



## COMPANY SNAPSHOT

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## SERVICES

**Inclusive Leadership & Executive Coaching:** One-on-one and group coaching for senior leaders focused on building trust, navigating identity dynamics, and strengthening inclusive decision-making.

**Culture & Trust Restoration Workshops:** Evidence-based workshops designed to surface unspoken tensions, rebuild trust across levels, and establish shared norms for communication and conflict resolution.

**360 Leadership Assessments & Feedback:** Multi-rater assessments paired with facilitated debriefs to strengthen self-awareness and identify blind spots in teams. Results guide norm-setting, conflict navigation, and shared expectations around purpose, values, and decision-making.

**Strategic Planning & Team Purpose Facilitation:** Support for defining clear team purpose, shared values, and decision-making frameworks. Sessions are inclusive, participatory, and culturally aware, ensuring diverse voices help shape direction and outcomes.

**Customized Learning & Development:** Tailored training solutions that address organizational culture, leadership challenges, and team dynamics. Topics include inclusive leadership, emotional intelligence, psychological safety, conflict resolution, and team cohesion.

**Keynote Speaking:** Engaging keynote presentations delivered by experts on leadership, cultural intelligence, psychological safety, respect in the workplace, and resilience—designed to inspire, empower, and equip teams to lead inclusively and perform at their highest potential.

## NAICS CODES

**541611:** Administrative Management and General Management Consulting Services  
**611430:** Professional and Management Development Training  
**611710:** Educational curriculum development services

## PSC CODES

**U008:** education/training- training/curriculum development  
**U001:** education/training- lectures  
**U009:** education/training- general  
**AF23:** education, training, employment, & social svcs r&d; training & labor r&d; experimental development  
**R408** – professional program support

## ABOUT US

RC Warner Consulting is a mission-driven consulting firm specializing in leadership development, organizational effectiveness, and workforce well-being. We recognize that organizations cannot reach their full potential without prioritizing the well-being, engagement, and development of their people. With a deep understanding of the challenges facing today's workplaces, we help organizations navigate complex dynamics by creating environments that promote inclusion, collaboration, and high performance.

Founded by a military Veteran with extensive experience in community impact, our team brings decades of cross-sector expertise—from federal agencies and state systems to nonprofits and Fortune 500 companies. We are experts in human behavior, equipping organizations with the tools to resolve workplace conflicts, improve communication, develop leadership, and foster employee well-being.

Our approach is rooted in evidence-based practices, cultural responsiveness, and a commitment to measurable results. Whether we're delivering executive coaching, facilitating training programs, or guiding organizational transformation through strategic planning and capacity building, our focus remains on equipping leaders and teams with practical, actionable strategies that foster sustainable success.

In recent years, we've partnered with organizations across 6 continents and trained over 15,000 professionals to lead with empathy, foster inclusive environments, and strengthen team collaboration.

## CORE CAPABILITIES

**Equity-Centered Training:** Delivers inclusive, bias-reducing professional development to promote equity within Fortune 500, local, state, and federal agencies.

**Executive Coaching:** Provides tailored leadership coaching to improve high-performing leaders' decision-making, team management, and inclusivity.

**Curriculum Development:** Designs customized, goal-aligned curricula to support employee training and professional growth.

**Evidence-Based Solutions:** Applies proven, research-backed strategies to tackle public sector issues like substance use and community violence. Uses behavioral change models and data-driven interventions to support meaningful, measurable improvements across systems and communities.

**Tailored Training & Consultation:** Offers agency-specific programs to enhance performance, cultural competence, and change readiness.

**Scalable Program Design:** Builds sustainable, long-term frameworks that enable agencies to maintain and expand initiatives.

**Data & Evaluation Support:** Provides robust evaluation and reporting systems to track outcomes and guide continuous improvement.

## WHY CHOOSE US?

**Human-Centered Expertise:** With deep knowledge in human behavior, team dynamics, and organizational psychology, we deliver solutions that create lasting change. We consistently exceed expectations by fostering trust, engagement, and growth.

**Customized, Impact-Driven Approach:** Our services are tailored to your mission and priorities—whether improving employee motivation and engagement, strengthening leadership, boosting morale, or enhancing team cohesion.

**Mission-Focused Transformation:** We help organizations not just adapt to change, but lead it improving engagement, innovation, and overall effectiveness.

**Veteran-Certified & Black-Owned:** As a minority- and Veteran-owned small business, we bring lived experience, cultural insight, and a deep commitment to equity.

## HIGHLIGHTED PAST PERFORMANCE

