

**We Grow the Leader in Everyone...**

**Capabilities**

**Executive and Leadership Development**

- Executive Assessment and Development
- Vertical Development Coaching & Onboarding
- Strategic Communication & Listening
- Middle Manager Retention & Development (A.T.T.A.I.N. -Succession Readiness)

**Team Development**

- Team Development & Teambuilding
- Expert Meeting Facilitation
- Rapid & Remote Team Alignment

**Culture Change and Transformation**

- *Strategic Listening Architecture*®
- Employee Engagement & Retention
- Strategic Planning & Change Management
- Cultural integration & Renovation
- Systemwide Training & Learning Design



**Dr. Kittie W. Watson, President and Founder**



**UEI Number:** KAVWSEYK47Z6

**CAGE Code:** 6FLP5

**UNSPC Codes:** 80101508, 80110000

**NAICS Codes:**

611430 - **Professional and Management Development Training**

541612 - **Human Resources Consulting**

541618 - **Management Consulting Services**

512110 - **Motion Picture/Video Production**

*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 re-engage
- Engage Only Senior Level Consultants, Coaches & Facilitators (with advanced degrees & certifications)



**Published Research:** *Harvard Business Review, SHRM, People + Strategy, ABC's 2020, OD Practitioner, etc.*

**Proprietary Products:** assessments, books & tools

**Research and Training Awards:**

- Program Design – ATD (ASTD)
- Innovation – Gold Book Conference Board
- Lifetime Achievement – ILA

**Pay It Forward:** 15-20% of All Profits Donated

**Representative Experience**



Designed Brigade/Battalion Commanders **Transformational Leader Program**



Conducted **Organization Network Analysis** study and designed and **facilitated series of global meetings**



Delivered **Leadership Development** program for all leaders in two divisions



Deliver 7-module experiential **supervisor cohort** with management reinforcement




Created customer-centric **Culture Change** initiative with senior leadership



Customize training in **Effective Listening**



Designed award-winning **Executive Leadership Coaching** protocol and tools

Who we are...	Innovative Intelligence <sup>®</sup>
<p><b>Our Vision</b>  <i>(founded in 2020)</i></p> <p><b>Why We Do What We Do:</b> <i>Better the world by growing leaders and building creative, high integrity workplaces.</i></p> <p><b>What We Do (Results):</b></p> <ul style="list-style-type: none"> <li>• Retain TOP Talent</li> <li>• Equip leaders as “change guides” to navigate complexity</li> <li>• Build greater self-awareness and resilience</li> <li>• Accelerate leader advancement</li> <li>• Develop strong talent pipelines</li> <li>• Reduce voluntary turnover costs</li> <li>• Improve workplace performance</li> <li>• Decrease litigation risk and grievances</li> <li>• Measure and track results</li> <li>• Build greater safety and trust</li> </ul>	<p><b>How We Do What We Do...</b>            Use Innovative Intelligence<sup>®</sup>, Vertical Development, Listening Architecture™ and senior consultants to Influence with an appreciation of individual differences</p> <p><b>VERTICAL DEVELOPMENT</b></p>  <ul style="list-style-type: none"> <li>• Equip and transform leaders to for long-term impact</li> <li>• Match coaching to a leader’s development stage</li> <li>• Provide AI-Scored Psychometric Assessments with expert oversight</li> <li>• Expand capacity and trajectory for growth</li> </ul>
<p><b><i>Clients hire us for our work...Clients value us for our people.</i></b></p>	

“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.” **Group President**

“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, Human Resources**

“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**



**Innolect Inc. Headquarters**  
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