2638 Management GROUP

SCAN ME

Capabilities Statement

Leadership Development | Team Effectiveness | Organizational Consulting

2638 Management Group helps organizations improve performance by strengthening how leaders lead and how teams work together. Through coaching, leadership development, team effectiveness initiatives, and organizational consulting, we help organizations uncover what is happening beneath the surface of performance to strengthen engagement, communication, collaboration, and results.

Core Competencies

- **Leadership Development & Workforce Effectiveness**
  Design and deliver leadership development experiences that strengthen manager effectiveness, communication, decision-making, and workforce performance across in-person, virtual, and hybrid environments.
- **Team Effectiveness & Organizational Engagement**
  Selected by executive and director-level leaders to strengthen leadership effectiveness, team performance, and organizational engagement during periods of growth and change.
- **Executive & Cohort-Based Coaching**
  Provide individual and group coaching that helps leaders navigate growth, change, organizational complexity, and team dynamics while strengthening accountability and leadership effectiveness.
- **Leadership Assessments & Workforce Insights**
  Administer and debrief leadership assessments, including the Energy Leadership Index (ELI), to identify leadership patterns, communication dynamics, engagement challenges, and opportunities to strengthen team effectiveness.

certified WBENC WOMEN'S BUSINESS ENTERPRISE

Licenses & Certifications:

WBE WBE2403506, WOSB WOSB242222

NAICS Codes

541611, 541612, 541618, 541990, 611430

Contact

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Differentiators

- **Trusted by Leaders Navigating Growth and Change**
  Trusted by senior leaders to strengthen leadership effectiveness, team performance, and organizational engagement during periods of growth, change, and organizational transformation.
- **Human-Centered Leadership Insights**
  We help organizations uncover what is happening beneath the surface of performance, identifying leadership, communication, and team dynamics that influence engagement, collaboration, and results.
- **Scalable Leadership Development Solutions**
  Supported by a network of coaching-trained facilitators and leadership development professionals, enabling delivery of individual coaching, leadership cohorts, team effectiveness initiatives, and enterprise-wide leadership development programs.
- **Assessment-Informed Development**
  Combines leadership assessments, coaching, facilitation, and organizational insights to create targeted development solutions aligned with business goals and workforce needs.

Past Performance

- **Quadient — Global Leadership Development Engagement (In Progress)**
  Selected by the Chief Marketing Officer and Vice President of Marketing to design and deliver a six-month leadership development program for a cohort of 12 director-level leaders across the United States and Europe. The engagement focuses on strengthening leadership effectiveness, improving cross-functional collaboration, and building greater capacity for strategic leadership within a global marketing organization.
- **George Washington University, University Advancement — Team Effectiveness & Leadership Engagement**
  Partnered with approximately 30 senior leaders within a 100+ person University Advancement division to identify opportunities to strengthen team effectiveness, communication, and organizational engagement. Findings highlighted reactive work patterns, communication challenges, and opportunities to create greater capacity for strategic thinking, alignment, and collaboration during a period of organizational change.
- **Virginia Passenger Rail Authority (VPRA) — Leadership Development & Communication Workshop**
  Selected through a competitive procurement process to design and deliver a customized leadership development experience for approximately 70 leaders during VPRA's annual leadership retreat. The engagement focused on strengthening communication, influence, and stakeholder engagement skills to support more effective leadership across the organization. Participants reported an average confidence rating of 4.3 out of 5 following the session.
- **City of Richmond — Executive Coaching**
  Provided a 10-month executive coaching engagement for a senior IT leader within municipal government. Supported performance improvement resulting in removal from a Performance Improvement Plan and extension of coaching services. Delivered Energy Leadership Index (ELI) assessments and coaching focused on leadership effectiveness, communication, and team engagement.