JOHN RIORDAN
Leadership & Organization Development

John Riordan & Associates

Capability Statement: *Empowering Florida's Public Sector Leaders*

Company Data

- **Entity Name:** John Riordan and Associates
- **Service Area:** Statewide (Florida) & Virtual
- **Business Type:** Management Consulting / Professional Training
- **Awarded Vendor: DCF ITB 2425 055**
- **Registration:** Active in MyFloridaMarketPlace (MFMP)
- **UNSPSC Commodity Codes:**
  - **80101500:** Business & Corporate Management Consultation
  - **80101509:** Strategic Planning Consultation
  - **80111500:** Human Resources Development
  - **86132000:** Management Education & Training
  - **80101511:** Organizational Structure Consultation

- **Contact Information**: **John Riordan, Senior Director**
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  - Email: JR@JohnRiordan.com
  - Website: www.johnriordan.com

Core Competencies

John Riordan & Associates provides high-impact leadership and professional development and organizational strategy designed to support the *real work* of public service. We specialize in transitioning staff from "individual contributors" to being *leaders at all levels*, and moving supervisors from "positional authority" to *mission-focused leadership*.

For more than 25 years we have delivered outstanding services in the following areas *(see services list below):*

- **Leadership Development Programs (LDP):** Cohort-based training (GS-13/14 equivalent) aligned with OPM Executive Core Qualifications (ECQs).
- **Strategic & Business Planning:** Facilitating actionable roadmaps for agency-wide goals and regional office alignment.

- **Virtual & Hybrid Team Excellence:** Specialized training for leading productive, accountable teams in a virtual environment.
- **Team Building & Facilitation:** High-energy workshops designed to resolve conflict and build high-trust partnerships.
- **Executive Coaching:** One-on-one sessions for senior management to address complex organizational challenges.

Differentiators

- **30+ Years' Experience:** Extensive experience supporting federal agencies, universities and non-profits with outstanding reviews - now tailored for Florida state needs.
- **Experiential Engagement:** All of our programs - whether in-person or virtual - are uniquely designed to be highly interactive, engaging and impactful. Our participants can attest to the high impact of our training and programs.
- **Tailored for Impact:** Our content is interspersed with application and practice to ensure long-term application and true impact.

Past Performance

We receive outstanding reviews from our clients (*see References List below*):

- **Federal Sector:** US Administration for Children & Families (ACF), NASA, Defense Health Agency, US Army, Dept of the Interior, Environmental Protection Agency, etc.
- **Academia, Non-Profit & Private Sector:** We support strategic planning for numerous multi-institutional research teams, provide organizational development for commercial and community entities.
- **International:** We deliver training programs in a variety of countries and provide leadership programs (virtual and in-person) for professionals from around the world.

Services

- **Training & Development:** We deliver engaging training services across a wide array of leadership and professional development topics - *see our complete list of topics HERE.*
- **Online Courses:** We have an extensive library of more than 35 high quality, interactive online course modules - these are not boring powerpoints! - *See our library Here.*
- **The Power of Perception:** Using colored glasses and impactful activities, this unique, experiential training highlights the value of understanding others' perspectives.
- **Strategic Planning:** We walk leaders through a clear, streamlined process to define long-term Objectives, near-term Key Results, and immediate Action Steps that will take the organization toward their desired future.
- **Facilitation:** We design impactful sessions and keep the discussion on track, helping teams have highly effective, productive meetings.

John Riordan & Associates

Recent Client References

Andres Rivera, Operations Review Specialist, Florida Department of Children and Families; andres.Rivera@myflfamilies.com; Training.

R. Michelle Murchison, Director, Learning & Development, US Administration for Children and Families; Michelle.Murchison@acf.hhs.gov; Training.

Amanda Guy, Training Specialist**,** ACF University - Office of Administration, US Administration for Children and Families; amanda.guy@acf.hhs.gov; Training.

Caryl Brzymialkiewicz, Deputy Inspector General at U.S. Department of the Interior, Office of Inspector General; caryl_brzymialkiewicz@doioig.gov; Facilitation, Coaching.

Kathleen Berst, Acting Deputy Assistant Director, Acquisition & Sustainment, Defense Health Agency; (301) 619-3710; kathleen.l.berst.civ@health.mil; Leadership Development Training; Training, Facilitation; Coaching.

Elizabeth Negrón, Chief, Workforce Development, Defense Health Agency (Ret); eliznegron@verizon.net; Leadership Development, Training, Coaching.

Calvin Butler, Program Manager, "Successful Leaders Program", Defense Health Agency; calvin.e.butler8.civ@health.mil; Training, Leadership Development.

Beth Holmberg, Professional Development Program Manager, Office of Secure Transportation, National Nuclear Security Administration (NNSA); Beth.holmberg@nnsa.doe.gov; Leadership & Professional Development Training

Steven Taylor, President & CEO, The Arthritis Foundation; staylor@arthritis.org; Training, Facilitation.

Jeremiah Kelly, Partner, FDA Group-Medical Products, Venable LLP; JKelly@venable.com; Training, Coaching.

Jennifer Kimberly, Performance Management Program Manager, Substance Abuse & Mental Health Services Agency, US Department of Health and Human Services; Jennifer.Kimberly@hhs.gov; Leadership Training, Coaching.

Melvin Carter, PhD, Director of Risk Management and Innovations, USDA; melvin.carter@usda.gov; (301) 504-0852; Training & Team Development.

Darcie Cunningham, Clinical Administrator; U. of Kentucky HealthCare; Captain, USCG (Ret); Darcie.Cunningham@uky.edu; Training, Leadership Development.

Mona Amatie, Director of Accounting, Architect of the Capitol; mamatie@aoc.gov; Leadership Development, Training, Coaching.