

Talent Spear, Inc.

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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

611699 - All Other Miscellaneous Schools and Instruction

541618 - Other Management Consulting Services

541720 - Research and Development in the Social Sciences and Humanities

611710 - Educational Support Services

541519 - Other Computer Related Services

541690 - Other Scientific and Technical Consulting Services

OPTIONAL INFORMATION

Authorized Partner: The Ken Blanchard Companies®

Certifications: Blanchard Certified Trainer, Prosci® ADKAR, CliftonStrengths® Coach, PeopleMap, ICF, Myers-Briggs

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

Building Trust	CliftonStrengths
SLII® (Situational Leadership II)	Employee Engagement
Team & Self Leadership	Myers-Briggs / PeopleMap
Strategic Thinking/ Planning	Onsite & Virtual Facilitation
Leadership and Career Coaching	Custom 6-12 months Programs
Employee Onboarding	Vision & Values Statements
Peer and Mentoring Programs	Career Development

ASSESSMENTS & EVALUATIONS

Q12 -Employee Viewpoint Surveys	CliftonStrengths
Organizational Wellness Scan	EQ
Training Needs Assessments	TTI TriMetrix
Myers Briggs	Strategic Planning
PeopleMap	DiSC

PEOPLE ANALYTICS & DATA

Data Dashboard Visualizations	Power BI / MS Forms
FSQL/Tableau	Power Automate

CORE COMPETENCIES

- Leadership Development Programs (e.g., SLII®, Building Trust, Self & Team Leadership, Coaching Essentials®, Gallup CliftonStrengths, Myers-Briggs, DiSC, Emotional Intelligence, PeopleMap, and TTI Tri-Metrix)
- 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
- Optimal Home Care, Inc.



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.
- Price** – Competitive rates with scalable solutions for teams of all sizes.

PAST EXPERIENCE 2015-2025

Office of Talent Management, Department of Energy

Work Summary:

Led the modernization of the Department of Energy's Internal Coaching and Mentoring Network Program, increasing participation by 385% through streamlined MS Forms and SharePoint automation. Delivered employee engagement consulting, focus groups, and strategic training plans to address organizational challenges identified in the Employee View Point Survey. Developed, designed, and implemented two 12-month custom leadership program for key departments, integrating coaching, workshops, and evidence-based tools to build leadership capacity, improve trust, and boost engagement—resulting in higher engagement scores and reduced turnover.

Magnitude:

My work impacted 12,000 federal employees, boosting engagement and retention while saving \$135,000 through more efficient delivery and reduced contractor use. The custom leadership program increased engagement and saved clients through design, implementation, improved retention, and internal leadership effectiveness.

Workforce Management Office-Office of Energy Efficiency and Renewable Energy, Department of Energy

Work Summary:

Supported the Training Officer position for EERE's Workforce Management Office as the primary POC for 350+ employees. Managed workforce development efforts, partnered with senior leaders to assess training needs, and coordinated contracts for technical and leadership programs. Facilitated and led group training and department-wide development initiatives aligned with mission priorities, improving performance and ensuring compliance with federal training requirements.

Magnitude:

Supported 350+ EERE employees across multiple offices by launching technical and leadership training programs that improved knowledge transfer, leadership readiness, and collaboration. These efforts boosted engagement scores, reduced skill gaps, and achieved \$90,000 in cost avoidance over two years through strategic vendor and internal training solutions.

Southwestern Power Administration, Department of Energy

Work Summary:

Designed and delivered a 12-month custom leadership development program—The Leading-Self Professional Profile Series—for the Power Marketing Administration HR Shared Service Center. This strengths-based initiative focused on developing self-aware, resilient, and adaptive leaders through a blended approach of in-person workshops, coaching, and peer learning. The program incorporated evidence-based practices and tools such as CliftonStrengths®, Situational Leadership®, Building Trust, and the Center for Creative Leadership framework. Each session was intentionally spaced to allow for reflection, real-world application, and transformational learning. Curriculum included intra-personal workshops, breakout sessions, and facilitated peer discussions that emphasized emotional intelligence, self-leadership, and personal growth as the foundation for leading others.

Magnitude:

Trained 37 emerging and mid-level leaders, boosting engagement, communication, and leadership effectiveness. The program enhanced succession planning, saved an estimated \$50,000, and improved self-awareness, team collaboration, and alignment with DOE's mission-ready workforce goals.

Southeastern Power Administration, Department of Energy

Work Summary:

Designed, developed, and facilitated SEPA's Moving Forward, Together initiative to boost employee recognition, engagement, communication, trust, and leadership, advancing the agency's "Employer of Choice" goal. Designed and delivered a five-month, evidence-based training plan targeting key issues from the 2018–2019 FEVS. Facilitated workshops, virtual trainings, and assessments focused on leadership, trust, communication, and personal/team development, with pre- and post-surveys measuring impact.

Magnitude:

Engaged 20 SEPA employees (47% of the agency) in pre- and post-assessments, showing measurable gains in engagement, satisfaction, trust, and culture. The initiative addressed key leadership and communication gaps from FEVS and improved agency climate. Ongoing collaboration with PMA HR SSC ensured adaptive delivery, with recommendations guiding sustained organizational health and development.

Colorado Department of Corrections-National Institute of Corrections, Department of Justice

Work Summary:

Facilitated two large national symposium and conducted strategic thinking workshops for senior leaders, developing critical, conceptual, creative, and intuitive thinking skills. Built on prior sessions to translate organizational goals into actionable strategies using interactive activities like force-field analysis and scenario planning. Emphasized respectful communication and SMART goal setting to align initiatives with agency priorities. Enhanced leaders' flexibility, collaboration, and strategic decision-making capabilities. Independently managed national evidence-based training and leadership programs for executive correctional staff across multiple government levels. Served as NIC's subject matter expert for Thinking for a Change 4.0, creating over 4,200 client accounts and training 800 staff. Delivered technical assistance and custom leadership programs, improving leadership capacity and program fidelity. Led audits, evaluations, and national strategic initiatives, while authoring leadership whitepapers and developing virtual training curricula to enhance program effectiveness.

Magnitude:

Engaged the entire CDOC facility management team across two large-group sessions, promoting consistent leadership development. The workshops reinforced key leadership competencies and contributed to progress toward agency goals, including measurable increases in positive staff feedback. Participant engagement remained high despite varied prior experience, and workshop deliverables provided a foundation for ongoing strategic planning and leadership growth. At NIC, I supported 200+ agencies in 40+ states, facilitating over 43,000 program site visits and 17,200 LMS logins in FY2017. Trained 800+ correctional staff and developed 83 mid-to-senior leaders through targeted leadership programs. Influenced national training standards via audits, strategic planning, and symposiums with 250+ professionals. Delivered measurable gains in program fidelity, leadership capacity, and engagement while managing large-scale contracts within budget.

Colorado Federal Executive Board, Denver, Colorado

Work Summary:

Served as Secretary for the Colorado Federal Executive Boards Workforce Development Council (WDC), supporting the local federal workforce by delivering programs aligned with agency needs, White House initiatives, and OPM directives to enhance employee engagement and competencies. Designed and facilitated a well-received 4-hour leadership workshop, Coaching Others from the Inside Out, as part of the CFEB Essential Leadership Skills program. Contributed to the development and implementation of a Training Community of Practice (TCOP) to provide Colorado federal agencies with access to internal trainers and external learning resources. Promote strategies to attract, retain, and develop a diverse, high-performing workforce through partnerships with intergovernmental and private-sector entities. Manage meeting logistics, record detailed minutes for over 200 members, and provide expert counsel on training management, program development, and human capital best practices. Support CFEB's mission to foster collaboration and communication among federal, state, and local agencies.

Magnitude:

Directly impacted the local federal community by engaging over 200 agency members and facilitating workforce development initiatives that improve leadership skills and employee engagement. The TCOP initiative is set to provide cost-effective training resources across all Colorado federal agencies, enhancing access to professional development. Successfully promoted interagency partnerships and collaboration, contributing to a stronger, more coordinated federal workforce in the region.