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**SMALL BUSINESS
WOMAN OWNED:**
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CA SMALL BUSINESS:
1745948

STATEMENT OF CAPABILITIES

Leadership and Coaching

Statement of Capability: The Kolbe Company serves federal, state and local government agencies to develop, increase, and hone their leadership skills. We specialize in meeting facilitation, leadership coaching, collaborative problem solving, mediation, team building and strategic planning. We work with staff at all levels – from the emerging to the retiring leader - adapting to the leadership needs and questions of each group.

We specialize in teaching tools that leaders can use to create a healthy culture, transform an organization and get everyone pointed in the same direction. What our clients most appreciate is our ability to provide a process and a safe space for leaders to work through the messy, imperfect and vulnerable aspects of their work.

Key Differentiators:

- Hold conversations that matter, change behavior and deal with crucial topics
- Use a co-active coaching framework where the coach and client are active collaborators
- Understand the neuroscience of coaching
- Abide by the four cornerstones that form the foundation of co-active coaching
 - The client is naturally creative, resourceful and whole
 - Co-active coaching addresses the client's whole life
 - The agenda comes from the client
 - The relationship is a designed alliance
- Approach leadership from a strength perspective
- Bring a dynamic range of professional competencies to each coaching engagement: coach, facilitator, consultant, public and private sector manager
- Focus on effective use of time and assets
- Help leaders become stronger to guide others
- Participatory approaches create space for collective wisdom to create innovative solutions
- Hone strategic leadership
- Bring leadership self-awareness

Leadership Skill Development Specialties:

- Time management to be effective in understaffed programs with high expectations
- Productive management and motivation of challenging personnel
- Essential coaching skill development to lead staff in continuous improvement
- Effective meeting skill development
- Transition and change management including succession plans
- Partnership and collaboration skill development to build and maintain professional, respected relationships with employees, team members, clients and customers