



Contact: Toyinda L. Smith, Principal
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Capability Statement

The Coaching Seat, LLC is a recognized learning and development company, operating as a small, minority, and women-led business. We offer professional help to organizations across local, state, national, and international levels, focusing on professional enhancement, creating forward-thinking strategies, performing behavioral and job-related assessments, and supporting organizational growth. Our offerings also encompass the design and implementation of learning and development initiatives, including, management training, executive coaching, coaching certifications and education, improving communication and public speaking skills, and efficient management and performance feedback methods. Moreover, we provide specialized services in conflict resolution using restorative methods and promoting emotional intelligence. Demonstrating a history of effective partnerships with educational institutes, business sectors, and government, our squad has the ability to instigate major shifts in personal and professional work atmosphere. This is achieved through leadership and management refinement, resulting in the betterment of employee skills and overall organizational productivity.

Differentiators:

- **Certified** Coach, Speaker Trainer Maxwell Leadership Team
- **Certified** REAL Colors® Personality Assessment Facilitator, National Training & Curriculum Institute
- **Trained** CliftonStrengths Talent Assessment & Coaching Methods, Gallup®
- **Certified** Champion Influence® Coach & Facilitator and Founding Faculty, The Coaching Seat®
- **Certified** Lean Six Sigma Yellow Belt, USF Corporate Training and Professional Education
- **Certified** Diversity, Equity and Inclusion in the Workplace, USF Muma College of Business
- **Certified** Birkman Certified Professional, Birkman International

NAICS Codes:

611430 Professional and Management Development Training

Core Competencies:

- Adult Learning Theories & ADDIE Model Practitioner
- Executive Coach & Thinking Partner
- Coach, Facilitator, Educator & Faculty
- Learning & Development Curriculum Designer
- Facilitation & Workshop Presenter
- Personality & Talent Assessment Trainer
- Leadership Development Educator
- Virtual and Classroom Instructor (ILT, VILT, eLearning)

Select Past Performance:

Purdue University - Educated and trained staff in utilizing coaching methodologies and techniques.

Amazon, Incorporated - Provided upskilling and coaching services to managers and leaders within affinity groups.

Dell Technology North America - Presented to leaders, best practices to pivot and reach fiscal year goals during the pandemic disruption.

Children's Trust of South Carolina - Educated, trained and coached managers and leaders with tools to utilize coaching methods in the workplace.

The Coaching Seat - Trained and certified over 75 professionals in coaching and facilitation.