

## CAPABILITY STATEMENT

### WHO WE ARE

Visionary Initiatives, LLC is a leading Career and Workforce Development organization dedicated to empowering working moms to achieve their career visions while strengthening organizations to retain their valuable talent. Our innovative programs and strategic partnerships are designed to create supportive and inclusive work environments where working moms can thrive and contribute meaningfully to their organizations.

### Why Choose Visionary Initiatives, LLC:

**Expertise:** Extensive experience in career development and workforce transformation with a focus on supporting working moms.

**Innovative Solutions:** Tailored programs and services designed to meet the unique needs of working moms and their employers.

**Proven Impact:** Demonstrated success in improving career outcomes for working moms.

**Commitment to Excellence:** Dedicated to providing high-quality services and fostering long-term partnerships with clients.

### Our Core Capabilities

- Career Development Programs: Comprehensive workshops and training sessions focused on leadership, skill enhancement, and personal growth. Tailored career coaching and mentorship programs to guide working moms through career transitions and advancements.
- Advocacy and Policy Development: Advocacy for policies that support working moms at the organizational and legislative levels.

- Support and Resources for Working Moms: Access to a robust network of support groups, peer mentoring, and community resources.
- Workplace Transformation Services: Consulting services to help organizations design and implement family-friendly policies and flexible work arrangements.

### NAICS Codes

541618 - Business Consulting  
87480000 - Management Consulting

### CY23 Accomplishments

- Successfully supported over 200 working moms in advancing their careers through targeted training programs and events and career and life coaching.
- Partnered with Villyge to drive employee retention through workplace flexibility training and coaching.
- Launched the “Empower Moms, Empower Organizations” initiative, intending to impact thousands of working moms and foster inclusive workplace cultures.
- Hosted 10 workshops, webinars, and events focused on career and personal development, work-life balance, and time management.

# CAPABILITY STATEMENT

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**Past Performance**

Visionary Initiatives, LLC partnered with S.A.I.L.S., to develop and implement comprehensive strategies aimed at improving employee retention, within the organization. Our collaborative approach involved assessing current policies, identifying key areas for improvement, and providing tailored solutions to foster a more supportive and engaging work environment.

**Scope of Work included:**

- Initial Consultation and Assessment: Conducted a thorough needs assessment to understand the unique challenges and retention issues.
- Strategy Development: Facilitated a series of strategic planning sessions with key stakeholders to define goals and priorities for employee retention.
- Training and Support: Conducted workshops and training sessions for board members on best practices for supporting the workforce and fostering an inclusive workplace. Offered ongoing support and resources to ensure successful implementation and sustainability of new policies.
- Evaluation and Continuous Improvement: Provided regular feedback and recommendations for continuous improvement based on data and feedback.




**Key Achievement:**

- Strengthened Organizational Culture: The organization experienced a positive shift in workplace culture, characterized by increased inclusivity, support, and engagement.

*"Having Latika's guidance and feedback has empowered me to delegate tasks, put systems in place, and follow through on both...she is honest, transparent, and authentic. She will definitely tell you where to tighten up, how to make it happen, and empower you with the tools to do so, all in love and tact."*

*- Sadija Smiley, MBA, CEO, S.A.I.L.S*

**OUR CORE VALUES:**

- VIGILANCE**  Always attentive to the needs of our clients by listening, observing, and evaluating them.
- INCLUSIVE-NESS**  Creating and maintaining our client's state of being welcomed, respected, supported, valued, and represented.
- LEADERSHIP**  Demonstrating moral courage, ethical strength, and trustworthiness while contributing to the growth of our clients.