



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

<b>Consultant</b>	<ul style="list-style-type: none"> <li>• Cedars Sinai</li> <li>• Project Management Institute</li> <li>• Philadelphia Insurance Co.</li> <li>• Pearson</li> </ul>
<b>Director</b>	<ul style="list-style-type: none"> <li>• Catholic Family &amp; Community Services</li> <li>• Mastercard</li> </ul>
<b>Leader</b>	<ul style="list-style-type: none"> <li>• St. Francis Medical Center</li> <li>• Sterling Medical Devices</li> <li>• Planned Parenthood Hudson Peconic</li> <li>• JPMorgan</li> </ul>

## 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

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**President**

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<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