



Strategic. Comprehensive. Results.

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COMPANY BIO

Integrative Management Solutions, LLC (IMS) is a management consulting and growth strategy firm based in Maryland, serving business owners throughout the region. For more than ten years, IMS has partnered with owners who are ready to scale, helping them assess how the business actually runs today and then build the processes, workflows, and operational structure that allow it to grow on purpose rather than by accident. The result is a business that runs on systems instead of the owner's memory, and one that's genuinely ready for its next stage of growth.

Because a growing business is also a vulnerable one, IMS also helps owners protect the value they're creating. The firm uses life financial products to insure against the loss of a key person, fund ownership transitions, reward the leaders who drive results, and build a source of capital owners can access on their own terms rather than a lender's. It's a practical way to make sure the value a business creates actually stays with the family and the people who built it.

IMS was founded by Dr. Drena Valentine, who holds a Bachelor's degree in Accounting, an MBA, and a Doctor of Management in Organizational Leadership. She also is a licensed Business and Protection Advisor. The firm is certified as a Woman Business Enterprise (WBE/WBENC), a Minority Business Enterprise (MBE/NMSDC), and by the Maryland Department of Transportation (MDOT).

IMS also builds its own team of licensed agents through Impact Beyond Measure, a division of Integrity, Inc. The firm trains people who are new to the industry rather than recruiting those with experience, covering licensing exam prep, coaching, and support that continues through an agent's first sale. Agents work with clients and workshop attendees who come to IMS, so there's no cold calling, no door knocking, and no buying leads. Advancement is tied to production rather than tenure, and agents who put in the work can move up quickly.



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PROFESSIONAL BIO

Dr. Drena Valentine is the Founder and Chief Executive Officer of Integrative Management Solutions, LLC (IMS), a management consulting and growth strategy firm specializing in operational excellence for owner-led businesses pursuing scalable growth. With over 25 years of experience in business, finance, and organizational leadership, Dr. Valentine is a trusted advisor to entrepreneurs, executives, and nonprofit leaders navigating complexity and driving sustainable growth.

A seasoned strategist, Dr. Valentine specializes in diagnosing operational gaps and inefficiencies, aligning business processes with strategic priorities, and implementing actionable solutions that produce measurable results. Her proprietary assessment tool, I.N.S.I.G.H.T. for Operational Excellence™, has supported business owners in achieving 40–60% improvements in operational performance. In addition to her consulting practice, Dr. Valentine serves as a wealth strategist, helping business owners build and protect long-term financial legacies.

Dr. Valentine is a passionate advocate for expanding business access, procurement opportunity, and supplier inclusion for entrepreneurs and business owners across the region. She holds a Bachelor's degree in Accounting, a Master of Business Administration, and a Doctor of Management in Organizational Leadership.