



The Pontis Group

CAPABILITY STATEMENT

The Pontis Group is a **woman-owned small business** committed to optimizing workforce performance through **tailored consulting, evidence-based training, and results-driven coaching**—enhancing human potential while aligning with organizational mission and government priorities.

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 through inclusive, psychology-informed strategies.
- **Experienced & Credentialed Team:** A multidisciplinary team of 14 seasoned professionals with advanced degrees and certifications in organizational development, psychology, and leadership—bringing both academic rigor and practical insight to every engagement.

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
- Team and Employee Growth Strategies

PAST PERFORMANCE

- **The Children's Trust of Miami Dade:** Capacity Building and Organizational Development **\$350,000** annual contract since Sep 2022 with five annual renewal options. Provided **55 training (96% satisfaction), 94 peer learning (100% satisfaction), and 710 coaching (100% satisfaction)** sessions.
- **Children Services Council of Palm Beach County:** facilitating trainings **since 2012** with participant ratings **4.91** (out of 5) for overall course satisfaction, and **4.93** for instructor performance.
- **Children Services Council of Broward County:** facilitating trainings **since 2018** with an average satisfaction rating of **4.9**.
- **City of Hollywood:** provided training solutions in 2025 with **high** client satisfaction ratings.

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