

# STABILIZING ORGANIZATIONS THROUGH WORKFORCE DISRUPTION.



IMMERSIVE | INTENTIONAL | INCLUSIVE

We help leaders maintain trust, performance, and clarity before, during, and after organizational change.

*“When the lights flicker in your organization, we find the circuit.”*

MERGERS • DOWNSIZING • RESTRUCTURING • CULTURE RECOVERY

## BUSINESS IMPACT AREAS



### WORKFORCE DISRUPTION

Stabilized leadership & aligned teams



### TRUST BREAKDOWN

Rebuilt organizational confidence



### CULTURE FRAGMENTATION

Cohesive, high-functioning environments



### LEADERSHIP UNCERTAINTY

Clear decision-making frameworks and greater readiness

## OUR METHOD

### iSee™ FRAMEWORK



### 1 DIAGNOSE

Identify root disruption signals through deep listening and insight.



### 2 STABILIZE iShift™

Maintain performance during change—equipping leaders & teams to keep the lights on.



### 3 RESTORE iGround™

Rebuild trust, reorient people, and return your organization to full brightness.

## CORE COMPETENCIES



### LEADERSHIP & CULTURE STABILIZATION

- Leadership alignment during disruption
- Organizational trust recovery
- Cross-cultural leadership
- Situational leadership



### WORKFORCE TRANSFORMATION

- Workforce disruption facilitation
- Train-the-trainer programs
- Diagnostic-first assessment & engagement design



### LEARNING & SYSTEMS DESIGN

- Instructional design & curriculum development
- White-label course creation
- Train-the-trainer program design

## WHY ORGANIZATIONS CHOOSE iCU LEARNING



### DIAGNOSTIC-FIRST APPROACH

We listen first. Nothing built without understanding your conditions.



### DIRECT ENGAGEMENT MODEL

No middleman. No layers, no filters, no diluted messaging.



### EXECUTION-READY DELIVERY

From strategy to frontline activation—we make it real.



### SCALABLE ACROSS ORGANIZATIONS

Workshops, white-label, train-the-trainer, hybrid—any size.



### EVERY LEVEL. EVERY IMPACT.

Executive to frontline. Full or targeted tier deployment.

## TRUSTED BY



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...and clients across manufacturing, federal & higher education

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☎ (224) 497-6890

🌐 www.iculearning.org

📍 Headquartered in Illinois

## CERTIFICATIONS & CREDENTIALS



SHRM-CP



BEP Certified WMBE



Cross-Cultural Leadership Certified



Six Sigma Yellow Belt

## GOVERNMENT & PROCUREMENT READINESS

### IDENTIFIERS

- EIN: 92-0272554
- DUNS: 119047773
- CAGE: 9NMR3
- I.L. Procurement: 0656085
- Business Formed: March 2023
- Structure: LLC
- State: Illinois
- Ownership: BEP-Cert. WMBE

### CODES

- NAICS: 541611 • 541612 • 541613 • 611430 • 611710
- NIGP: 924-16 • 924-18 • 924-35 • 924-41 • 924-42 • 924-60 • 924-64 • 924-66

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