

## CAPABILITY STATEMENT

### WHO WE ARE

Visionary Initiatives, LLC is a Career and Workforce Development Organization providing comprehensive learning strategies, career coaching programs, and policies equipping working mothers with the skills and resources needed to thrive in the workplace as they get back to their Career Visions and achieve them. We have proudly served Private and Non-Profit Professional Services (e.g. Information Technology, Marketing, Finance, Project Management, Human Resource Management, etc...) for over 5 years.

Our Founder and Chief Workforce Developer, Latika Vines, is a proactive and performance-driven Learning & Development Expert with over fifteen years of progressive Training, Workforce & Career Development, and Program Management experience with a desire to contribute to the promotion of a positive learning environment.

### OUR INITIATIVES

The Initiatives of Visionary Initiatives include, but are not limited to:

- Leadership Training
- Career and Life Coaching for Working Moms
- Customized Career Development Program Development and Management
- Effective Workload Management Training
- Workforce/Employee Engagement Development
- Succession Management Program Development and Management
- Career Brand 101 Training
- Creating and Owning your IDP Training
- Getting the Career You Want 3-Part Workshop

Latika's mantra is that every working mother has a God-given Career Vision, but needs the support, guidance, and tools to turn it into an Initiative. Turn your Vision into an Initiative by investing in the retention of your Working Mom Talent with Visionary Initiatives, LLC. Latika brings certifications in Human Capital Strategist, Strategic Workforce Planning, Leadership & Management, and Performance Consulting for Trainers.

### NAICS Codes

541618 - Business Consulting  
87480000 - Management Consulting

### PAST PERFORMANCE

- Stillborn & Infant Loss Support (SAILS) 3 Years: Annual Strategic Planning
- International Association of Women (IAW) 3 Years: Professional Development Training
- Federal Training Committee 2 Years: Professional Development Training
- Facilitated Work-Life Balance Workshops for Working Moms for various organizations and coaching programs
- Coached Working Moms to go after their Career Vision with balance

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### TESTIMONIALS

"Latika's Productivity Hour was a game-changer for me. The clarity and focus that came from her guiding the session helped me stay organized in my business. Latika led the session with ease and confidence, making sure to listen to each of us and asking deeper, clarifying questions on what to really focus on for the quarter. I'll definitely be attending future ones, highly recommend it!!" - Pauline Ochieng


"Latika provided exceptional services through the transition of my career. She enabled me to elevate my professional image beyond my own understanding. She exudes professionalism with grace and solitude due to her experience, attitude, and heart. I always enjoy working with her. I'm grateful to have her in my network of exceptional professionals, coaches, and speakers due to her multifaceted skills and abilities." - Anika Wilson, M.S.


"Working with Latika has made me more marketable...Latika is knowledgeable, patient, kind, and easy to work with." - Karen Edmond, Account Manager


"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

"We have weekly meetings where she has been helping me balance my business and personal life...my dreams, hopes, and ambitions. Latika listens, doesn't judge, she brings clarity and helps me focus...I now have opportunities coming my way that I am slaying to make my 4th quarter better, because of this woman." - Toya Rivera, Chief Creative Engineer

### 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.