

LOVELACE CONSULTING SERVICES, INC.

LEADERSHIP TRANSFORMATION • ORGANIZATIONAL STRATEGY • SUSTAINABLE GROWTH



CAPABILITY STATEMENT

COMPANY OVERVIEW

Lovelace Consulting Services, Inc. (Lovelace CSI) is a Maryland-based, minority-owned leadership transformation and organizational strategy practice. We help leaders and organizations navigate complexity, strengthen capacity, align purpose with strategy, and build sustainable change.

Maryland S Corporation | Established July 2020

CORE CAPABILITIES

- Executive coaching and leadership advising
- Organizational assessment and strategic planning
- Board development, succession and leadership continuity
- Change management and conflict resolution
- Meeting, retreat and stakeholder facilitation
- Professional development and virtual learning
- Qualitative research and evaluation support

WHAT DIFFERENTIATES LOVELACE CSI

- Integrated strategy connecting people, systems and organizational effectiveness
- Cross-sector experience in nonprofit, corporate, philanthropic and government-related settings
- Evidence-informed, customized solutions
- Sixteen stakeholder interviews identifying recurring leadership and organizational transformation outcomes

RELEVANT EXPERIENCE

Executive advising, board development, assessment and strategic direction during change; custom leadership development, retreats, workforce education and technology-enabled learning; stakeholder interviews, qualitative analysis and needs assessment.

EXECUTIVE LEADERSHIP BACKGROUND

President & CEO Tonya Lovelace brings extensive experience in executive leadership and organizational and resource development across sectors. As a founding nonprofit CEO, she grew annual revenue from approximately \$150,000 to over \$1.5 million and secured over \$25 million in funding. Through Lovelace CSI, she advises executives and boards, strengthens organizational capacity, aligns strategy and systems, and advances sustainable growth.

ORIGINAL ASSESSMENT & DEVELOPMENT TOOLS

Executive Leadership Evidence Inventory™
Leadership Transition & Legacy Assessment Tools™
Full-Humanity Coaching™ Framework
Continuity Pathway Assessment™

CERTIFICATIONS

Maryland MBE & SBE Certification: No. 26-267
Montgomery County MFD Program
(MDOT-MBE Recognized): CVRS ID: LVL49342

APPROVED MBE/SBE NAICS CODES

- 541611** — Administrative Management and General Management Consulting
- 541612** — Human Resources Consulting
- 541690** — Other Scientific and Technical Consulting (specifically Economic Consulting)
- 541720** — Research and Development in Social Sciences and Humanities
- 611430** — Professional and Management Development Training
- 611710** — Educational Support Services

PROFESSIONAL QUALIFICATIONS

- Two Master's degrees
- eCornell Conflict Resolution Certificate
- American University Leadership Coaching for Organizational Performance, ICF Level 2 program completed

CLIENT AND PROFESSIONAL REFERENCES

Diamond & Associates | Defend Yourself | Black Women's Blueprint | Regional Housing Legal Services | ValorUS | DC Rape Crisis Center | North American Men Engage Network. Contacts provided upon request, subject to permission.

CONTACT

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CLIENT PERSPECTIVES

"Working with Tonya has been invaluable, as she brings so much wisdom and experience"

— Lauren Taylor, Executive Director, Defend Yourself

"If you are looking for a thoughtful, analytic, experienced and skilled professional – Tonya is your choice!"

— Shane Joseph, Chair, North American MenEngage Network (NAMEN)

"Tonya is an innovative, strategic advisor who partners with you to reach your specific goals."

— Rachel Haas, Former Head of Global Women's Safety & Inclusion, Uber