

Capability Statement

www.ald-associates.com



CERTIFICATIONS / REGISTRATIONS

Service-Disabled Veteran-Owned Small Business (SDVOSB)
 Veteran-Owned | Minority-Owned | Small Disadvantaged Business
 SAM.gov Active | GSA Multiple Award Schedule
 Virginia eVA / SWaM and OMWBE registration experience



UEI: MZN2T5H5RMR7

EIN: 83-3798036

GSA MAS: 47QRAA24D00EQ

CAGE CODE: 8DXF0



NAICS / PSC CODES

NAICS: 541611, 541612, 541618, 611430, 611710
 PSC: R431, U001, U008, U009

COMPANY OVERVIEW

ALD & Associates LLC (ALD) is a veteran-led, minority-owned human capital advisory and organizational development firm serving federal, state, local, nonprofit, and private-sector clients. ALD strengthens leadership capacity, workforce performance, organizational culture, and mission outcomes through consulting, facilitation, coaching, assessments, and custom training.

CORE COMPETENCIES

Human Capital & Workforce Consulting Workforce planning, talent optimization, organizational assessments, role clarity, and action planning.	Leadership & Professional Development Supervisor, manager executive, and emerging-leader programs built around practical application.	Training Design, Development & Delivery instructor-led, virtual, blended, and eLearning-aligned courses, facilitator guides, job aids, and participant tools
Organizational Strategy & Change Management Strategic planning, retreat facilitation, stakeholder engagement, implementation roadmaps, and sustainment support.	Workforce Development, Culture & Civility Solutions Inclusive leadership, communication, conflict resolution, team cohesion, psychological safety, and respectful workplace practices.	Executive Coaching & Team Effectiveness Coaching, high-stakes dialogue, collaboration, emotional intelligence, and performance-focused development.

PAST PERFORMANCE

- **Federal Aviation Administration** — executive engagement, survey analysis, and learning solutions.
- **Washington State Department of Corrections** — LMS-aligned, 508-conscious training and workforce development support.
- **NOAA / NOAA Fisheries / Inouye Regional Center** — leadership and growth mindset training.
- **DC Fire & EMS** — leadership, communication, culture, conflict resolution, and team-building training.
- **Virginia State Police** — statewide unity, workplace culture, and professional development training.
- **Prince William County / City of Manassas** — retreats, leadership development, team building, and strategic facilitation.

DIFFERENTIATORS

- Veteran-led, mission-focused leadership with executive public-sector and military program experience.
- Evidence-based adult learning, facilitation, and coaching designed for measurable behavior change.
- 5P Framework™ aligns People, Policies, Procedures, Programs, and Places.
- The Village Advantage: scalable network of consultants, facilitators, analysts, and subject-matter experts.
- Public-sector credibility across federal, state, municipal, public safety, corrections, and workforce environments.