



CAPABILITY STATEMENT

ABOUT US:

Elbert Innovative Solutions, LLC (EIS) is an interdisciplinary consulting firm delivering human-centered, systems-driven strategy for public, nonprofit, higher education, and mission-driven organizations. We specialize in strengthening the people, processes, and culture that enable organizations to thrive—particularly in complex, high-change environments.

EIS provides consulting, strategy, training, and implementation support across organizational development, workplace wellness, psychological safety, leadership development, workforce systems, and equity-centered transformation. Our work bridges strategy and execution—moving clients beyond compliance toward sustainable impact.

EIS engagements are delivered by an experienced consulting team, with strategic oversight from the Founder & Principal Consultant and project leadership from senior and lead consultants aligned to each engagement's scope and goals.

CORE CAPABILITIES

Consulting & Strategy

- Organizational and enterprise strategy
- Strategic planning, implementation, and change management
- Systems mapping, operational redesign, and capacity assessments
- Governance, structure, and role alignment

Workplace Wellness & Psychological Safety

- Workplace wellness strategy beyond programs and perks
- Psychological safety assessments and culture diagnostics
- Burnout mitigation and organizational fatigue response
- Trauma-informed and healing-centered workplace practices
- Trust, belonging, morale rebuilding, and retention strategy

Leadership, Workforce & Professional Development

- Executive and senior leadership consulting
- Manager and supervisor development
- Professional development workshops and learning pathways
- Emotional intelligence, communication, and conflict navigation
- Workforce readiness, soft skills, and team effectiveness

Health, Equity & Belonging Strategy

- Organizational wellness systems design
- Health equity and belonging assessments
- Inclusive excellence and DEI systems integration
- Public health-informed organizational practices

Training, Curriculum & Education Support

- Curriculum design and instructional development
- Workforce and leadership training
- Facilitation of workshops, institutes, and convenings
- Educational program support and capacity building

Evaluation, Data & Performance

- Program evaluation and continuous improvement
- KPI frameworks and dashboard development
- Logic models and theories of change
- Qualitative and mixed-methods assessment

Certifications (In Progress, Target: 2026)

- Minority Business Enterprise (MBE) – State of Ohio (Planned)
- Women Business Enterprise (WBE) – State of Ohio (Planned)
- Disadvantaged Business Enterprise (DBE) – Ohio UCP (Planned)
- EDGE Certification – State of Ohio (Planned)

UEI: Q3E7V8GKL3H1

DUNS: 11-935-5528

CAGE: 05U87

NAICS CODE:

- **541611** – Administrative Management & General Management Consulting Services
- **541618** – Other Management Consulting Services
- **541612** – Human Resources Consulting Services
- **611430** – Professional & Management Development Training
- **611710** – Educational Support Services
- **611699** – All Other Miscellaneous Schools and Instruction
- **561920** – Convention and Trade Show Organizers
- **921190** – Other General Government Services

PRODUCT & SERVICE CODES

- **U008** – Education & Training / Curriculum Development
- **U001** – Education & Training / Lectures
- **U009** – Education & Training / Other
- **R431** – Professional Human Resources Support Services
- **R499** – Other Professional Services
- **R799** – Other Management Support Services

PROFESSIONAL CERTIFICATIONS:

- Master Certified Health Education Specialist (MCCHES)
- Certified Wellness & Health Coach
- Certified Freedom from Smoking Trainer – American Lung Assoc.
- Certified Tobacco Treatment Specialist – University of Medicine & Dentistry of New Jersey
- American College Health Association – College Health and Wellness Professional Certification
- International Institute for Restorative Practices – Reimagining Campus Community with Restorative Practices

Elbert Innovative Solutions is actively pursuing formal certifications to expand its capabilities and partnerships with public, private, and federal agencies.

ELBERT INNOVATIVE SOLUTIONS, LLC

CONTACT US: Business Phone: 614-300-0098

Website: www.elbertinnovativesolutions.org

Email: drelbert@elbertinnovativesolutions.org

LinkedIn: www.linkedin.com/in/shawnteelbert

DIFFERENTIATORS:

People-Centered, Inclusion-Driven

We address organizational challenges at the systems level—recognizing that burnout, disengagement, and lack of psychological safety are not individual failures, but structural issues requiring strategic solutions.

Cross-Sector Expertise & Executive Credibility

Led by Dr. Shawnte Elbert, EIS brings over 19 years of executive leadership across public health, higher education, and behavioral health systems. We understand the nuances, challenges, and opportunities within complex institutions—and we move seamlessly between strategy and implementation.

Designed for Sustainability

EIS delivers more than recommendations—we build what lasts. Our toolkits, SOPs, dashboards, and LMS-ready templates are designed for seamless integration and long-term use within your internal teams and infrastructure.

Wellness-Integrated Strategy

EIS integrates workplace wellness, psychological safety, and leadership development into every engagement—creating conditions where people can thrive and organizations can sustain performance.

Interdisciplinary Delivery Model

Through our HUB (Harnessing Unified Brilliance™), we assemble senior, lead, and specialized consultants aligned to each engagement—ensuring depth, flexibility, and scalability.

Designed for Implementation

We build what lasts: toolkits, SOPs, dashboards, curricula, and training systems designed for real-world adoption and long-term use.

Proprietary Frameworks that Translate Vision into Action.

EIS has developed powerful, values-rooted models that support organizational growth and leadership development:

- **The EIS Method™** – Our core strategy-to-implementation framework
- **The W.E.L.L. Approach™** – Grounded in Wellness, Empowerment, Liberation, and Learning
- **The P.R.I.M.E. Method™** – Leadership elevation rooted in Purpose, Reflection, Integrity, Mission, and Execution
- **The Ascend Model™** – A workforce and coaching framework focused on professional clarity, mobility, and belonging

Rooted in Data. Delivered with Heart.

Every EIS engagement blends real-world experience, evidence-based practices, and values-driven service. We deliver with cultural humility, bold vision, and an unwavering commitment to excellence.

PAST PERFORMANCE:

Columbus Urban League (Franklin County Trades Academy)

- **Scope:** Developed and launched a \$1.3 million county-funded workforce development program targeting underserved populations.
- **Deliverables:**
 - Full program design, curriculum, and soft skills training
 - Staff train-the-trainer guides and facilitation tools
 - Onboarding infrastructure, tracking tools, intranet, and assessment systems
 - Contract and partnership templates for scalability
- **Impact:** Multi-cohort pilot launch completed on-time and under budget; internal team trained to sustain operations with county renewal confirmed.

Columbus Urban League (Grant Writing & Advancement)

- **Scope:** Led a comprehensive advancement strategy, including grant procurement, pitch development, and fundraising infrastructure.
- **Deliverables:**
 - Wrote and secured **\$4.2 million in competitive grants** across public and private sectors in under 12 months
 - Directed the pitch deck strategy for a \$12 million sustainability campaign; out of the total portfolio, my individual strategic assets were responsible for securing **\$3 million** in direct funding.
 - Built donor alignment strategies, narrative tools, and executive comms for AVPs and the President's Office
- **Impact:** Historic revenue growth and diversification; organizational advancement model now includes data-informed grant radar and narrative frameworks.

Kent State University (Kent State of Wellness)

- **Scope:** Strategic plan refresh and multi-layered advancement toolkit for the university's well-being initiative.
- **Deliverables:**
 - GOST-aligned roadmap with KPIs and communication plan
 - Custom pitch decks and storytelling assets for fundraising
 - Stakeholder alignment sessions and culture mapping tools
- **Impact:** Strengthened internal cohesion, external positioning, and readiness for both funders and accreditation bodies.

Growth & Empowerment Mental Health Services

Scope:

Designed, built, and implemented the full internal infrastructure for a trauma-informed behavioral health organization serving diverse, high-needs populations. Work spanned compliance, operations, workforce development, and organizational culture.

Deliverables:

- CARF-Ready Policy & Procedure Manual: Complete, audit-aligned documentation covering clinical, administrative, HR, and operational standards.
- Workforce Development Systems: Full staff evaluation framework (90-day + annual reviews), self/peer/supervisor assessments, and performance improvement plan tools.
- Onboarding & Training Ecosystem: Branded onboarding modules, new-hire surveys, equity-centered HR training, internship program design, and a comprehensive intranet.
- HIPAA-Compliant Digital Infrastructure: Secure workflows for documentation, case management, scenario-based interview protocols, communication, and internal processes.
- Operational Tools: Case note review templates, new hire swag kits, clinical scenario assessments for interview processes, and expanded protocols for therapist + QBHS recruitment.

Impact:

- Accelerated audit and accreditation readiness, positioning the organization for CARF and payer-credentialing processes.
- Strengthened clinical governance and operational consistency across staff, programs, and service delivery.
- Improved workforce onboarding and retention through clear expectations, streamlined systems, and culturally responsive training.
- Enhanced organizational stability and executive decision-making through strategic planning tools, policy alignment, and data-driven process development.

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