




The Coleman Yates Group LLC

CAPABILITY STATEMENT

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NAICS CODES

323110, 323111, 323120, 323117,
541611, 541612, 541720
561410,561320
611430, 611699, 611710,611,691
923110, 925110, 925120, 926110, 928120

CLIENTS

Foodbank of Southeastern Virginia

Fisk University

E3 Foundation

Gehrson Lehrman Group

Collaboration – PAPCO, BAE Systems,
Dominion Power, Nitto Denko, City of
Norfolk, Norfolk, Chesapeake, Portsmouth,
and Virginia Beach Schools

THE COLEMANYATES GROUP

The Coleman Yates Group is training and management consulting firm which offers customized, integrated services which include organizational and workforce development, management consulting, and business content creation to industry, the government, K12 education, adult and higher education, and nonprofits. As a pivotal partner in organizational development and transformation, we specialize in designing learning and development content, strategies, and initiatives in DEI, Leadership, Emotional Intelligence, Coaching, Change Management, Team Engagement, Communication, and Customer Engagement, and industry specific topics.

INTEGRATED SERVICES AND MODELS

Organizational and Workforce Development - Design and customize learning and development strategies and initiatives to optimize talent performance and transform organizational culture.

Management Consulting – Provide subject matter expertise and coaching to develop integrated solutions to manage people, organizational change and transformation, and optimize talent.

Business Content Creation – Create business content to support organizational sustainability and growth which includes grants, proposals, policies and procedures, training materials, strategic plans, white papers, research, evaluation

Learning and Development Models

- ❖ The Pre-Employment Training Model
- ❖ Talent Optimization Model
- ❖ Talent Acquisition – Succession Planning Model

All services and models are customizable with opportunities for comprehensive integration to meet each client's needs.



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EXPERIENCE AND ACCOMPLISHMENTS

EXAMPLE OF ORGANIZATIONAL AND WORKFORCE DEVELOPMENT TOPICS

Our subject matter experts, trainer/consultants, and coaches have an average of 20 years' experience as industry professionals, trainers, professors, and national presenters in designing and facilitating customized training for secondary and post-secondary education, business and industry, the government, non-profit and community development organizations. The topics and content from previous trainings are as follows:

Diversity, Equity, Inclusion, and Belonging – College Wide Dialogue on Diversity and Inclusion; DEI: Building a Culture of Allyship and Organizational Resilience; Creating a Sustainable DEI Strategy; Understanding Implicit Bias; Critical Practices for Anti-Bias and Allyship; How to Confront and Overcome Our Biases; Microaggression Development and Understanding; Reimagining Equity, Inclusion, and Access in Organizations; Truth, Racial Healing, and Transformation.

Emotional Intelligence, Leadership, and Coaching - Emotional Intelligence: The Power of Awareness and Management, Emotional Intelligence: Building a Collaborative Communication Culture, and Emotional Intelligence: Strategies for Effective Team Engagement; The Art of Leadership; Coaching for Performance Management

Collaborative Communication, Change Management and Team Engagement - The Change Management Imperative: Team Building Through Change; Building an Exceptional Team and a Value Driven Engagement Culture, Speaking the Language of Collaboration, Emotional Intelligence, and Change Management; Crucial Conversations: How to Survive a Difficult Conversation

Customer Service and Student Success - Developing Effective Pedagogy and Delivering Quality Customer Service, "Building a Culture of Student Support, Engagement, and Success in the New Normal" Two Session Series: Retooling Workplace Effectiveness and Engagement in a Virtual Environment and Supporting Virtual Student Success During Fragile Times; Strategies for a Continuum of Student Success; Navigating the New Normal; K12 to College Pathways in Modeling and Simulation and STEM; Career Development Series

EXAMPLE OF GRANTS, PROPOSALS, AND BUSINESS AND TECHNICAL WRITING

- Authored and awarded grants from the following agencies: Department of Education TRIO, Department of Labor, Department of Housing and Urban Development, Department of Transportation, Department of Justice, and the Lily Endowment.
- Authored One Stop System Business and Operational Plan, Student Success Blueprint, Hampton Roads Chamber of Commerce, The Career Ladder Talent Acquisition Project: Industry and Academic Engagement to Create Pathways to Workforce and Economic Development, TCC Front End Customer Service Training Manual
- Authored the abstract for "*Strategies for a Continuum of Retention and Student Success Programs Beyond the First Year Experience*" was published in the November 2016 Proceedings for the 12th Annual National Symposium for Student Retention for the University of Oklahoma Center for Student Retention Data Exchange.