



“Your Success is Our Only Mission”

LANDE DEFENSE



A Message from Lande Defense's  
Founder & CEO, Pamela L. Lande:

Twenty years ago, I found my passion and calling – to serve the incredible men & women who “go into harm’s way” for our great nation!

During those 20 years, I helped to create a unique, world-class military training company that provided specialized combat training & mission survivability training to over 36,000 American War-Fighters, Special Operators, and Federal Agents. The name of that company was Gryphon Group and it continues to help save numerous American lives on today’s battlefields around the world.

Lande Defense was created as a continuation of my journey to help our nation’s heroes win their battles and return safely to their loved ones. There were many times, during my years of service, that I wished there had been a proven consulting company that I could reach out to that truly understood today’s challenges of developing & managing a leading combat training company.

That is our mission at Lande Defense. We have deep experience working with clients to help them realize their vision in even the most “high-risk” conditions. From brain-storming to designing, developing, testing, and executing extremely effective & efficient programs.

Our Leadership Support Services, Logistical Support Services, & Training Support Services will make an immediate positive impact on your organization.

Failure is not an option in our industry, we must get it right the first time! I promise you that from the very first experience you have with Lande Defense, you will instantly see the difference.

*Pamela L. Lande*





Lande Defense was founded in Montana where Pamala Lande was born and raised. Montana is a place where the American spirit is still alive and well. A place where hard work, honesty, and courage are often found in the companies it produces. Lande Defense is that type of company.



Lande Defense's logo reflects the heritage of its founder and represents the spirit in which we carry-out our mission. Many of Pamela Lande's family roots are part of the Crow Nation in Montana.

Her great-grand father, grand-father, father and uncles were members of the Crow Nation, and some still live on the Crow Reservation near Billings. This tribe was actually called "Apsaalooke," which means "children of the large-beaked bird."



Members of the Crow Nation have served honorably & heroically in America's armed forces in every major war since World War II. This spirit of service to the nation is what inspires Lande Defense.

Lande Defense is a member of, or actively supporting, the following organizations:

- Native American Development Corporation
- Native American Business Association
- American Indigenous Business Leaders Organization
- Native American Chamber of Commerce
- Native American Contractors Association
- Montana Indian Business Alliance





## LANDE DEFENSE SENIOR LEADERSHIP

### **Founder & CEO** **Pamela L. Lande**

For over twenty years, Pamela Lande was a Senior Vice President at the defense contractor company Gryphon Group and managed all administrative and logistical aspects of Gryphon's global operations. Ms. Lande was one of the original Gryphon Cadre members and was directly involved in training over 36,000 American Warfighters, Special Operators, & Federal Agents in specialized combat training & mission survivability.

Ms. Lande was a senior member of a team that was considered to be a leading innovator in the military training industry. She helped to design, develop, and implement new types of combat training methods and programs that have saved lives in combat operations around the world.



Ms. Lande came to Gryphon with over 15 years of crisis management and customer service experience. She was also responsible for coordinating and supporting their Mobile Training Teams worldwide. Ms. Lande maintained communication with current and prospective clients to ensure that the client's questions were being answered and their training needs were being met.

Ms. Lande was the principal liaison between Gryphon Group and military special operations units and federal agencies world-wide. Previously, she was a Registered Private Investigator in the Commonwealth of Virginia as well as a Licensed Private Investigator in the State of Florida. Ms. Lande is an EQi 2.0 & EQ360 Certified Provider and a Certified Myers Briggs Type Indicator Practitioner.

### **About Us:**

Lande Defense is an SBA Certified Economically Disadvantaged Women-Owned Small Business (EDWOSB) and SBA Certified HUBZone Company that provides management advisory services to federal, state, institutional, and commercial customers. We also offer expertise in logistical and training support services. Lande Defense was founded on the belief that our solutions help our clients achieve success, make our government & business communities more effective, and help to secure the homeland.





## LANDE DEFENSE SBA CERTIFICATIONS

Lande Defense is an **Economically Disadvantaged Women-Owned Small Business (EDWOSB)** which is certified by the U.S. Small Business Administration (SBA).



The EDWOSB certification is part of the Women-Owned Small Business (WOSB) Federal Contracting Program, and automatically qualifies Lande Defense as a women-owned small business eligible for the WOSB Program. This Program provides greater access to federal contracting opportunities for EDWOSBs and WOSBs.

According to the SBA, the federal government's goal is to award at least five percent of all federal contracting dollars to women-owned small businesses each year. To help meet that goal, WOSB Federal Contracting Program allows contracting officers to set-aside specific awards for businesses that are certified as EDWOSBs and WOSBs, as well as to direct sole source awards to EDWOSBs/WOSBs in industries designated as "substantially underrepresented."

An agency may make a sole source award in an appropriate industry where: (1) the contracting officer does not have a reasonable expectation that two or more EDWOSBs/WOSBs will submit offers; (2) The anticipated award price (including options) will not exceed \$6.5 million for manufacturing contracts and \$4 million for other contracts; (3) the EDWOSB/WOSB is responsible; and (4) in the estimation of the contracting officer, the award can be made at a fair and reasonable price.

Being an SBA Certified EDWOSB allows Lande Defense's federal partners to more easily access our professional services offerings. Our federal clients want a reliable industry partner that is ready to support their mission. Becoming a certified EDWOSB allows Lande Defense to continue to support our government partners, help them meet their disadvantaged and small business goals, while continuing to provide them with excellent consulting and advisory services.





Lande Defense is pleased to announce its certification as a **HUBZone Company** by the U.S. Small Business Administration (SBA).

Lande Defense is now eligible for HUBZone opportunities and is included on the list of certified HUBZone small business concerns. As a HUBZone-certified business, Lande Defense and its customers are able to further support economic growth and opportunity in Historically Underutilized Business Zones (HUBZones).

To achieve HUBZone Certification, Lande Defense had to meet criteria that included its principal office being located in a Federally-mapped HUBZone area and 35% or more of its employees residing within HUBZone regions. Lande Defense also had to submit to a comprehensive application process that confirmed these and other stringent requirements as set forth by the program. As a certified HUBZone small business, Lande Defense may receive program benefits, including eligibility for HUBZone set-aside awards, HUBZone sole source awards, the HUBZone Price Evaluation Preference in full and open competition, and HUBZone reserves.

Through the HUBZone program, our customers also support HUBZone residents and development, which is especially meaningful to the less developed communities.”

Lande Defense will continue to expand our capabilities and offerings, and invest in the community around us. We are proud of our company’s impact on our community and look forward to growing our business in a meaningful way.



Lande Defense is an approved Montana State Government Vendor and is an active supporter of the organization **Innovate Montana** which dedicated to helping to bring economic development to the less prosperous areas of the state.





"Your Success is Our Only Mission"

# LANDE DEFENSE

## Core Mission Capabilities:

Lande Defense provides best in class services to commercial and government clients supporting the American Armed Services and Federal Agencies.

Our mission is centered around quality, efficiency, and customer focus. Lande Defense provides high-quality, cost-effective solutions while measuring success in terms of customer satisfaction. Our capabilities are found in three main areas:

### Leadership Support Services



### Logistical Support Services



### Training Support Services





## LEADERSHIP SUPPORT SERVICES

Lande Defense will provide experienced advice and leadership enhancing suggestions custom-cut for your organization. Often, the senior leadership in many organizations are faced with challenges that have short & long-term effects on their success. A leadership consultant can provide a fresh perspective and an objective assessment of the situation, which is vital for the senior executive decision-making process.

Lande Defense offers a powerful suite of Leadership Support Services which can be customized to meet your unique requirements. Whether you are a new first-line supervisor or a veteran member of Senior & Executive Management, Lande Defense can help you take your leadership to new heights.



Lande Defense offers a comprehensive range of services for strategic leadership quality management.

Our state-of-the-art leadership development tools such as EQ 360 & EQi.20 will greatly increase mid-level & senior managers' ability to "lead" their team members more effectively & intelligently.



Lande Defense is a Certified Myers Briggs Type Indicator Provider which can be a powerful tool any organization can employ to drastically improve the team's performance and effectiveness.

Lande Defense can help you gain a deeper understanding of the strengths and challenges within your organization's community. Then, we can build the capacity to produce measurable gains in priority areas based on a fresh objective SWOT Analysis.







In order to meet the needs of your customers, it is crucial that you have the right resources available, in the right channels, at the right times.

Our multi-dimensional approach to customer relations is a mechanism for managing many contact channels, communication skills, and allows us to remain on the leading edge of customer service, employee satisfaction, operational efficiency and profitability.

We can also offer coaching & mentoring for your in-house team, ensuring that you meet your customers on their terms, and maintain internal operational efficiency.

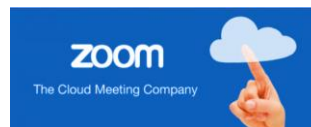


The Leader Support Service can be structured around what you need and when you need it. Some clients value the regularity of scheduled monthly meetings, while others appreciate the flexibility of their support being more 'on-call'.

On-call support means that when you want to discuss something, you can. A discussion can be arranged quickly to respond to a 'what keeps you up at night' issue when you need it, rather than having to wait for the next scheduled meeting. Of course, the service is available to other leaders in your organization who you think might benefit from it.

Lande Defense can deliver many of its Leadership Support Services via proven videoconferencing platforms.

We are fully competent with Microsoft Teams, Zoom, and GoTo Meeting, as well as others.





## Department of Defense Contractor Consulting

As a government contractor, your company will face expanding complexities and oversight in performing on your federal contracts. Lande Defense has 20 years of experience working with Department of Defense and other Federal Agency Contracting Offices around the world.

We can help you with the contract bid process, contract management and contract close out for all of your contracts. Having good working relationships with a contracting office is vital to the success of your business.

Lande Defense will help build and maintain your company's relationships with these offices while you focus on the other aspects of your business.

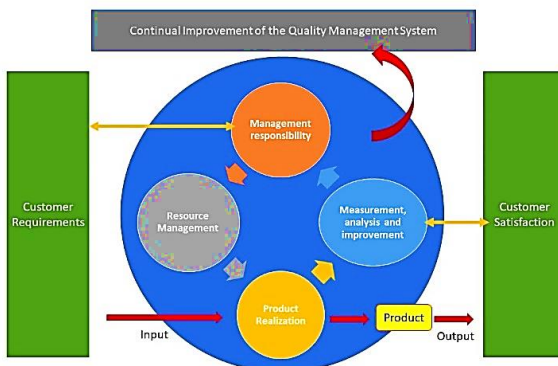


## ISO 9001-2015 Certification Consulting

Lande Defense has years of real-world experience in attaining and maintaining ISO 9001-2015 Certification for Quality Assurance.

Developing the Quality Management System is at the heart of ISO certification. Lande Defense can help prepare your organization to be audited by the ISO Auditor.

Benefits of ISO 9001 Certification			
 <b>Customer satisfaction</b> Deliver products that consistently meet customer requirements and a service that is dependable and can be relied on.	 <b>Reduced operating costs</b> Continual improvement of processes and resulting operational efficiencies mean money saved.	 <b>Improved stakeholder relationships</b> Improve the perception of your organization with staff, customers and suppliers.	 <b>Legal compliance</b> Understand how statutory and regulatory requirements impact your organization and its customers.
 <b>Improved risk management</b> Greater consistency and traceability of products and services means problems are easier to avoid and rectify.	 <b>Proven business credentials</b> Independent verification against a globally recognized industry standard speaks volumes.	 <b>Ability to win more business</b> Procurement specifications often require certification as a condition to supply, so certification opens doors.	

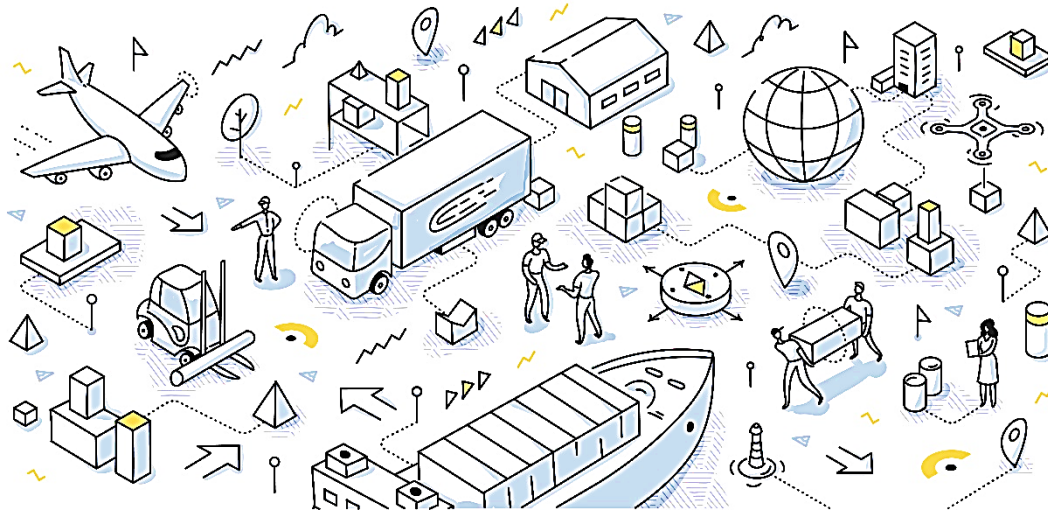




## LOGISTICAL SUPPORT SERVICES

It is often said that “Amateurs talk about tactics – Professionals talk about logistics!”

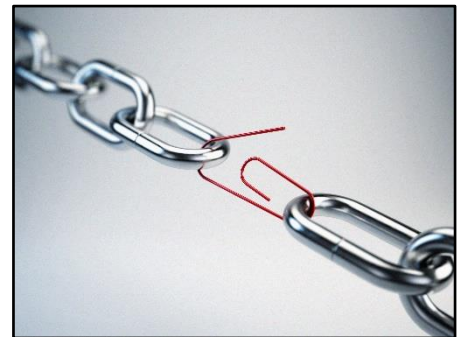
### **LOGISTICS**



Lande Defense has 20 years of experience supporting the logistical needs of Defense Contractors providing mission-critical training to the warfighters and special operators of the Army, Navy, Air Force, Marine Corps, and numerous Federal Agencies.

This experience has enabled Lande Defense to understand & value the importance of “back-side support” as well as selecting the “right” vendors and strategic logistical partners.

Lande Defense can help your organization identify the “weak-links” in your supply chain and identify point of vulnerability in your logistical support program.



Establishing “safety-nets” and redundancy in your organization’s supply chain can ensure that your operations can continue un-hindered by unexpected delays or vendor-specific issues that are beyond your control.

Lande Defense can enhance your Supply Chain Management by providing you an objective third-party assessment of its' vulnerabilities and strengths.



Over the years, Lande Defense has witnessed the hard lesson of not considering "Black Swan" events in an organization's logistical plan. This is the best way to avoid catastrophic, existential threats to your mission.



Lande Defense will provide well-researched realistic, and probable Black Swan Analysis to your business model and logistics plan.

A well-planned logistical plan is integral to certifications such as ISO 9001-2015 Quality Assurance. The audit is usually centered around how the organization is going to vet its vendors and how these vendors will be evaluated over time.

If you have a bad vendor, how will the organization identify that issue and what is the remediation plan. Lande Defense has decades of hands-on experience with this vital part of your organization's performance.



## STRATEGIC PARTNERS FOR LOGISTICAL SUPPORT SERVICES

Lande Defense is proud to team with logistical companies who share our commitment to quality and reliability.

Selecting the right strategic partners with the same business ethics and customer-focus is the key to delivering “scalable” support services. Lande Defense can provide a best-in-class solution to your logistical needs regardless of the scale.



Our strategic teaming agreements with these partners enables us to respond quickly and effectively to your logistical support requests.

Lande Defense’s logistical analysis and planning capability combined with our partners world-wide supply & distribution capability makes our team the right choice for your organization’s mission.

Lande Defense utilizes our partners experience and knowledge to provide the most effective and efficient means to accomplish our customer’s procurement efforts. Our partners are leading manufacturers and suppliers in the defense industry that offer innovative and proven technologies that help expand the effectiveness of those protecting our freedoms worldwide.





## TRAINING SUPPORT SERVICES

Senior Executives and Advisors within Lande Defense have over 20 years of experience developing and delivering world-class pre-mission training to tens of thousands of American war-fighters, special operations personnel, intelligence specialists, and federal agents.



Lande Defense will provide seasoned advice and assistance in developing effective training programs for your command or agency. We specialize in custom-fitting training programs that precisely fits your organizations desired end-state of the training.

## TRAINING & DEVELOPMENT



Today, every organization needs a certain level of security training. Lande Defense will assist your team in developing a cost-effective and directly-relevant threat awareness training program based upon identifying points of vulnerability, enhancing threat awareness, increasing situational awareness, and developing self-defense skills.



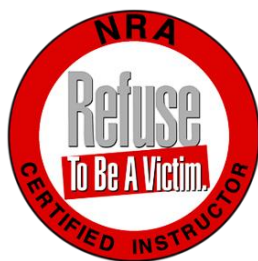
## Enhancing Personal Safety & Security

Having a gun for self-protection and knowing physical techniques that will stop an attack are important tools in our self-defense toolbox.



However, just like a "seatbelt & an airbag" can save your life in a crash, preventing the accident from happening in the first place should be our focus when we drive ourselves and our loved ones.

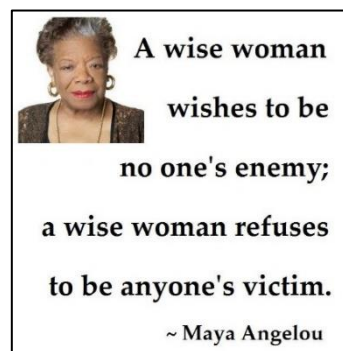
This is why 28 years ago, the Women of the National Rifle Association created the "Refuse to be a Victim Program". This training program emphasizes "Crime Prevention". These women held to the belief that avoiding situations where one may have to use a gun for self-defense should be a person's focus everyday and in every situation.



Lande Defense is officially certified by the NRA to deliver this very effective personal security training. We combine the "Refuse to be a Victim Program" topics with our own proven techniques to enhance personal safety to create some of the most effective training in the industry. Our focus has always been "The Human Mind is the most powerful weapon in your Self-Defense Toolbox!"

Who needs this program?:

- ✓ Stay at home Mom's & Dad's
- ✓ Professional men & women who travel for work
- ✓ College Students
- ✓ Senior Citizens
- ✓ Employees
- ✓ Corporate Officers
- ✓ Overseas Travelers
- ✓ Small Business Owners
- ✓ Anyone Who Wants to Enhance their Personal Safety & Security



Lande Defense will "customize" this program to fit your particular situation or organization. The end-state will be that you and those around you will be safer and more secure.

The Road to Self-Defense begins with having an effective "Personal Safety Strategy" in place for you, your loved ones, your organization, or your company.



Lande Defense's program will greatly enhance your perception of threat and your confidence of avoiding these threats.

**To help you develop your Personal Safety Strategy the training program will include:**

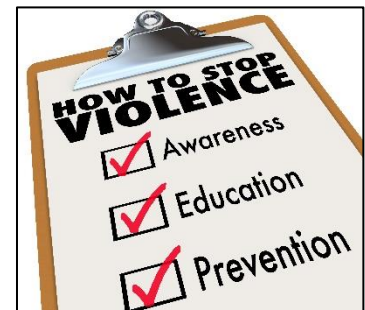
- ✓ Psychology of Criminal Predators
- ✓ Mental Preparedness
- ✓ Physical Security
- ✓ Home Security
- ✓ Automobile Security
- ✓ Out-of-Town Security
- ✓ Technology Security
- ✓ Personal Protection Devices
- ✓ Safety While Shopping
- ✓ Avoiding Phone Scams
- ✓ Protecting Your Personal Information
- ✓ Being Safe on Social Media
- ✓ Shopping Safely On-line



Lande Defense can bring over 20 years of experience to assisting you with your corporate or organization's workplace violence prevention needs.

Don't wait for an attack or robbery to motivate you to take action! Just like a "Seatbelt", these threat prevention techniques only work if you use them BEFORE the accident/attack.

Call Lande Defense today.

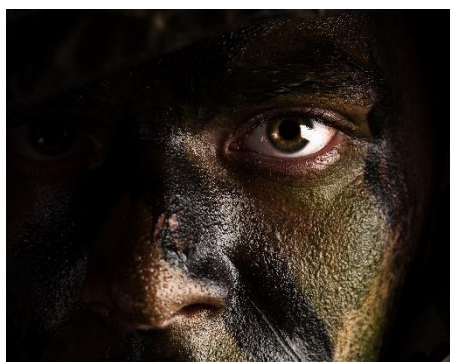




## Military & Federal Agency Training

The United States military has some of the best training in the world. However, sustaining and enhancing that training is often more cost-effective and responsive to the current battlefield conditions by utilizing the private sector to provide it.

Lande Defense offers a broad-spectrum of mission-readiness and mission-survivability training programs that will "move the needle" on your personnel.



Our training programs focus on the cognitive aspects of mission-performance and enhanced security.

The decisions we make minute-to-minute, hour-to-hour, and day-to-day are the primary drivers of success or failure on the battlefield.

Once again, we utilize the "Black Swan Event" training methodology to ensure that your Unit is fully prepared for the "unexpected attacks" that are so integral to today's warfare.



By directly addressing the "cognitive blind-spots" that all humans exhibit, Lande Defense can significantly enhance, in a very short period, your personnel's ability to perceive threat, reduce their signature, more accurately read their operating environment, be more proactive and less reactive, as well as quickly respond to an attack.

## STRATEGIC PARTNER FOR MILITARY TRAINING SUPPORT SERVICES



Lande Defense is proud to team with Gryphon Group, a company which is dedicated to serving our nation's heroes and is considered one of the best military training companies in the world.



Raven Advisory successfully acquired Gryphon on December 21<sup>st</sup>, 2020.

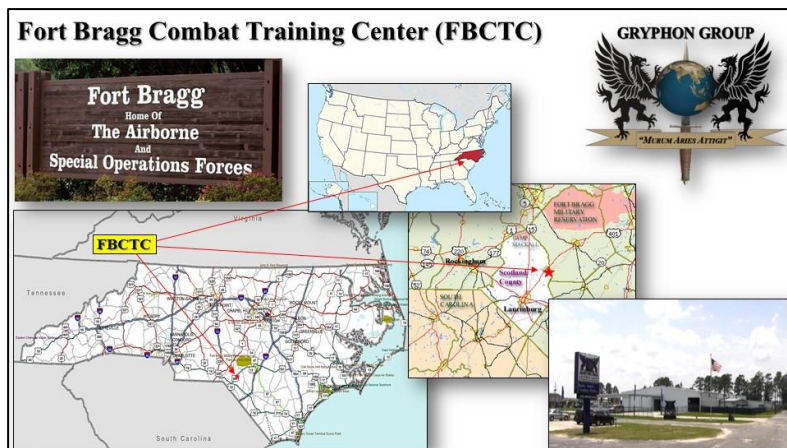
Once again, selecting the right strategic partners with the same business ethics and customer-focus is the key to delivering "scalable" support services. Lande Defense can provide a best-in-class solution to your training needs regardless of the scale.

Our strategic teaming agreement with Gryphon Group enables us to respond quickly and effectively to your training support requests.



Lande Defense's training program analysis and scenario-based training program development capability combined with Gryphon Group's best-in-class tactical training programs, as well as their world-class training facility in Scotland County, North Carolina makes our team the right choice for your organization's pre-mission training.

Gryphon has numerous battle-tested, combat-proven training programs and since 2002, they have trained over 36,000 American warfighters, special operations personnel, intelligence specialists, and federal agents.



Their Fort Bragg Combat Training Center is located only 20 minutes South-West of Fort Bragg and is a full-spectrum, world-class training facility.

See Gryphon Group's full capabilities at [www.gryphonsecurity.com](http://www.gryphonsecurity.com).





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# LANDE DEFENSE

## Lande Defense Consulting and Training, LLC

Phone: 406-550-1100

Email: [pamela.lande@landedefense.com](mailto:pamela.lande@landedefense.com)

Website: [www.landedefense.com](http://www.landedefense.com)

D-U-N-S: 117642724

Cage Code: 8Q1T6

EIN: 85-2479137



U.S. Small Business Administration



Lande Defense services are covered under the following **North American Industry Classification System** categories:

**NAICS Code – 541611** – Administrative Management & General Management Consulting

**NAICS Code – 611430** – Professional & Management Development Training

**NAICS Code – 611699** – All Other Miscellaneous Schools & Instruction

