

## CAPABILITY STATEMENT

*Work, manage, and lead smarter for a healthier, higher-performing organization!*

### NAICS:

- 541611 Administrative Management and General Management Consulting Services
- 541612 Human Resources Consulting Services
- 611430 Professional and Management Development Training

CAGE: 88CJ5  
DUNS: 043248565  
UEI: C1BLZYFAWSH5

## CORE COMPETENCIES

- Change Leadership and Strategy
- Talent Strategy, Development & Management
- Facilitation, Professional Speaking
- Management/Leadership Development
- Performance Improvement
- Workforce Planning
- Team Development
- Executive, Leadership, & Management Coaching (Individual and Group)
- Competency Analysis/Modeling
- Giftedness (e.g. high-achieving, high-IQ)

## PROFESSIONAL CERTIFICATIONS

- Coaching: *InsideOut, Cognitive Coaching*
- Assessments: *DiSC, Insights, VOICES 360, Profilor, MBTI*
- NeuroLeadership
- Strategic Workforce Planning
- Talent Management
- Competency Modeling
- Compression Planning
- Mental Health First Aid . . . and more

## PAST PERFORMANCE

### 3M

NEED: Global Supply Chain division enduring overwhelming change needed practical, science-based strategies for supporting themselves and others through trying times

SOLUTION: developed and delivered interactive, live virtual seminar series offered to all unit staff; formed advisory group to influence content and evaluate results

**Individual well-being and productivity improved, unit avoided mass turnover, managers instituted key techniques to strengthen teams.**

### XCEL ENERGY

NEED: Distribution division leadership (executives, leaders, managers, supervisors) needed better understanding of how people react to change -and people management best practices grounded in new research

SOLUTION: designed interactive, high-content keynote program and delivered at annual division leadership conference.

**Management recognized current gaps in management practices and priority areas to take improvement action on**

## DIFFERENTIATORS

- Research-backed neuroscience approach to organizational improvement, learning, change and performance
- Rare ability to translate hard science into simple, practical methods in motivating engaging ways
- Expert consultants with "Big Five" firm experience along with collaborative and relatable interpersonal styles
- Clients report very high comfort and trust in WorkingSmarts and hire repeatedly
- Cutting-edge 'off-the-shelf' and customized learning programs (will align to competency models; may be approved for professional CEUs)
- Ability to quickly speak the language of many differing professions, staff with varying experience levels, confidence levels, and types of neurodivergence



### UNITED WAY OF GREATER TWIN CITIES

NEED: executive leader team lacked common operational systems and practices, causing confusion, lost productivity, and conflict

SOLUTION: offered "Execution Skill Series" with input from team members; established new processes and practices re: meetings, managing performance, work planning, communications and more.

**92% of attendees felt substantially better able to lead and serve as member of leadership team**