



# The Pontis Group

Organizational Consulting, Training and Coaching

22440 Swordfish Drive, Boca Raton, FL 33428, (561)235-2035, fax (866)615-1090

## CAPABILITY STATEMENT

The Pontis Group is a woman-owned small business specializing in **Organizational Consulting, Training, and Coaching**. Our mission is to help organizations achieve peak performance by enhancing human potential—always with deep respect for organizational uniqueness and evolving needs.

### DIFFERENTIATORS

- Responsive & Scalable: Agile delivery tailored to client needs, using a robust library of proven training modules.
- Human-Centered Approach: Expertise in engaging stakeholders across all levels, addressing resistance, and facilitating meaningful change.
- Experienced & Credentialed Team: Fourteen seasoned and credentialed professionals with academic and practical expertise in organizational development and psychology.
- Proven Track Record: Trusted by local government entities and small businesses alike.

### CORE COMPETENCIES

#### Organizational Consulting

- Performance Improvement and Process Optimization
- Conflict Resolution in Organization
- Organizational Change Management
- Building Positive Organizational Culture
- Strategic Planning Facilitation
- Team Development and Alignment
- Talent Development and Retention Strategy
- Instructional Design and Curriculum Development
- E-learning Solutions Implementation
- 360 ° Performance Review & Feedback Systems

#### Training Solutions

- Leadership Skills Development
- Organizational Change Management
- Recruiting Top Talent
- Employee Engagement and Development
- Team Dynamics and Collaboration
- Critical and Creative Thinking
- Customer Service Excellence
- Conflict Resolution and Difficult Conversations
- Time and Priority Management
- Custom Training Design (Task Analysis & Curriculum Development)

#### Executive and Organizational Coaching

- Leadership Effectiveness Coaching
- Goal Setting & Personal Development
- Team and Employee Growth Strategies
- Navigating Organizational Change
- Enhancing Work-Life Balance

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SBA registered

SAM registered

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Cage Code: 65AA7

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