



Capabilities Statement

Corporate Data

UEI MZN2T5H5RMR7
CAGE 8DXF0
EIN 83-3798036
DUNS 062404549

Certifications & Registrations

Federal OMWBE, Service-Disabled
 Veteran-Owned Verified
Virginia eVA, SWaM
SAM Active



NAICS Codes

541611 Administrative Management and General
 Management Consulting Services
541612 Human Resources Consulting Services
541618 Management Consulting Services
611430 Professional and Management
 Development Training
611710 Educational Support Services

PSC Codes

R431 Support- Professional: Human Resources
U001 Education/Training- Lectures
U008 Education/Training- Training/Curriculum
 Development
U009 Education/Training- General

Locations

DC 1701 Pennsylvania Ave NW, Suite 200
 Washington, DC 20006-5805
WA 1712 6th Ave, Suite 100 PMB 1135
 Tacoma, WA 98405-3300

POINT OF CONTACT

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ALD & Associates, LLC (ALD), is an award winning consultancy specializing in organizational development.

Leveraging innovative methodology, strategic advisory, and comprehensive training programs, ALD is dedicated to fostering inclusive workplace environments and driving meaningful organizational change.

With a commitment to data-driven strategies and continuous learning, ALD empowers clients across various sectors to achieve sustainable advancements.

Led by experienced professionals and recognized by key certifications, ALD stands as a leader in implementing effective solutions tailored to meet the evolving needs of today's dynamic work landscapes.



Our People

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



GPS for your Culture

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



Application and Sustainment

We develop collaboration tools and application that gives your employees everything they need to sustain the lessons learned. We access your organization and development tools they need to sustain lessons learned.

Core Competencies



Human Capital Consulting

We optimize efforts, introduce best practices and achieve goals faster. We apply the knowledge, skills, tools, and techniques of an organization to meet program requirements, and identify gaps that could threaten program success.



Strategic Management Consulting

Requires the right integration of people, processes and systems. We'll assess your process and develop a plan to optimize efforts and introduce best practices that achieve goals faster.



Training Design and Development

Our team of creative and experienced learning professionals will partner with your organization to design, develop, and deliver the training your people want and your organization needs.



Comprehensive Organizational Development Strategy

Our approach features advisory, technology, and services for inclusive environments. We are committed to data-driven improvement, continuous learning, and organizational excellence, supported by our achievements.



Strategic Advisory

Leveraging deep industry knowledge, we provide strategic advisory services aimed at navigating the complexities of economic, cultural, and human capital changes. Our guidance is rooted in best practices for adapting organizational structures and processes to foster a more inclusive and equitable work environment.

- ✓ Offers guidance on adapting to shifts for inclusivity.
- ✓ Helps organizations thrive with equity and inclusion.

Human Capital Management

With a strategic approach to engagement strategies, executive coaching, and organizational design, we empower organizations to optimize their human capital. Our services are designed to enhance leadership capabilities, foster employee engagement, and drive organizational success through effective DEIA integration.

- ✓ Enhances leadership and team cohesion through integration of the S&S.
- ✓ Strengthens teams with inclusive leadership skills.

Data Analytics

Employing a metrics-based methodology, we utilize data analytics to drive culture improvement and optimize human capital initiatives. Our approach ensures that every step towards improvement is measurable, actionable, and aligned with organizational goals.

- ✓ Uses metrics to align and optimize initiatives.
- ✓ Provides insights for targeted progress.

Continuous Learning

Committed to continuous learning, we offer a range of training and feedback mechanisms that support the evolution of promising practices. Our programs are designed to keep organizations at the forefront of knowledge, management, and application, fostering long-term success.

- ✓ Promotes education to keep organizations ahead.
- ✓ Ensures ongoing organizational success.

Leadership

Our team of experts brings unparalleled expertise in human capital dynamics and human capital and organizational development strategy. Through visionary leadership, we guide organizations in developing and implementing effective DEIA strategies that lead to meaningful change.

- ✓ Guides effective DEIA strategy development and implementation.
- ✓ Offers visionary leadership for organizational change.

Services

We provide a comprehensive array of services, including assessments, executive coaching, strategic planning, and training. Each service is tailored to meet our clients unique needs, ensuring impactful and sustainable advancements.

- ✓ Customizes assessments, coaching, and training.
- ✓ Meets specific needs for organizational advancement.

Client Engagement

Our strategic advisory and coaching services cater to a diverse range of sectors, offering tailored solutions that make a significant impact on the bottom line and community. We partner with clients who are committed to making a difference through strategic initiatives efforts implementation.

- ✓ Delivers impactful human capital strategies across sectors.

Workshop Facilitation

Our interactive workshops are designed to foster meaningful discussions and enhance understanding of human capital and DEIA topics. Through engaging facilitation techniques, we create an environment conducive to learning and growth.

- ✓ Conducts interactive workshops.
- ✓ Promotes knowledge and implementation.

Our Current and Past Clients:

Washington State Department of Corrections
Virginia State Police
DC Fire Emergency Medical Services
City of Manassas
Mass General Brigham
NOAA Fisheries
NOAA Inouye Regional Center
HUD
Army National Guard
Delaware National Guard
Fleet Forces Command
Prince William County Foundation
Washington State Office of Superintendent of Public Instruction
National Institute of Corrections
Harvard School of Divinity
Navy Fleet HQ

System High Corporation
Virginia Port Authority
Blacks in Government (BIG)
Federally Employed Women (FEW)
Health & Human Services
National Institute of Health
Virginia Employment Commission
Virginia Port Authority
Federal Aviation Authority
Roberts Family Development Center
USDA FAPC
Good Shepherd Community Care Center
Commonwealth of Massachusetts Court System
Missile Defense Agency
USGS

