

## Capability Statement



### Company Information

**NAICS:** 611430    **Product Service Codes:**  
541613    R408 Support- Professional: Program Management/Support  
541611    R499 Support- Professional: Other  
R799 Management Support Services: Other

DUNS: DUNS: 149040995  
CAGE Code: 5KCP7  
EIN: 42-1575914  
S Corporation, 2003

### Woman Owned Small Business

### GSA Contract Number: GS-02F-0038X














**Xponents, Inc.** is a talent development consultancy that designs, develops, and delivers cutting-edge team member transformation programs. Xponents' experienced resources also provide coaching services for individuals and teams. Our focus is on elevating individuals, teams, and organizations above self-imposed limitations to recognize their limitless potential through honoring and unleashing the unique values, vision, purpose, and talents inherent in all.

### Products & Services

#### Virtual, On-line, and In-Person Delivery

- **Virtual Leadership Coaching Services** for individuals and groups:
  - ⇒ Creates self-awareness that leads to insight, action, and transformation.
  - ⇒ Educates on team skills and toxins; the importance of balancing vision, strategy, and tactics; the power of leveraging diverse strengths and experiences inherent in teams.
  - ⇒ Challenges recipients to identify, strategize, develop, and execute an action plan on the individual and/or team's greatest business priority.
- **Leader Coach Workshops** for leaders and managers. Managers learn and practice:
  - ⇒ Coaching skills and protocols.
  - ⇒ Effectively delivering specific, behaviorally based feedback.
  - ⇒ Identifying high-impact areas of focus.
  - ⇒ Collaborating with team members on development plans.
  - ⇒ Establishing personal accountability for results.
- **Leadership Development Programs** for leaders and managers. Participants:
  - ⇒ Gain awareness of their natural talents, competencies, strengths, and opportunities.
  - ⇒ Define areas to work on to develop and improve effectiveness.
  - ⇒ Develop a team focus to improve the climate within the work environment.
  - ⇒ Build stronger relationships with team members and customers.
- **Partnering and Team Development Programs** for professional associates, colleagues, or intact teams. Participants:
  - ⇒ Gain awareness of the value of cognitive diversity.
  - ⇒ Define behaviors that unleash and limit creativity and innovation.
  - ⇒ Practice a process for accelerating trust in professional relationships.
- **Customized Learning & Performance Programs**

### Past Performance

-  ▪ [U.S. Department of Energy](#)
-  ▪ [U.S. Department of Labor](#)
-  ▪ [U.S. Department of Agriculture, Forest Service](#)
-  ▪ U.S. Department of Interior, Bureau of Reclamation
-  ▪ [U.S. Department of Interior, Bureau of Indian Affairs](#)
-  ▪ Wells Fargo
-  ▪ Nelnet
-  ▪ Charter One
-  ▪ Avaya
-  ▪ Hanmi Bank
-  ▪ Iroquois Pipeline
-  ▪ Sunpower
-  ▪ Tenaris