# LT3

## LEADERSHIP SOLUTIONS, LLC

*Building Scalable Leadership Infrastructure*

UEI **DQN8JD6DEM96**
CAGE **9XC60**
NAICS **611430**

WOSB · VOSB · SDVOSB

LT3 Leadership Solutions engineers organizational readiness by architecting scalable **Leadership Infrastructure** — aligning human capital strategy with technology modernization and facility lifecycle management to bridge the gap between executive vision and operational reality.

We equip federal and commercial partners to replace ad-hoc leadership with **governed, repeatable systems** that sustain trust, retention, and execution in high-stakes environments.

## CORE COMPETENCIES · THREE PILLARS OF READINESS

PILLAR I

### LEADERSHIP & CHANGE

**Executive Optimization & Coaching** — military-grade leadership models that accelerate decision-making and change readiness.

**Conflict Governance & Mediation** — converting organizational friction into measurable retention and productivity gains.

**Training & Academics** — the proprietary *Dare 2 Lead Differently* Framework for resilient, high-capacity leaders.

**Human Capital Strategy & HR Compliance** — aligning policy, people, and talent development (SHRM-CP certified).

PILLAR II

### OPERATIONS & INFORMATION TECHNOLOGY

**Program & Project Management** (PMP, ICP-ACC / ICP-ATF) — complex modernization delivered to scope, schedule, and budget.

**Process Optimization** (Lean Six Sigma Black Belt) — automating workflows, purging waste, maximizing resource yield.

**IT Governance & Financial Stewardship** — technology roadmaps, infrastructure security, and IT budgets up to **$21M+**.

PILLAR III

### FACILITIES & SANITIZATION SUPPORT

**Mission-Ready Custodial & Disinfection** — high-frequency sanitation and rapid turnover aligned to OSHA and CDC standards.

**Compliance & Safety** — comprehensive facility support sustaining 100% inspection readiness across all contract cycles.

### PROOF OF PERFORMANCE

| $2.9B | $73M | $21M+ | 33 yrs | 0 |
|---|---|---|---|---|
| Annual portfolio led | Taxpayer savings delivered | IT budgets managed | U.S. Army leadership | Safety violations & missed inspections |

## CERTIFICATIONS

- **WOSB**
  SBA Certified Women-Owned Small Business
- **VOSB**
  SBA Certified Veteran-Owned Small Business
- **SDVOSB**
  SBA Certified Service-Disabled Veteran-Owned
- **MINORITY-OWNED**
  Black American Owned

## NAICS CODES

| | |
|---|---|
| **611430** | Professional & Management Development Training **PRIMARY** |
| **541611** | Administrative & General Management Consulting |
| **541512** | Computer Systems Design Services |
| **541618** | Other Management Consulting Services |
| **561720** | Janitorial Services |

## CONTACT


**POINT OF CONTACT**
BG (R) Twanda "Tia" Young, Founder & CEO

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## UNIQUELY QUALIFIED LEADERSHIP

**FOUNDER & CEO**
LEADERSHIP & CHANGE

### BG (R) TWANDA "TIA" YOUNG

*33-Year U.S. Army Veteran · Presidential Lifetime Achievement Award*

Strategic change architect who managed a **$2.9B** annual portfolio and delivered **$73M** in documented savings. Serves on the NC Governor's Advisory Committee for Veteran Affairs and the U.S. Army War College Board of Visitors.

**CIO & CFO**
OPERATIONS & IT

### DR. TRACY B. YOUNG

*DBA · PMP · Lean Six Sigma Black Belt · ICP-ACC · ICP-ATF*

Technical authority with 35+ years of IT, project management, and fiscal leadership. Specializes in "*The Math of Leadership*" — integrating IT roadmaps, Agile delivery, and Lean Six Sigma process engineering with multi-million-dollar budget management.

**OPERATIONS CONSULTANT**
HUMAN CAPITAL STRATEGY

### TYRA B. YOUNG

*M.Ed. · SHRM-CP · Human Capital Strategist*

Expert in human capital development, HR compliance, and operational workflows — ensuring leadership infrastructure is supported by durable personnel development systems.

## KEY DIFFERENTIATORS

**INTEGRATED EFFICIENCY MODEL**
Single-source small business natively blending executive coaching, SHRM human capital strategy, PMP project management, and Lean Six Sigma rigor.

**PROVEN SCALE & GOVERNANCE**
Military-grade stewardship of a $2.9B portfolio, combined with doctoral-level business intelligence and state and federal board governance.

**DARE 2 LEAD DIFFERENTLY™ FRAMEWORK**
Proprietary, field-tested methodology fusing military decision-making with emotional intelligence (EQ-i 2.0).

**SURGE CAPACITY & REGIONAL AGILITY**
Headquartered in Charlotte, NC, with deep regional, academic, and military networks to scale specialized teams rapidly.

## PAST PERFORMANCE

**LEADERSHIP & HUMAN CAPITAL**
Resolved critical leadership-process misalignments for military and academic institutions (HBCU & ROTC), measurably improving conflict resolution efficiency and team cohesion.

**MANAGEMENT & IT SYSTEMS OPTIMIZATION**
Reengineered multi-site operational logistics, stabilizing the Software Development Life Cycle (SDLC) and purging workflow waste.

**FISCAL & PORTFOLIO STEWARDSHIP**
Managed and executed corrective strategies across large-scale program portfolios, generating over **$73M** in taxpayer savings.

**FACILITIES MANAGEMENT**
Secured high-traffic office and training environments with a record of **0** safety violations and **0** missed inspections.

### READY TO ENGAGE

Registered and active in SAM.gov under UEI DQN8JD6DEM96 / CAGE 9XC60. Available for prime, subcontract, and teaming arrangements across federal, state, and commercial requirements.

WOSB VOSB SDVOSB

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