

## Capability Statement

Federal and State Government

WOSB Certified (WBENC)

A global leadership and organization development firm that prepares executives and their teams to succeed in workplaces today and in the future.



### GROW the Leader in Everyone...

#### Innolect Results and Impact

Track-record of results and bottom-line value



- Build leader and team capability
- Fast-track leader onboarding / transitions
- Attract / retain great people
- Develop “big” picture perspective
- Accelerate leader *vertical* development
- Increase generational employee engagement
- Offer integrated strategies
- Make decisions with intention
- Compete more efficiently and effectively
- Cultivate breakthrough / disruptive thinking

*WBE/WOSB Diverse Supplier Awards*  
*WBENC/GWBC Advocacy Awards*



**DUNS Number:** 020191941

**Cage Code:** 6FLP5

**NAICS Codes:**

611430 - **Professional and Management Development Training**

541612 - **Human Resources Consulting**

541611 - **Administrative Management and General Consulting**

541618 - **Management Consulting Services**

541720 - **Research and Development**



#### Innolect Services

##### Growing Leaders

- Executive leadership onboarding & coaching
- Succession readiness development
- Transformational communication & listening
- Virtual leadership and management
- Assessment suite for executives

##### Growing Teams

- **Excursion Learning**® events
- Critical meeting design and facilitation
- Team development and learning
- Leading & engaging virtual teams



##### Growing Creative, High Integrity Workplaces

- Strategic change and organizational learning
- Design/align workplace culture and strategy
- Executive decision analysis & priorities
- Design thinking and **Innovative Intelligence**® methods for global organizations

**E-learning and Award-Winning Training**

#### Innolect Differentiators

*Clients know us for our work...  
They appreciate us for our people.*

- Broad government & industry experience
- Thought leaders – **Published authors and researchers:** *Harvard Business Review, People + Strategy, Chief Learning Officer, OD Practitioner, etc.*
- Advanced degrees and certifications
- Senior level consultants and practitioners
- Front-line senior management experience
- Change guides who foster productivity, innovation and growth
- Deep wisdom in executive leadership development and strategic change
- Proprietary books, research, learning aids and assessment tools



## Who we are...

Established in 2000, **Innolect** is an innovative global consulting firm that prepares organizations and their leaders for the future. With a zoom perspective and portfolio of resources, we accelerate leader agility and productivity.

### Our Vision:

**Better the world by growing leaders and building creative, high integrity workplaces.**

**Our Values:** Innovation • Courage • Client Intimacy • Trust  
• Community • Appreciation

### Our Proprietary Approach - Innovative Intelligence®

Collaborative method to give leaders access to creative resources, greater tolerance for ambiguity, more agility for change and deeper resilience during times of complexity and uncertainty.



For more information, contact:

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**innolect®**

**Equip leaders** who think differently, solve problems, navigate complexity and achieve performance results immediately.

### Client Feedback

*"By far one of the most useful events I have participated in with regard to leadership development."*

**General, US Army**

*"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."*

**EVP, Telecommunications**

*"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."*

**Patient Experience Officer**

## Representative Past Experience



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 Learning<sup>SM</sup> events.



Conducted **Organization Network Analysis (ONA)** study and designed and facilitated a series of global meetings to establish expectations for and approach future leadership challenges, learn new tools and build a more agile, proactive enterprise.



Supplier of Choice to provide **executive coaching and 360 assessment** services using adult development (vertical) framework, the Leadership Maturity Assessment Profile (MAP), as well as behavioral/standardized 360 assessments for ascending senior leaders.



Delivered Leadership Development Programs for all leaders within two divisions over several years. Used Innolect's **Innovative Intelligence®** consulting approach to discover the needs, conduct assessments and design multiple experiential workshops for leaders.



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.



Facilitated proprietary **Excursion Learning®** events to address engagement (Diversity & Inclusion) and business needs using equine-assisted, *Driven to Perform<sup>SM</sup>*, Navigating Whitewater and *Sustainable Legacies®* events to build high performance teams.



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.

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**YouTube Overview Video:** <https://www.youtube.com/watch?v=Uz1GMr6aiy8>