

## 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 change, we help people move through it.



**NIGP Codes:** 91820 | 91832 | 91858 | 91871 | 91875 | 91883 | 91885 | 91890 | 92435 | 92441 | 92460 | 92464 | 95816 | 95868 | 95874 | 95877 | 96156 | 96258

### 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

**eVA Registered ID:** VS0000138500

**Structure:** LLC | Est. 2014

**State:** Commonwealth of Virginia

**Location:** Metro Richmond area

### CERTIFICATIONS

**SWaM:** Small, Women & Minority-Owned Business Enterprise – Commonwealth of Virginia  
**Micro Business**

### 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:** 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.

