

We Grow the Leader in Everyone...

Capabilities

Executive and Leadership Development

- Executive Assessment & Development
- Vertical Development Coaching & Onboarding
- Strategic Communication & Listening
- Middle Manager Retention & Development

Team Development

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

Workforce Effectiveness

- T.H.R.I.V.E™ Model for Change Transformation
- Strategic Listening Architecture®
- Employee Engagement & Retention
- Strategic Planning & Change Management
- Cultural integration
- 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
- 8 that Innovate – Alliance for Science

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

Representative Government Experience



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



Customize program to **build high
performance team**



Offer **Vertical Development Executive
Assessment** with one-to-one feedback



Deliver 7-module experiential
supervisor cohort with management
reinforcement




Facilitate **in-person training, webinars
and teambuilding**



Customize training in **Effective
Listening**



Conduct **5-year Strategic Plan Process**
for Greensboro Police Department

Who we are...	Innovative Intelligence [®]
<p>Founded in 2000</p> <p>Our Vision</p> <p>Why We Do What We Do: <i>Better the world by growing leaders and building creative, high integrity workplaces.</i></p> <p>What We Do (Results):</p> <ul style="list-style-type: none"> • Retain TOP Talent • Equip leaders as “change guides” to navigate complexity • Build greater self-awareness and resilience • Accelerate leader advancement • Develop strong talent pipelines • Reduce voluntary turnover costs • Improve workplace performance • Decrease litigation risk and grievances • Measure and track results 	<p>How We Do It:</p> <p>Use Innovative Intelligence[®], Vertical Development, Listening Architecture and senior consultant experts to Influence with an appreciation of individual differences</p> <p><u>Vertical Adult Leadership Development</u> <u>Aligned with Listening Architecture™</u></p>  <p>Culture Change Impact</p> <ul style="list-style-type: none"> • Retain and grow top talent • Reduce voluntary turnover costs • Develop inclusive leaders and environments • Build cultures of curiosity, safety and trust
<p><i>Clients hire us for our work...Clients value us for our people.</i></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.” **Officer to Board**

“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.” **Director, Leadership and Organization Development**

“Collaborating closely with Innolect was an awesome experience because they possess keen knowledge as well as an understanding of organizational culture. They convey humility and integrity in how they partner with clients.” **Deputy City Manager**



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 Fort Mill, SC 29708
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