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CAPABILITY STATEMENT

HARDING PARKER & ASSOCIATES EDUCATION & LEADERSHIP CONSULTING

Executive Coaching and Leadership Framework

Scholar-Practitioner Methods

To achieve our client's organizational goals. We attribute our success to the following executive coaching models and approaches that improve leadership performance and has a positive measurable impact on for-profit, nonprofit, government, and academic organizations:

- **Behavioral Coaching Model** identifies pinpointed behavior that, if changed, will improve the performance of the executive, team leader, or educator. This approach includes participation by those who work with and influence the team(s) being coached.

- **Team and Cultural Leadership Coaching Model.** This includes the dynamics of the leadership team and how the leader influences both his

or her team and the culture of the organization.

- **Psychological Coaching Model** explores personality characteristics of the leader, their origin, and ways to change or adjust to those personality characteristics needed by the organization.

- **The Business and Strategy Coaching Model** include aspects of any of the above, but also helps the participants think and make decisions about performance barriers.

The models are designed to optimize Social, Human, Innovation, Environmental, and Fiscal Organizational Capital.

Collectively, the models are aligned with our national core services in Strategic Planning, ISD, Training Solutions, and Talent Management.

HP & Associates is a premier provider of Executive Coaching and Strategic Human Capital Consulting Services. Our specializations are in the areas of Executive Coaching, Leadership/ Executive Development, Strategic Human Capital Planning/ Management, Diversity and Workforce-Planning/ Instructional Systems Design (ISD), Assessments/Benchmarking, Training Solutions, and Executive Recruiting and Searches.

PAST PERFORMANCE – RATING OUTSTANDING: National Malcom Baldrige Certified Examiner-TX School System ◻ Graduate School of NCSU ◻ NC Schools, Local Education Authorities ◻ NY CUNY ◻ SUNY University Trio Programs ◻ National School Districts

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CAGE CODE: 7DTL6

NAICS & SIC CODES FOR SERVICES OFFERED

NAICS 541611, SIC 8742:
 Administrative Management and General Management Consulting Services

NAICS 541618, SIC 8748:
 Other Management Consulting Services

NAICS 541690, SIC 8997:
 Technical Consulting

NAICS 541612, SIC 8742:
 Human Resource Consulting

NAICS 541720, SIC 8732:
 Research & Development in the Social Sciences & Humanities

NAICS 561110, SIC 8741:
 Office Administrative and Logistics Services

NAICS 561499, SIC 8999:
 Business Support Services

NAICS 611310, SIC 8299:
 Colleges, Universities & Professional Schools Consulting Services

NAICS 611430, SIC 8299:
 Professional Dev. Training

NAICS 611519, SIC 8249:
 Other Technical and Trade Schools

NAICS 611699, SIC 8299:
 All other Miscellaneous Schools and Instruction

NAICS 921190, SIC 9199:
 Other General Government Support, Project Management

NAICS 611710, SIC 8748:
 Educational Support Services