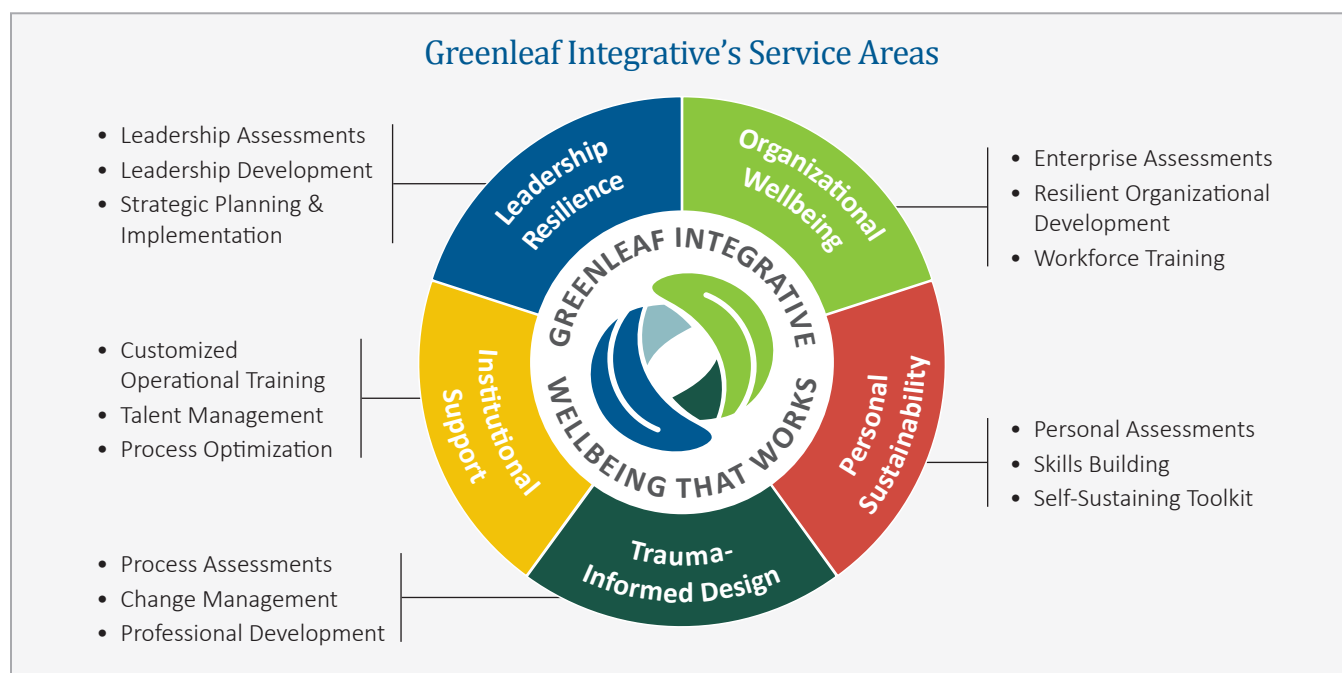


Greenleaf enables USAID to protect people and elevate mission performance.

Serving USAID and other government organizations since 2009, Greenleaf is a unique consulting firm providing a range of solutions to clients with personnel operating in highly demanding environments. Our solutions integrate best-practice skills, techniques, and processes with proven scientific principles and a deep understanding of how government organizations operate. And, as we tailor and deliver these solutions, we integrate our expertise in numerous areas relevant to high-performance cultures. These include effective leadership, human performance, emotional and social wellbeing, respectful workplaces, change management, and trauma-informed design, to name a few.

We understand the dynamic human capital challenges that government agencies face, including generational workforce shifts, staffing shortages, and increasing volumes of work. With our proven integrative approach, Greenleaf can help your organization elevate sustainable performance, mitigate risk, and cultivate a culture of shared responsibility. And, regardless of the solution type or scope, we offer exceptional proficiency in financial and program management as well as a record of 100% on-time, on-budget performance. To align with your specific requirements, we tailor and scale solutions from our service areas below.



WE OFFER THE STRENGTHS AND ATTRIBUTES YOU EXPECT FROM A TRUSTED PARTNER

- Deep experience with and intimate knowledge of USAID
- Financially stable
- Proof of performance with numerous federal agencies
- 100% on-time, on-budget delivery over 12-year history
- Industry-leading turn-around times on interim security clearances
- Scalable staffing capability
- Mission-oriented consulting, coaching, and training
- Expertise in neuroscience for the workplace, high-performance teams, organizational resilience, capacity building, diversity and inclusion, sexual misconduct, and more
- Catalog of more than 35 off-the-shelf courses, delivered as live experiential workshops
- Experienced consultants and coaches available for last-minute or intermittent work

CORPORATE INFORMATION

Small & Disadvantaged Business (SDB) Certified
 DUNS: 825047165
 NAICS: 541611, 541612, 541618, 541720, 611430

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We've been delivering solutions and results to USAID for over a decade.

USAID/JORDAN 2019 – Ongoing

- **Requirement:** Foster a mission environment that empowers and motivates staff to carry out their functions in a highly effective and collaborative manner.
- **Solution:** Provide coaching, leadership development, and training as well as guidance on issues related to organizational development and employee engagement.
- **Benefits:** Improve culture, morale and engagement; increased management, leadership skills and performance of both supervisors and staff.

Food for Peace (FFP) 2016 – Ongoing

- **Requirement:** Improve training function with embedded professional staff, including key management personnel. Provide customized support primarily in DC, occasionally with participants located globally.
- **Solution:** Our embedded team of 7 instructional designers conduct periodic needs assessments and collaborate with SMEs to design customized curriculum. Deliver to staff and partners via evidence-based training methodologies, along with end-to-end program management. Also provide administrative functions to support robust training program for global participants.
- **Benefits:** Training function optimized to help achieve organizational goals; improved capacity building, recruitment, and retention.

Office of Foreign Disaster Assistance (OFDA) 2013 – Ongoing

- **Requirement:** Improve training function with embedded professional staff, including key management personnel. Provide customized support primarily in DC, occasionally with participants located globally.
- **Solution:** Our embedded team of 13 instructional designers conduct periodic needs assessments and collaborate with SMEs to design customized curriculum. Deliver to staff and partners via evidence-based training methodologies, along with end-to-end program management. Also provide administrative functions to support robust training program for global participants.
- **Benefits:** Training function optimized to help achieve organizational goals; improved capacity building, recruitment, and retention.

Office of Transition Initiatives (OTI) 2015

- **Requirement:** Determine root causes of and mitigate disruptive conflict between operating teams whose collaboration was essential to achieving the mission.
- **Solution:** Conducted qualitative one-on-one staff interviews and developed resolution strategy that brought together the two teams in group listening sessions, culminating in a retreat. Facilitated co-development of successful collaboration guidelines and trained

participants on communications and awareness skills to avoid conflict relating to cultural differences.

- **Benefits:** Improvements in teams' collaboration, communications, and trust during a difficult time.

Human Capital and Talent Management (HCTM) 2014 – 2015

- **Requirement:** Conduct agency-wide assessment to determine psychological resilience of USAID personnel.
- **Solution:** Designed and executed qualitative and quantitative research to inform agency-wide gap analysis and support new standard operating procedures; uncovered substantial change management challenges; provided trusted advisory services to senior leadership.
- **Benefits:** Ability for USAID to defend staff care expenditures to others in USG, improved performance in critical priority countries, mitigation of organizational risk with regard to negative mental health outcomes. Report still in use today for strategic planning, leadership development, employee communications, and workplace culture development.

Office of Afghanistan and Pakistan Affairs (OAPA) 2011 – 2013

- **Requirement:** Integrated services to prepare staff on a high-profile mission to cope with stress and uncertainties in difficult, high-churn working environments.
- **Solution:** Designed and executed resiliency needs assessment; conducted 24 evidence-based resiliency training sessions per year; provided ongoing executive coaching and leadership consulting, and a customized stress tracking tool for team members' ongoing self-care.
- **Benefits:** Stress mitigation; shared vocabulary between DC-based and OCONUS staff for operational stress and preventing negative outcomes; reduced stigma via strategic communications.

Office of Civilian Response (OCR) 2009 – 2010

- **Requirement:** A training solution to prepare interagency personnel to cope with austere and VUCA (volatile, uncertain, complex, ambiguous) work environments.
- **Solution:** Using evidence-based training methodologies, designed and delivered an Operational Stress Control course, which included the neurobiology, new stress control methods, the effects of trauma, and how to best adapt programming for traumatized populations. Supported OCONUS, deployed CRC personnel.
- **Benefits:** More effective preparedness and responses to the stress inherent in VUCA work environments.