstanding Contribution to the PR/Hispanic Community Award
- 1998 Sigma Lambda Gamma Honorary Membership (Latina Sorority)
- 1997 Nassau County Legislature Certificate of Recognition for Outstanding Contributions to the Hispanic and African American Community.
- 1997 JFK Hispanic Heritage Committee Excellence in Education Building Opportunities for our Youth Award