



Since people are an organization’s most valuable resource, they deserve leaders of the highest quality who are respectful, authentic, empowering, and credible. An organization must have the kind of culture that enables them to thrive. Toxic personalities erode an organization’s culture. **We help leaders and organizations identify and address counterproductive behaviors and practices and create the conditions for individuals and teams to thrive.**

We are a veteran-owned business founded in 2020 by Ken Williams, a 25-year Army officer, coach, practitioner, and academic with a PhD in leadership and organization change. Ken is a world class coach and facilitator, experienced in engaging people in action learning.

### Core Capabilities

- Leadership, supervisory, and management skills development and training
- Organizational detox: Toxic and counterproductive behavior neutralization
- Organizational culture change for respectful engagement and high performance
- Executive leader, individual, and team coaching
- High performance team building

### Differentiators

- Instructed leadership and ethics for senior military and federal government leaders and mid-career and entry-level Military Police officers
- Over 25 years of experience in the Department of Defense as an advisor, coach, and instructor to leaders at all levels on of ethical leadership, morale, morality, and organizational development
- Incorporates a personalized process for leader development emphasizing core values, strength maximization, and vulnerability and biases mitigation.
- Developed a customized process of researching and analyzing organizational culture to identify counterproductive behaviors, policies, and procedures and recommendations for actions for organizational culture change.
- Incorporates an organizational culture change model to reinforce respectful engagement and diversity and inclusion.
- Conducted organizational change projects and taught leaders to create conditions for high performance and to address difficult employees
- Skilled in Webex, Blackboard Collaborate Ultra, and Zoom virtual formats.
- Certified facilitator, Myers-Briggs Type Indicator; focuses on self-awareness and appreciating differences for team building
- Certified facilitator, EQ-I 2.0 assessment of emotional intelligence
- Adjunct Professor, Georgetown University, Principled Leadership
- International Coaching Federation, Professional Certified Coach

**DUNS:** 117503492

**CAGE Code:** 8L6H4

#### Primary NAICS Codes:

- 541611 Administrative Management & General Management Consulting Services
- 541618 Other Management Consulting Services
- 611430 **Professional and Management Development Training**
- 611699 All Other Miscellaneous Schools and Instruction
- 611710 Educational Support Services

### Training and Development Services

- Highly skilled in instructional design based on best practices in adult learning and moral development.
- Customized program delivery tailored to your organization’s mission, vision, and strategic objectives.
- Provides all levels of leadership and team development, coaching, and mentoring training programs to include emerging, mid-level and executive leadership development.
- Long-term programs include customized professional and executive development plans and organizational change strategic plan.

### Past Performance

#### Department of Defense, US Army –

- Senior Military Fellow and Instructor in Leadership and Ethics at the National Defense University; conducted published research on toxic leadership and moral development. July 2016 – July 2020
- Pentagon Chaplain, supervised and conducted programs of religious support, ethical leadership for all branches and civilians; conducted workshops and seminars on toxic leadership, difficult employees, organizational culture change, and teambuilding. November 2014 – July 2016

**Department of Homeland Security, Transportation Security Agency –** Leadership training for new supervisors. July 2020 to present

#### Featured speaker on toxic leadership –

Federal Alternative Dispute Resolution; US Air Force Security Police; Pentagon Army Senior Executive Services; civic organizations