

Helping Organizations Navigate the Human Side of Change

Foxfire Consulting, LLC is a metro Richmond-based change management firm with 25+ years of experience working in and alongside federal, state and local governments; nonprofits; and private sector organizations. Through our strategic change management services, our proprietary IIEE Employee Change Experience Model™, and our THRIVE! Program, we move organizations beyond process-driven change to build engagement, trust, and lasting adoption.



"We don't just manage the process of change, we help people move through it."

CORE COMPETENCIES

Organizational Change Strategy: Planning and executing workforce-impacting change with greater readiness, alignment, and adoption.

Stakeholder & Workforce Engagement: Engaging leaders, employees, and stakeholders to build understanding, participation, and commitment to change.

Change Readiness & Adoption: Identifying barriers and preparing employees to successfully adopt new ways of working.

Leadership Alignment & Advisory: Helping leaders build trust, communicate effectively, and guide organizations through transformation.

Fractional & Scalable Change Support: Providing flexible change leadership and advisory support tailored to organizational needs and timelines.

IIEE Employee Change Experience Model™: Applying Foxfire's proprietary framework to strengthen readiness, trust, and long-term adoption during change.

THRIVE! Workforce Resilience Support: Building employee resilience, adaptability, and confidence through practical tools that support well-being and performance.

COMPANY DATA

Name: Foxfire Consulting LLC

EIN: 32-0450858 | **Cage Code:** 92N72

UEI: HKPVF1KX1BS8

Structure: LLC | Est. 2014

Location: Metro Richmond, VA

Service Area: National

NAICS: 541611, 541612, 541618, 611430

CERTIFICATIONS

SBA Woman-Owned Small Business (WOSB)

SBA Economically Disadvantaged Woman-Owned Business (EDWOSB)

CREDENTIALS

- ✓ Prosci Certified Change Practitioner (CCP)
- ✓ Project Management Professional (PMP)
- ✓ PMI Agile Certified Practitioner (PMI-ACP)
- ✓ Certified Practitioner in Emotional Intelligence, Resilience and Mindfulness
- ✓ Certified Coach
- ✓ Registered Yoga Instructor

DIFFERENTIATORS

- **Integrated Change Management Approach** blends strategic change management, project oversight, facilitation, emotional intelligence, resilience, and adaptive leadership approaches providing meaningful employee support.
- **25+ Years Across Local, State & Federal Environments** — understands how change impacts organizations, teams, and employees in complex, operational and real-world environments.
- **Proprietary IIEE Employee Change Experience Model™** supports employees through transition to adoption.
- **Flexible Engagement Models** offers scalable services tailored to organizational needs, timelines, and workforce demands — from targeted and fractional support to ongoing advisory and embedded change leadership.

PAST PERFORMANCE

Federal ERP Modernization: Subcontractor for DeCA enterprise-wide transformation of 25-year old legacy systems impacting 12,000 employees across 238 global locations.

Enterprise Imaging Migration: Migration of 40+ repositories impacting 20,000+ global users in banking industry.

Technology Implementation: IT implementation impacting 5,000+ employees across manufacturing operations.

Organizational Development: Stakeholder engagement and organizational assessment to improve alignment and operational effectiveness for a critical supplier to a regional agricultural company.

Leadership Facilitation: Retreat and strategic planning sessions for local governments and nonprofits.

