

EBONY SMITH & ASSOCIATES, INC.



Ebony Smith & Associates, Inc. is a boutique training and development firm specializing in Volatile, Uncertain, Complex and Ambiguous (V.U.C.A.) work environments.

We provide services in the areas of coaching, facilitation, and talent development. We are a certified woman-owned and minority-owned small business.

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CORE COMPETENCIES

CHANGE MANAGEMENT IN A V.U.C.A. ENVIRONMENT

YOUx: EMPLOYEE EXPERIENCE DESIGN

ICF LEADERSHIP COACH TRAINING FOR MANAGERS

INFLUENCE STORYTELLING WORKSHOP

EMERGING LEADER DEVELOPMENT BLUEPRINT

ASSESSMENTS

COACHING - 1:1 & GROUP



BUSINESS QUALIFICATIONS

Ebony Smith & Associates’s philosophy is built on delivering direct coaching and feedback while building capacity and capability through practical skills that leaders can implement immediately. We understand thriving that in extreme disruption and distributed everything is a skill set most managers have not devoted deep work to develop. We partner with left-brain leaders to design a leadership style that highlights their acumen.



RESULTS PROPOSITION

- We help organizations retain the high potential talent needed to maintain revenue goals and achieve growth targets.
- We help senior leaders pivot and innovate within their current skills to grow into their next position within 6-9 months.
- We help leaders, especially those who manage teams, increase bandwidth and skills to grow productivity by 25%.



DIFFERENTIATORS

ON-SITE & ONLINE LEADERSHIP DEVELOPMENT WORKSHOPS

- Coaching Skills for Managers
- Time Management & Productivity
- Appreciating Differences on Teams
- Leading Change Management
- Thriving in a Disrupted World
- Leadership Clarity & Resilience
- Leading in V.U.C.A. Organizations

PROFESSIONAL GUEST SPEAKER

- Conference Keynote
- Workshop Facilitator
- Breakout Sessions
- Coaching/ Mastermind Sessions

ASSESSMENTS

- Myers-Briggs Type Indicator (MBTI)
- Energy Leaders Index (ELI)
- Leadership Circle Profile 360°
- Leadership Culture Survey

CORE DATA

NAICS CODES: 611430, 541612, 541990
CAGE 85BY0
WBENC WOSB: 181191
NMSDC FLO6204
ICF PCC

PAST PERFORMANCES



COACHING CASE STUDIES

Case Study #1

We help organizations develop rock star leaders to keep pace with the growth strategy of the c-suite by creating brand evangelists.



Challenge:

A team of new millennial middle office managers needed team building, innovation training and leadership skill enhancement.



Solution:

The 8-week Leadership C.A.R. (Clarity, Awareness, Resilience) workshop with virtual delivery.

The series included a lecture, personal mindfulness design, accountability partnership assignments and leadership skills practice.



Results:

The leaders became more resilient while pursuing shared goals and objectives.

The team's KPI increased to best in class benchmarks. The accountability assignments led to cross functional networks that strengthen professional relationships and cooperation.

The team learned to bring their highest selves and capabilities to each task.

Navigating relationships and challenges became opportunities to engage with integrity.

Case Study #2

We help teams punch above their weight class to KO revenue growth targets. For example, an underperforming sales team completed the year with 30.7% YOY growth, which the client directly attributed to our methodology and support.



Challenge:

Senior management team under transition and sales team underperforming compared to plan.



Solution:

Executive Coaching for Team Lead and MBTI Appreciating Differences and Innovation workshops for the sales team.

An Internal Performance Mastermind was started for the entire team nine months after the first workshop.



Results:

After one year, 16% organic growth and 14% inorganic growth compared to previous year.

Open communication, innovation and collaboration became the Benchmark for this team. There was a profound shift in the energy brought to closing the gap between baselines and each desired outcome.