

# Capability Statement

**Organizations are set back every day by their inability to have difficult conversations at the onset of problems –and losing billions in the process.**

Leaders are consistently challenged by wasted time, disengaged employees, and low productivity resulting from strained relationships in the workplace. Leaders and Human Resources professionals spend immeasurable amounts of time mediating and addressing stressful situations in which effective communication techniques could have resolved the issue at the onset. We believe a lack of job skills and motivation is not the primary problem preventing organizations from propelling as leaders in their industry. Instead, we argue, it is the strained relationships between employees who lack the skills and courage to navigate through difficult and sensitive issues effectively.

**We know there is a silver lining when everyone has “skin in the game.”**

Amediate, LLC, is a full-service human performance consulting firm that helps leaders and employees develop, transfer, and practice breakthrough skills for navigating sensitive and challenging discussions. We bring over 25 years’ hands-on workplace experience listening to the issues. Our consultants analyze, identify, and design custom learning modules that transfer the soft skills needed for collaboration in the workplace for meeting organizational goals and objectives. We know there is nothing “soft” about soft skills –particularly when a lack of these foundational skills can make or break an organization,

Our consultants have skills to not only facilitate but also to mediate, investigate internal complaints, and strategically navigate organizational systems to a more productive workplace. We help businesses, non-profits, and public entities create Learning Organizations where leaders and team members eagerly engage in learning new skills and being committed to practice and transferring those skills to others within. We know that Learning Organizations create leaders who create leaders at every level, whether up, down, or sideways. In a Learning Organization, there is a place for everyone.

**Amediate, LLC, is here to help!**

Bring us in before problems arise, and we will help you to develop an organization in which members are equipped and empowered with skills to help them self-navigate through challenging discussions and situations. –Or when conflict does arise, and you need objective assistance to navigate through, bring us in to investigate the problem and/or to mediate the discussion. Our trustworthy services are customized and provided to meet the human performance needs of a wide range of organizations. Our clients include public agencies, non-profit organizations, and private sector industry and business. We design and facilitated customized, tangible skills that transfer and create self-identified change agents who take the torch to inspire others. Our client base includes Virginia Port Authority, City of Norfolk, Charlotte/Mecklenburg Police Department, Virginia Department of Transportation, Ohio Department of Transportation, JetStream Ground Services, EEOC (Equal Employment Opportunity Commission), Mitsubishi Chemical, Mitsubishi Alpolc, Elizabeth River Crossings, Boxercraft, Inc., Norfolk Public Schools, Norfolk State University, College of William & Mary, Thomas Nelson Community College, Virginia Department of Social Services. (Division of Licensing Programs), Federal Agencies (as sub-contractor to JDG Associates - SSA, TSA, USDA, DHHS, DOT, GSA, GAO, NASA, NOAA, OIG, OPM, PTO, DOC, HUD, and VA)

## Services and Expertise

- **Organizational Culture Assessment**
- **Keynote presentations that address concerns in today's workplace. Titles include:**
  - Implicit Bias: “What it is and how it connects in our workplace”
  - “Managing Bad Behavior in the Workplace –What it Will Cost You if You Don’t
  - Managing for a Harassment-Free and Inclusive Workplace Environment
- **“Leadership for the Learning Organization” (LLO ©) Custom designed modules for organizational leaders and employees addressing specific client concerns and/or identified gaps found in workplace assessment. We identify skills gaps, then design, deliver, and evaluate skills application progress.**

### Sample Curriculum Module design

- 1 - Understanding Your Leadership Personality Type –and How it Affects Others
- 2 - Adapting Your Personality Type with Those You Manage
- 3 - Creating the Motivating Workplace Environment
- 4 – Being Fair
- 5 – Communicating Through Conflict
- 6 - Coaching and Developing Collaborative Teams

- **Emergenetics “Meeting of the Mind” Collaboration Training**
- **Focus Group Facilitation**
- **Facilitate EEO Workplace Investigator Trng – MD 110 Certificate**
- **Onsite discriminations complaint investigations**
- **Workplace mediations services**

## Certifications

- **Emergenetics Certification** (Thinking/Behavior Preference Tool) - Associate (<https://amediatellc.com/emergenetics/>)
- **Federal EEO Annual Certification** - Regulations Update (MD-110)
- **CPTD** – Certified Professional in Talent Development

## Company Designations

EIN – 46-5067904 DUNS # 079324881 Cage Code: 73CK0  
NAICS: 611430 - PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING  
541611 - ADMINISTRATIVE AND GENERAL MANAGEMENT CONSULTING  
SWaM Certificate: # 710975 (exp. 12/7/23)  
DBE Certification – # DBE 710975 (cert date - 8/2/17 - 12/7/20)  
Virginia Micro-Business Cert #710975 (6/9/2015 – 2018)  
Woman-Owned Small Business (WOSB)  
MBE - CVMSDC (Carolinas-Virginia Minority Supplier Development Council) Cert date 10/14/16) #CA03101  
State of Virginia – Consultant Pre-Qualifiers List  
eVA Vendor ID - VS0000121778 VA SCC ID: S4957777 (3/10/2014)  
Hampton Roads Chamber of Commerce - Member  
**Virginia Commodities Codes:**  
91885 - Personnel/Employment Consulting (HR)  
92416 - Course Development, Instructional/Training  
92441 - Instructor-led, Classroom Training (Non-Technical)  
95231 - Discrimination Investigation  
96105 - Arbitration, Mediation, and Alternative Dispute Resolution Services

## Contact:

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**Executive Leadership Development / Strategic Planning**

**Contact us for information about how we can help you with your business goals and objectives!**