

**Talent Spear, Inc.**



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DISABLED VETERAN OWNED

**BRIEF COMPANY OVERVIEW**

Talent Spear, Inc. is a trusted leader in workforce, employee, leadership, and organizational development solutions. We specialize in strategic partnerships and delivering data driven, evidence-based programs that increase employee engagement, leadership effectiveness, people analytics, and business results. As a Blanchard® Authorized Partner, we blend proven methodologies with real-world practicality to solve today's people challenges in government, nonprofit, and private sector organizations.

**NAICS CODES**

**611430** - Professional and Management Development Training

**541612** - Human Resources Consulting Services

**541611** - Administrative Management and General Management Consulting Services

**923110** - Administration of Education Programs

**541618** - Other Management Consulting Services

**OPTIONAL INFORMATION**

**Authorized Partner:** The Ken Blanchard Companies®

**Certifications:** Blanchard Certified Trainer, Prosci® ADKAR, CliftonStrengths® Coach, PeopleMap, ICF, Delivery Methods: LMS-integrated eLearning, VILT, in-person workshops, webinars, Keynote speaking Tools: Visual Explorer™, Cliftonstrengths®, Trust Self-Assessments, Power BI Dashboards, Q12

**OUR SOLUTIONS**

**LEADERSHIP & EMPLOYEE DEVELOPMENT**

- |   |                                |
|---|--------------------------------|
| Situational Leadership II® (SLII®) Concepts | Conversational Capacity®       |
| Building Trust®                             | Courageous Inclusion®          |
| Self Leadership®                            | Essential Motivators™          |
| Team Leadership®                            | Leading People Through Change® |
| Coaching Essentials®                        | Legendary Service®             |
| Management Essentials®                      | Servant Leadership Essentials® |
| Leading Virtually™                          | CliftonStrengths               |

- Strategic Thinking/ Planning
- Leadership and Career Coaching
- Employee Onboarding
- Mentoring Programs

- Onsite & Virtual Facilitation
- Custom Programs 6-12 months
- Vision & Values Statements
- Career Development

**PEOPLE ANALYTICS & DATA**

Data Analysis Power BI MS Forms Power Automate SQL/Tableau Data Visualization

**ASSESSMENTS & EVALUATIONS**

- |                                 |                          |
|---------------------------------|--------------------------|
| Q12 -Employee Viewpoint Surveys | Focus Groups             |
| Organizational Wellness Scan    | Strategic Planning       |
| Training Needs Assessments      | Prosci Change Management |

**CORE COMPETENCIES**

- Blanchard Leadership Development Programs
- Employee Engagement Strategy & Action Planning
- Professional Coaching Services and Internal Program Design & Facilitation
- Organizational Assessments (Q12, 360s, Exit/Stay Interviews, Wellness Scans)
- Custom Workshop & Program Design (virtual/in-person, half-day to 12 months)
- People Analytics & Custom Dashboards (Pulse, FEVS, Leadership)
- Change Management (Prosci ADKAR® Model, Strategic Alignment)
- Talent Strategy Consulting (Succession Planning, Diversity, Strengths-Based Culture Teams)

**PAST PERFORMANCE**

-R&R Head Labs -NOVA Home Loans -Achieve Sports  
Westwind Management Group, LLC -Optimal Home Care, Inc -Fox Airsoft  
-Protege Real Estate



**DIFFERENTIATORS**

- **Convenience** – Virtual, hybrid, and onsite program delivery with flexible scheduling.
- **Strategic Partnership** – We co-create solutions and build long-term relationships based on trust, alignment, and shared success.
- **Customization** – Programs are tailored to your organization's goals, culture, and workforce challenges—never one-size-fits-all.
- **Specialized Knowledge** – Experts in learning and development, instructional design, leadership, facilitation, coaching, employee engagement, program evaluation, and people analytics.
- **Evidence-Based** – Grounded in validated research and best-in-class leadership models.