



Strategic People & Culture Solutions

pplfactor.com

CAPABILITY STATEMENT

People Factor is a woman-owned and minority-owned organizational psychology and organizational development (OD) consulting business that is dedicated to helping organizations enhance their people and process capabilities. We use scientific research to custom create the most suitable programs based on needs assessments, focus groups, and personality assessments to ensure full adoption, and measure ROIs for long-term sustainment.

CORE COMPETENCIES

- ✓ Executive & Group Coaching
- ✓ Leadership Training & Workshops
- ✓ Curriculum Development & Delivery
- ✓ Custom Team Building & Facilitation
- ✓ Business Continuity & Organizational Development
- ✓ Academic Adjunct
Leadership | Business | Entrepreneurship | I/O Psychology
- ✓ Personality Assessments
DISC | 360° | EQ | CliftonStrengths | Predictive Index

DIFFERENTIATORS

From our 20+ years of experience in organizational development serving public, private, academic, and non-profit organizations, we know that culture is about much more than just engagement.

Chasing only engagement leads to organizational inefficiency and disillusionment. Our proprietary methodology focuses on the structure, processes and psychology of organizational culture. We dig deep and find the solutions to strengthen company culture from within.

COMPANY DATA

CERTIFICATIONS: WOSB, WBE, MBE, DBE, ACDBE

GSA Contract #47QRAA20D008A

NAICS: 541612, 541611, 611430

DUNS: 042926174 | CAGE: 7RVJ1

UNIQUE ENTITY ID: Q3Y4U7C24WV6

CONTACT INFO

PEOPLE FACTOR

Sanya Strawser, CEO

Ph.D. (Organizational Psychology), MBA

317.525.9369 | sanya@pplfactor.com

8625 E. 116TH ST | FISHERS, IN 46038

PAST PERFORMANCES

FEDERAL AGENCIES

USDA ARS (MID-WEST) – Large Organizational Development contract to do assessments, on-site trainings, multiple location team buildings, and executive coaching for all leadership across the area. Feedback - Very Positive

USDA ARS (PLAINS) – Multiple-months contract to facilitate six different trainings (Leadership Development, Effective Communication, Conflict Management, Project Management, Engaging Employees, Management Principles). Each training is a full day virtual session delivered over three different dates, to ensure all participants are able to attend. Feedback - Very Positive

VETERANS AFFAIRS – Group facilitation/coaching services; developed custom workshop based on needs-assessment and delivered. Feedback - Very Positive

UNITED STATES COAST GUARD – Provided Wiley EverythingDiSC Epic Credits for the USCG-LDC team within 5 days of being awarded the contract, without issues. Feedback - Very Positive

PROMINENT STATE AGENCIES

INDIANA ECONOMIC DEVELOPMENT CORPORATION & INDIANA CROP IMPROVEMENT ASSOCIATION – Created and delivered Leadership Development programs, Executive Coaching, Team Building, DiSC assessment and 360-degree feedback including for Secretary of Commerce for State of Indiana.

ANDERSON PUBLIC LIBRARY, AVON PUBLIC LIBRARY & CARMEL/CLAY PUBLIC LIBRARY – Assisted leaders and managers with organizational development services and comprehensive rollout of new mission and vision, delivered team building services on multiple occasions, facilitated multiple sessions, delivered leadership development workshops.