

Making Talent and Teams better

As a cutting-edge software, training, and analytics minority owned business, we bring tailored solutions to help you reach strategic objectives faster, with less risk and more Return on Investment.

We work with companies serious about making a difference, improving their business bottom line, and community.



Data-Driven, Evidence-Based Solutions that Stick!

- ✓ **Strategic Advisors** - we create experiences that deliver results for your employees and for your business.
- ✓ **Thought leaders and executive coaches** - our clients turn to us to identify the techniques and practices they need to adapt or maximize as they respond to continuous economic, cultural, and human capital changes.
- ✓ **Diversity, Equity, Inclusion, Accessibility (DEIA)** - we rely on research and data to create pragmatic solutions to prioritize your DEIA efforts.

CORE COMPETENCIES

Human Capital

- Workforce Transformation
- Employee Engagement
- Executive Coaching

Strategic Management Consulting

- Organizational Design
- DEIA Strategic Communications
- Data Collection and Analysis

Training Design & Delivery

- Inclusive Leadership
- Unconscious Bias
- Developing High Performing Teams

Services

PEOPLE

Our People: World-class leaders in organizational change focused on leveraging the dynamics of the human capital environment utilizing processes and technology.

METRICS

GPS for your Culture: Every step of the way we measure, monitor, and maximize opportunities for improvement. This metrics-based approach ensures every step of your improvement journey is safe and successful.

TECHNOLOGY

Application and Sustainment: We have the worlds only DEIA collaboration application that gives your employees everything they need to sustain the lessons learned.



CLIENT HIGHLIGHTS



Summary: Conduct Diversity, Equity, Inclusion, Accessibility (DEIA) Assessment with accompanying DEIA **"Many Voices"** Training. Facilitated the creation of safe spaces for employees to connect and develop a network of accountability partners. The initial six-month course culminated in a Capstone Event, while the new initiatives enabled participants to engage their immediate manager in learnings from the program. Through the utilization of the PathSight software we collected data and provided results to participants to develop action plans.



Summary: Training consultant with the City of Manassas, VA. Led effort to establish and mobilize **Equity and Inclusion Task Force (EITF)**. Implemented organizational effectiveness practices including team building, strategic planning, and general performance management. Provide oversight on community engagements, materials, presentations, and reports to the city council. **Facilitate and lead discussion groups**, enabling individuals to share differing viewpoints on Diversity and Inclusion in the workplace and further into our daily lives. Session groups were facilitated conversations comprised of groups of approximately 15-20 participants from various community organizations.



Summary: Provide **assessments, analysis, executive coaching, strategic plan development, implementation support, and training**. Conduct trainings to promote conversations to address complex HR challenges. Lead discussions groups, participants share differing viewpoints, while encouraging and supporting each other in an atmosphere of confidentiality and trust.



Summary: Diversity, Equity, and Inclusion (DEI) Consultant and Executive Coach providing Human Resources Consultation which includes strategic planning, executive coaching, employee engagement, training, analytics, and data review. Clients include **National Health Care Organizations, Hospital Systems, Pharmaceutical Companies, Court Systems, Utility Companies, and Institutes of Higher Learning**.



Summary: Create and develop national virtual training packages for corrections community. Prepare and present live **Webinars** on various topics including but not limited to **Race and Social Justice, Unconscious Bias, Diversity, Equity, and Inclusion (DEI) and Leader Development**. Additionally, developing **national virtual micro learning** sessions.

POINT OF CONTACT

Alfranda "Al" Durr

CEO

alfranda@ald-associates.com

703-843-6249

CORPORATE DATA

NAICS: 541612, 541618, 611430 and 611710

PSC: R431, U001, U008, U009

Federal Certifications: Service-Disabled Veteran-Owned Verified

Virginia Certifications: eVA, SWaM

UEI: MZN2T5H5RMR7

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SAM Registration: Active

