

## Leadership Development Enhances Performance

Federal agencies continue to lack comprehensive agency-based leadership development programs which are tailored to the specific needs and challenges of the organization with focus on developing effective and visionary leaders capable of navigating complex government structures and driving positive change at all echelons of the organization.

Leadership development benefits both the employee and the agency. At the level of the individual, leadership development enhances job performance, self-efficacy, and well-being. At the level of the organization, these programs enhance organizational performance, reputation, and employee retention.

### Leadership Programs Lead to Employee Retention

25%

According to Prudential's Pulse of the American Worker Survey, 25 % of workers plan on looking for a new job due to lack of growth and learning opportunities.

### Leadership Standards Need Improvement

41%

According to Deloitte's Global Human Capital Trends 2019 report, 41% of business leaders believe that their organizations fail to meet the needed leadership standards.

### Customized Leadership Programs Work Best

84%

According to Deloitte's 2019 Global Human Capital Survey: 84% of respondents said they need to rethink their workforce experience to improve productivity and 80% believe they need to develop leaders differently.

## Great Agencies Commit to Leader Development

High-performing organizations have learned that effective leaders must be nurtured and developed throughout their careers. Leadership development enhances individual and organizational performance by enhancing affective, cognitive, and/or skill-based learning outcomes.

While some may argue that it is easier to recruit and select talented leaders from the outside, there are clear benefits to pursuing "building" rather than "buying" leaders as the core leadership development strategy. Building in-house leaders creates a clear path for advancement, aligns leaders with agency values and goals, and solves for the nuances of each individual agency's mission and focus.

## Franklin IQ Impact Consultants Tailor Programs to your Agency

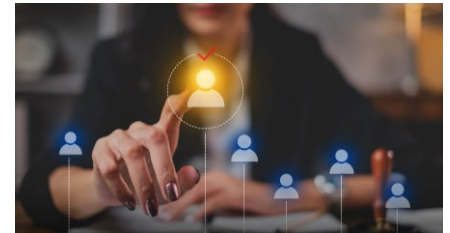
Franklin IQ offers several services to kickstart or improve your leadership development program. Our team is equipped and ready to meet your needs today:

- Initiating leadership development - Align leadership development with an urgent need
- Delivering effective leadership development - Build multiple delivery methods (e.g., executive coaching, mentoring, and action-based learning) into the program
- Measuring effectiveness - Incorporate data collection and reporting data on effectiveness
- Sustaining leadership development - Create opportunities for continuous learning

For our clients, we know the stakes are high.

Franklin IQ works with mission-focused, ambitious Public Sector leaders who understand the importance of mission success.

For example, when the Defense Intelligence Agency (DIA) needed to enhance individual leadership skills for more than 2,100 participants FIQ stepped in by delivering over 100 sessions focusing on program training, self-assessments, data analysis, resources, and networking opportunities with peers and partners. Trainings included executive retreats, and some focused on women in leadership and diversity and inclusion.





### What We Do

**Franklin IQ (FIQ)** is a mission-focused and change-fueled management consultancy. Using empathetic expertise, we seek to maximize the potential of both individuals and organizations in the healthcare, defense, and public sectors so they can serve their country better. FIQ is a certified Service-Disabled Veteran Owned Small Business that specializes in providing services to the DoD and civilian government agencies.

#### Talent Solutions

- Instructional design and agile learning
- Talent development
- Executive development
- E-learning design

#### Digital Solutions

- AI, Data visualization, and analytics
- Data science
- Simulations
- Survey design

#### Health Solutions

- Clinical supervisor development
- Mental health practitioner accreditation
- Continuing education units
- Analytics
- Clinical training

#### Organizational Solutions

- Employee engagement
- Organizational design
- Competency modeling
- Organizational assessments
- Customer service/ experience

#### Strategic Solutions

- Strategic planning and execution
- Change management
- Communications
- Needs analysis

### Where We've Done It

FIQ has primed over 50 federal contracts and consulted at most cabinet-level agencies, including:

#### Defense & Intelligence

- Intelligence Community
- Defense Logistics Agency
- Navy
- Air Force
- Space Force

#### Federal Healthcare

- Veteran Affairs: Health Administration & Benefits Administration
- Health & Human Services
- Defense Health Agency

#### Other Federal Agencies

- Agriculture
- Education
- Transportation
- General Services Admin.

### Awards

- Inspirational Leadership Gold Award
- TITAN Gold Award: Inspiring Leadership
- Northern Virginia 40 Under 40 recipient
- Wiley Ruby Award
- Department of Labor Hire Vets Platinum Award



### The FIQ Difference

- > 50 federal clients served with zero contract deficiencies
- 100% on-time fill rate for staffing projects + consistent and excellent CPARS scores
- 90% of our personnel hold advance degrees (Masters and/or PhD)
- 38% of our team hold PMP certifications
- 33% of our team served in uniform

### Primary NAICS Codes

- 541420 Industrial Design Services
- 541511 Custom Computer Programming Services
- 541512 Computer Systems Design Services
- 541513 Computer Facilities Management Services
- 541611 Administrative Management and General Management Consulting Services
- 541612 Human Resources Consulting Services
- 541990 All Other Professional, Scientific, and Technical Services
- 611430 Professional and Management Development Training
- 611710 Educational Support Services
- 624190 Individual and Family Services

UEI: LDYHC9BM6MH5

CAGE: 4UWP9

GSA MAS: 47QRAA24D0019

Size: SBA-Certified Service-Disabled Veteran-Owned Small Business

 MAS Schedule Contract #: 47QRAA24D0019

