



LEADERSHIP, MORE THAN A JOB TITLE

HELLO

Leadership Development Professionals

PAST PERFORMANCE

State of Oregon
Sandy Springs Friends School
Columbia Sportswear Company
Adidas
Allstate
Nothing Bundt Cakes

PAST EXPERIENCE

NASA
The George Washington University
American University
The John F. Kennedy Center
Young Invincibles
Merck
The Executive Leadership Council

DIVERSITY CERTIFICATIONS

Women Business Enterprise
Minority Business Enterprise
Emerging Small Business
Small/Micro Business
SWAM Virginia: 827920
COBID Oregon: 10875

GOVERNMENT IDENTIFICATIONS

UEI: UAU6RBUW3NM5
CAGE Code: 82XX1
NAICS Codes:
611430, 611310, 611710, 541611, 541612, 541618
DUNS# 088590436

LICENSED FOR BUSINESS

Oregon, LLC State of Organization, District of Columbia,
Maryland, Virginia

SECURITY CLEARANCE

Team members with clearance

PAYMENT

Net 30, We accept all major credit cards

INSURANCE

HISCOX: General and Professional Liability
Workers Compensation

BtNL DIVERSITY DEMOGRAPHICS

Minority: 90%
Women: 50%
Spanish Speaker: Available upon request

CONTACT

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ABOUT US

Break the Norm Leadership (BtNL) believes that leadership skills are life skills. All professionals regardless of their title can benefit from continuous leadership development. Skills such as strength based leadership, conflict resolution and DEI improve individual and team performance which affect business outcomes. Break the Norm is committed to helping our clients build work cultures that are focused on their biggest asset, their employees.

MISSION

To equip business leaders with the necessary skills to thrive and evolve in a continuously changing work environment.

VISION

To create business leaders that will have a positive impact on the world.

CAPABILITIES AND PERFORMANCE

- *Change Management*
- *Executive Coaching: MCC, PCC, ACC*
- *Human Resources*
- *Leadership and Teamwork Consulting (5 Behaviors of Cohesive teams)*
- *Organizational Design*
- *Strategic Planning*
- *Workshops/Trainings*
- *Surveys and Assessments: DiSC, Strength Finders 2.0, MBTI, Crucial Conversations, Crucial Accountability, LPI 360, EQ 2.0, EQ 360*
- *Budgeting, Forecasting, Data and Analytics*
- *Process Improvement and Operations Management*
- *Financial Planning*
- *Traumatic Stress, Internal Family Systems (IFC)*
- *Scrum Master, Project Management (PMP)*
- *Lean Six Sigma, Kaizen, CIQ*

LEADERSHIP TEAM:

- Rachel Saathoff, ME, Owner (Primary Contact)
- Dr. Ramien R. Pierre Ed. D, Chief Learning Officer
- Karli Holland, MA, Director of Curriculum Dev.