



India
Smalls
Consulting

Capability Statement

ABOUT

India Smalls Consulting, LLC ("ISC") is a certified woman-owned small business focused on developing the workforce for organizational excellence. ISC specializes in developing organizational capabilities and workforce competencies so leaders can focus on achieving excellent business results.

CORE COMPETENCIES

- **Workforce Development** - Direct the HR operations in the change and transformation of people, culture, processes, and systems.
- **Learning & Organization Development** - Analyze talent management needs, design learning programs, develop and instruct courses, evaluate training results, and report learning outcomes and organizational impact.
- **Performance Management** - Lead teams through the performance management cycle to ensure alignment of talent with the strategic, operational, and tactical goals of the agency.
- **Succession Planning** – Design, develop, and implement talent management frameworks to guide leaders in identifying and selecting high potentials, performers, and achievers for career advancement to leadership positions.
- **Strategic Human Resources Management** – Facilitate strategic planning sessions to develop the mission, vision, values, goals, and strategic plan.

COMMERCIAL PERFORMANCE

Consulting	<ul style="list-style-type: none"> • Cedars Sinai • Project Management Institute • Philadelphia Insurance Co. • Pearson
Directing	<ul style="list-style-type: none"> • Catholic Family & Community Services • Mastercard
Leading	<ul style="list-style-type: none"> • St. Francis Medical Center • Sterling Medical Devices • Planned Parenthood Hudson Peconic • JPMorgan

DIFFERENTIATORS

Leading industry knowledge and experience qualified by:

- **Human Resources Certification Institute (HRCI)**
Senior Professional in Human Resources (SPHR)
Human Resources Certification Institute Recertification Provider
- **Gallup**
CliftonStrengths Coach
- **American Society for Quality (ASQ)**
Certified Manager of Quality/Organizational Excellence (CMQ/OE)
Certified Six Sigma Black Belt (CSSBB)
- **Project Management Institute (PMI)**
Certified Project Management Professional (PMP)
- **Safe Horizon | NYS Dispute Resolution Assoc. | Dispute Resolution Center**
Mediator | Special Education Mediator | Custody & Visitation Mediator

CONTACT INFORMATION

India N. Smalls
President

2108 N St, Ste 11058
Sacramento, CA 95816
Office: (916) 222-1597

<https://ismallsconsulting.com>

COMPANY INFORMATION

Incorporated in August 2022
Built on 18 years of experience



Certified WOSB (12/20/24)
UEI: GFBVGT3M3F4A5
CAGE: 0FQ91

NAICS Codes

611430 (Primary)

Professional and Management
Development Training

541611

Administrative Management
and General Management
Consulting Services

541612

Human Resources Consulting
Services

541618

Other Management
Consulting Services

541690

Other Scientific and Technical
Consulting Services