

# Leadership Management & Consulting

*A Consulting Service by Rising Tide Solutions*

**You manage things. You lead people. We help you do both better.**

## The Premise

There is a distinction that a lot of organizations blur — and that blurring costs them more than they realize. Management is the discipline of overseeing systems, processes, and programs. Leadership is the discipline of developing, guiding, and inspiring the people who execute them. When organizations confuse the two — when they manage people and neglect to lead them or lead by instinct with no operational discipline — the result is an organization that underperforms and can't figure out why. Rising Tide Solutions Leadership Management & Consulting services exist for exactly that organization. The one that knows something is broken. The one that can't pinpoint the source. The one that is ready to find out — and fix it.

## Who This Service Is For

This service is designed for organizations that recognize they have a problem but haven't been able to diagnose it. The symptoms are familiar:

- High turnover that doesn't respond to compensation adjustments
- Teams that consistently underperform despite having capable people
- Processes and programs that exist on paper but aren't followed in practice
- Leadership that feels disconnected from the frontline reality
- Cultural friction that nobody can name but everyone can feel
- Repeated failures in execution that never seem to have a clear cause

*If any of these describe your organization, the issue is almost certainly rooted in the gap between how your organization manages its systems and how it leads its people. That is exactly the gap we are built to close.*

## Why Rising Tide Solutions

There is no shortage of consulting firms. Here is why the organizations that choose Rising Tide Solutions consistently say it was the right call.

<p><b>We've Led at Nearly Every Level</b></p>	<p>Our founder is a retired U.S. Marine Corps Sergeant Major with decades of experience leading both military and civilian organizations serving from the front line to the strategic level — in some of the most demanding, high-accountability environments in the world. We don't theorize about leadership. We've lived it.</p>
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<p><b>We Diagnose AND Prescribe</b></p>	<p>Most consulting engagements end with a report. Ours don't. Because Rising Tide Solutions brings a full ecosystem of leadership development products and programs, we don't just identify what's broken — we have the solutions to fix it. Workshops, curriculum, coaching, and evaluation tools are all part of what we can bring to bear once the diagnosis is complete.</p>
<p><b>We Learn Your Organization First</b></p>	<p>We don't arrive with pre-packaged recommendations. Every engagement begins with a structured research and onboarding phase in which we learn your organization's current processes, programs, and procedures from the inside out — before offering a single recommendation. First-class consultation requires first-class preparation.</p>
<p><b>We Work Behind the Scenes</b></p>	<p>Our information-gathering process is discreet by design. We conduct interviews, review documentation, and observe operations without disrupting the workflow or signaling to your team that a diagnosis is underway. This produces more honest, accurate information — and more reliable recommendations.</p>
<p><b>We Are SDVOSB-Certified</b></p>	<p>Rising Tide Solutions is a verified Service-Disabled Veteran-Owned Small Business. We bring the discipline, accountability, and mission-first mindset of military service to every engagement — and we mean it in practice, not just on paper.</p>

## Our Approach

Every engagement is tailored to the organization. Duration, frequency, and scope are determined by you beginning at the initial discovery conversation. What does not change is our commitment to understanding your organization completely before advising it.

Phase	Timeframe	What Happens
1	<b>Discovery Call</b>	An initial conversation to understand the organization's situation, symptoms, goals, and constraints. No charge. No commitment. Just a conversation.
2	<b>Research &amp; Onboarding 1–5 Days</b>	The most critical phase of the engagement. RTS operates behind the scenes to learn the organization from the inside — reviewing documentation, conducting interviews at multiple organizational levels, observing operations, and assessing current leadership and management programs, processes, and procedures. The depth and duration of this phase is calibrated to the complexity of the issues and the timeframe available, as well as the level of access you wish to grant. Nothing is assumed. Everything is learned.
3	<b>Diagnosis &amp; Analysis</b>	RTS synthesizes everything gathered during the research phase into a clear, honest diagnosis. Where are the breakdowns? What is the root cause? What is a leadership failure, what is a management gap, and what is a systems problem? This analysis becomes the foundation of everything that follows.
4	<b>Recommendations &amp; Planning</b>	A structured presentation of findings and a recommended roadmap for addressing them. This is not a generic report — it is a specific, prioritized plan of action built for this organization. Where applicable, solutions from RTS's existing product ecosystem are incorporated where applicable as part of the recommendation.

Phase	Timeframe	What Happens
5	<b>Engagement &amp; Implementation - 6+ Months (depending on scale and scope)</b>	The ongoing consulting relationship. RTS works alongside organizational leadership to execute the plan, monitor progress, adjust as conditions change, and drive measurable improvement. For smaller or more specific issues, this phase may be shorter. For systemic challenges, a minimum of six months is recommended to effect lasting change.
6	<b>Progress Reviews &amp; Close</b>	Regular structured reviews throughout the engagement to assess what is working, what needs adjustment, and what is ready to be handed back to the organization to maintain independently. The goal is not dependency — it is capability.

## The RTS Ecosystem Advantage

Most consulting firms identify the problem and hand you a report. Rising Tide Solutions identifies the problem and then helps you solve it — using a full ecosystem of proven leadership development tools built specifically for frontline and organizational leaders.

<b>Leadership Workshops</b>	A suite of targeted workshops covering the Four Pillars of Leadership, Employee Engagement, Employee Evaluation, and Intra-Team Communication — available as standalone or combined programs.
<b>Lunch &amp; Learn Series</b>	A 20-class off-the-shelf curriculum of 30–45 minute sessions designed for in-the-flow-of-work delivery without disrupting operations.
<b>Online Courses</b>	The Foundations of Leadership online course series, available for individuals or as a team-wide development initiative.
<b>One-on-One Coaching</b>	Post-workshop and engagement coaching calls to sustain the change beyond the consulting period.
<b>Off-the-Shelf Courses</b>	RTS has volumes of off the shelf courses and packages covering everything from conflict recognition and management to leading with humility to building a learning organization to put forth for your organization’s needs.

*This ecosystem means that when a consulting engagement identifies a training gap, a coaching need, or an evaluation deficiency, the solution is already in the room — not something the client has to source independently after the engagement ends.*

## Investment

Because every engagement is tailored to the organization’s specific needs, duration, and scope, pricing is finalized through the Discovery Call process. The following provides a starting framework:

Engagement Type	Starting Investment	Notes
<b>6-Month Retainer (Standard)</b>	<b>\$5,000/month (\$30,000 minimum)</b>	Recommended for systemic or organizational-level challenges. Includes all phases of the engagement.
<b>Targeted Engagement (Specific Issue)</b>	<b>Contact for pricing</b>	For organizations with a well-defined, smaller-scope challenge. Engagement length and pricing determined during Discovery Call.
<b>Research &amp; Diagnosis Only</b>	<b>Contact for pricing</b>	For organizations that want an independent diagnosis without a full consulting engagement. Delivers a findings report and recommendations.

*All pricing is very competitive with the average market rate for comparable senior-level leadership and management consulting — reflecting RTS’s commitment to long-term partnership over short-term margin. Pricing grows with scope, depth, and duration.*

## About Rising Tide Solutions

Rising Tide Solutions LLC (RTS) is a Service-Disabled Veteran-Owned Small Business (SDVOSB) headquartered in Coastal North Carolina and serving clients globally. Founded by a retired U.S. Marine Corps Sergeant Major with decades of leadership experience across military, government, and private-sector environments, RTS provides customized leadership and organizational development solutions that work — because they were built by leaders, for leaders.

<b>CAGE Code</b> 94BH2	<b>UEI</b> DJS6HGDMQ8Q7	<b>NAICS</b> 611430	<b>SDVOSB</b> Verified
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## Take the Next Step

If you know something is broken and haven’t been able to diagnose it — that’s exactly where we start. The Discovery Call is free, no-commitment, and the first step toward clarity. Contact Rising Tide Solutions today.

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**“A Rising Tide lifts all boats.”**