

# Capabilities Statement

## THE LINDSAY GROUP CO.

AN ORGANIZATIONAL DEVELOPMENT  
CONSULTING FIRM

### CONTACT INFORMATION

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### WHO WE ARE

The Lindsay Group is a minority-owned (Black Owned), organizational development firm and SB8(a) Small Business. We are dismantling systemic oppression and addressing organizational trauma by facilitating transformational and radical organizational change using the evidence-based science and practice of multicultural organizational development and Industrial-organizational psychology.

### CORE COMPETENCIES

#### ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT CONSULTING SERVICES

- Cultural enhancement & mission alignment
- Leadership development & executive coaching
- Specialized organizational trauma intervention
- Organizational diagnosis & Organizational Assessment
- Organizational Design & Restructuring
- Development and maintenance of personnel selection systems
- Workforce needs assessments & training
- Culture assessment
- Strategic planning facilitation
- Group facilitation to address conflict within teams
- Diversity, Equity, Inclusion and Justice (DEIJ) specific strategic planning facilitation
- Anti-racist and Anti-oppressive Reflexive Dialogic Facilitation

#### DISTANCE DELIVERY

- Virtual Leadership Training and Development
- Interactive sessions: Face-to-Face & Online

### DIFFERENTIATORS

We are the only organizational development firm that employs highly-engaging anti-oppressive change techniques to facilitate radical and transformational system changes for our client organizations. As a multiracial and multicultural organization, we are passionate about helping organizations to understand, challenge, and dismantle systemic oppression with the intention of fostering an equitable and psychologically safe organizational system.

### COMPANY DATA

- Structure: S-Corporation
- Ownership: Small, Black-owned
- FEIN: 84-4061810
- Credit Card, Direct Deposits, Wires accepted