

Capability Statement

Federal and State Government

A WBENC Certified Woman-owned Business

Innolect, a global leadership and organization development firm, grows leaders, develops strong talent pipelines and improves workplace performance



Growing Leaders™

Growing the Leader in Everyone...

Client Engagement

Executive and Leadership Development

- Executive Assessment and Development
- Executive Coaching and Onboarding
- Strategic Communication and Listening
- Executive Presence and Succession Readiness
- Diverse Talent Development

Team Development and Excursion LearningSM



- Teambuilding and Team-development
- Critical Meeting Design and Facilitation
- Remote Team Alignment Methodologies

Enterprise-wide Change and Transformation

- Cultural integration and *Full-Circle DEI StrategySM*
- Employee Engagement and Retention
- Strategic Planning and Change Management
- Organization Learning and Training Design



DUNS Number: 020191941

Cage Code: 6FLP5



NAICS Codes

611430 - Professional and Management Development Training

541612 - Human Resources Consulting

541618 - Management Consulting Services

541720 - Research and Development

512110 - Motion Picture/Video Production

UNSPC Codes: 80101508, 80110000

Accept Credit Card and Purchase Codes



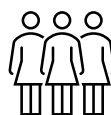
Contract Holder
Contract GS-00F-004GA



SBA WOSB
Woman Owned Small Business

Differentiators: Record of Results

- 98% of clients engage us again
- **Industry thought leader:** *Harvard Business Review, OD Practitioner, SHRM, People + Strategy, ABC/2020, etc.*
- Reduce turnover costs
- Increase employee engagement
- Decrease grievances & litigation
- Retain top talent
- Build leadership capacity to future success
- Develop “big picture” perspective
- Fast-track onboarding and integration
- Address skill gaps and war for talent
- Build sustainable, positive legacies
- Cultivate breakthrough/disruptive thinking



Innovative Intelligence®









Innovative Intelligence®
equips leaders to think differently, solve problems and navigate complexity to achieve high performance results.



Clarity • Collaboration • Creativity • Courage

Awards

- 2020 Diversity Alliance for Science: Top 8 that Innovate
- 2019 WBEs Who Rock by DBE Magazine
- 2017 Top 100 woman-owned business
- Conference Board Gold Book- Executive Coaching
- Recipient Diverse Supplier Awards

Who we are...		www.innolectinc.com	
<p>Our Vision: <i>Better the world by growing leaders and building creative, high integrity workplaces.</i></p> <p>We equip and develop leaders as Change Guides who gain greater self-awareness, learn tolerance for ambiguity and build resilience to uncertainty.</p> <p style="text-align: center;">Innolect Talent</p> <ul style="list-style-type: none"> • Broad industry experience • Thought leaders who are widely published books/articles (<i>Harvard Business Review, People+Strategy, Chief Learning Officer, etc.</i>) • Advanced degrees and certifications • ICF Executive Coach Certification/Accreditation • Senior level consultants and practitioners • Front-line Senior Management leadership roles • Strategic guides with deep wisdom in Executive Leadership and Organization Development 		<p>Clients know us for our work... </p> <p>Clients value us for our people.</p> <p><i>“Thank you for the value that every conversation with you has brought to my development and for the significant contribution that you have made to my team’s success.”</i> Group President</p> <p><i>“By far one of the most useful events I have participated in with regard to leadership development.”</i> General, US Army</p> <p><i>“Through impactful presentations, engaging team facilitation and instructive executive coaching, Innolect has equipped members of our leadership team, including me personally, to become more effective leaders.”</i> EVP, Human Resources</p> <p><i>“In healthcare you are essentially an air traffic controller and it takes a great deal of listening and problem solving between staff, physicians, patients. You changed the way I listen and communicate.”</i> Patient Experience Officer</p>	
Representative Past Experience			
	<p>Awarded a 3-year contract to design, develop and deliver 3 different Transformational Leader Development Programs for Brigade Commanders and Battalion Commanders, Command Sergeants Major, and Senior Staff/Civilian leaders with individual and group training, leadership assessments and coaching, as well as Excursion LearningSM events.</p>		
	<p>Conducted Organization Network Analysis (ONA) study and designed and facilitated series of global meetings to establish expectations for and approach future leadership challenges, learn new tools and build a more agile, proactive enterprise.</p>		
	<p>Facilitated Executive Assessment and Customized Training webinars to train senior leaders in adult development theory and (vertical) assessment. Used the Leadership Maturity Assessment Profile (MAP) with one-to-one feedback to support each leader’s individual development plans.</p>		
	<p>Administered the Myers-Briggs Type Assessment (MBTI) for individuals and the team to help leaders key insights for working within a newly formed team. Designed and facilitated a workshop module (via webinar) for teambuilding and professional development.</p>		
	<p>Partnered with Senior Leadership team on Culture Change initiative to build a profitable and positive customer-centric culture. Identified and developed leader and team capabilities needed to implement strategic change for future sustainability and growth.</p>		
	<p>Designed and developed a customized program to build high performance team. Over three-months, administered individual and team assessments as well as acilitated a series (six)of highly interactive webinars to build relationships, team communication and accountability.</p>		
	<p>Designed award-winning Executive Leadership Coaching protocol and tools. Served as the liaison for 80+ external coaches to onboard and ensure development of high potential leaders transitioning to new roles and/or increasing levels of responsibility.</p>		