



# SHENITA BROKENBURR, PH.D.

Founder/CEO - BRIDGE BRAINTRUST LLC

Helping individuals and organizations move from now to next!

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## CAPABILITY STATEMENT

### ABOUT

Bridge Braintrust LLC is a certified woman-owned consulting firm that partners with individuals and organizations to *provide HR advisory services, leadership coaching and learning solutions across the employee life-cycle: hire-to-retain.*

### DIFFERENTIATORS

- ❖ **HANDS-ON EXPERIENCE.** 30+ years in HR and prior experience in Chief HR Executive at four organizations across diverse industries. Operational experience, problem solving and implementing innovative solutions are our strategic advantage. *We know how to get things done!*
- ❖ **SUBJECT MATTER EXPERTISE.** Deep understanding, special skills and experiential knowledge of what works/what doesn't and why – across all functional areas of HR, hire-to-retain. *Experience makes the difference!*
- ❖ **CREDENTIALLED, CERTIFIED & IVY-LEAGUE TRAINED.** Highest academic & professional credentials; knowledge of best practices based on the latest research from industry organizations and the nation's top universities.

### PAST PERFORMANCE

- **PROFESSIONAL EXPERIENCE.** C-Suite and functional experience with oversight, planning and execution of HR programming, transformation, learning & development, change management, and diversity.
- **BUSINESS to BUSINESS.** Small to medium-sized for-profit businesses. Strategic planning, communication, branding and employee relations.
- **HIGHER EDUCATION.** Various mission-centric small colleges to large complex institutions & systems. Administration & HR, career planning, leadership development, management consulting, diversity and strategic advising.
- **NON-PROFIT.** Mission-focused & driven organizations. Management consulting and training on best HR practices during the pandemic.
- **INDIVIDUAL CLIENTS.** Executives, Leaders, Managers and Professionals. Coaching, leadership presence, thought-partnership and strategic advising.

**NAICS CODES** 541611 541612 561410 611430 611710  
**DUNS** 117934937 **CAGE CODE** 8WHG2



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### Key Areas of Delivery

#### EXECUTIVE COACHING & LEADERSHIP DEVELOPMENT

Talent strategy & development for executives, leaders and high potential employees, including virtual delivery:

- ◆ Executive coaching & C-level strategic advising
- ◆ Leadership presence, branding & personal effectiveness
- ◆ Learning journeys & development plans
- ◆ Strategic planning, goal-setting & accountability

*Executive Coaches are professionally credentialed through the International Coaching Federation (ICF).*

#### STRATEGIC HUMAN RESOURCES

Professional consulting services across the employee life cycle includes (hire-to-retain):

- ◆ Talent identification + assessment + placement
- ◆ Workforce & succession planning
- ◆ Onboarding, culture & employee engagement
- ◆ Performance management & employee relations
- ◆ Diversity, equity, inclusion, belonging & intercultural competence
- ◆ HR Transformation & change management

*HR Consultants are SHRM Senior Certified Professionals.*

#### CAREER DESIGN & DEVELOPMENT

Best & next practices in career management for individuals at all levels of the organization

- ◆ Career mapping, planning & development
- ◆ Strengths-based assessments & 360 insights
- ◆ Career ladders, lattices & trajectories
- ◆ Skill gap analysis & development plans

*Career services are provided in accordance with National Career Development Association (NCDA) standards.*