TRUE COMPASS LLC

LEADERSHIP COACHING AND TRAINING

THE TRUE COMPASS MISSION: FROM TECHNICAL EXPERT TO LEADER



Builds supervisory and executive judgment in leaders promoted for technical excellence



Every engagement ends with action, not insight alone



Thinner benches and wider spans of control make every misstep costly

CORE COACHING SERVICES

Executive Leadership Coaching
Confidential coaching that builds decision quality under pressure; every session ends in a 48-hour action plan

Team Coaching (6 Team Conditions)
Live decision simulations built on the team's real issues, debriefed on the spot; teams leave with commitments they wrote

Accountability and Supervisory Practice
Trains six core communication competencies that close follow through gaps and set clear accountability standards

SPECIALIZED TRAINING



Managing Tensions Training
Uses polarity thinking and structured assessments to separate problems to solve from tensions to manage, with strategies anchored in real context

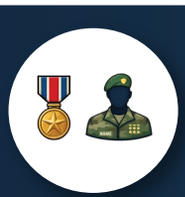


CliftonStrengths® Team Session
Builds an actionable understanding of where each person naturally excels, then aligns complementary strengths to the mission



Trust at Work® Training
Diagnoses current trust levels, identifies what erodes trust, and delivers research-based training to rebuild it across stakeholder relationships

DIFFERENTIATORS



Thirty years in the U.S. Army, eighteen in Special Operations



President, ICF Metro DC Chapter (1,300+ members)



Coach Fellow, George Mason ICF Level 2 Program

Practical Experience Supported by Academic Depth

- MBA, ICF PCC, CTPC; Hogan, DiSC, Strengths certified
- Doctoral candidate, education leadership
- 3,000+ coaching hours since 2013; Mentor Coach

Organizations Served

Freddie Mac · George Mason University · The Federal Executive Institute · PCORI

Department of Veterans Affairs · Department of Transportation · Social Security Administration · US Customs and Border Protection

U.S. Army · Federal Aviation Administration · U.S. Coast Guard · Defense Contract Management Agency

U.S. Air Force · The International Foundation for Electoral Systems · Amtrak Police Department

NAICS Codes (611430 Primary):	
611430:	Professional & Management Development Training
541611:	Administrative & General Management Consulting
541612:	Human Resources Consulting Services
541618:	Other Management Consulting Services

CORPORATE DATA

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SDVOSB, VOSB

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Procurement ready: active in SAM.gov; accepts government purchase cards; pursuing GSA schedule. Entry offer: Supervisor Readiness Diagnostic $8,500.