TALENT SPEAR
PEOPLE ARE THE POINT

CAPABILITY STATEMENT

Talent Spear, Inc.

blanchard Authorized Partner

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CAGE Code: 134D8

UEI: Z4YTH24BDAJ3

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**6**

OUR SOLUTIONS

LEADERSHIP & EMPLOYEE DEVELOPMENT

Situational Leadership II® (SLII®)
Concepts
Building Trust®
Self Leadership®
Team Leadership®
Coaching Essentials®
Management Essentials®
Leading Virtually™

Conversational Capacity®
Courageous Inclusion®
Essential Motivators™
Leading People Through Change®
Legendary Service®
Servant Leadership Essentials®
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
Organizational Wellness Scan
Training Needs Assessments

Focus Groups
Strategic Planning
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-Protege Real Estate -Fox Airsoft -Department of Energy -Adams County Human Services -Insight Strategies, Inc -Break the Norm Leadership -Magis Lending -121 Revolution - National Nuclear Security Administration

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.