

## CAPABILITY STATEMENT

People are the core and very essence of any organization. Your people impact your production and service outcomes and are critical to helping your organization fulfill its mission. Key to your success is understanding and embracing what they need to feel empowered, satisfied, and gratified at work. At SP Grace, we get it. We know people, and we can help you give them what they need to strengthen your workforce and workplace.

## OUR DUAL FOCUS: WORKPLACE & WORKFORCE DEVELOPMENT

- 1 We make contemporary workplaces better by using innovative, culturally competent training and consulting strategies and tools that help organizations solve their toughest “people problems,” from the frontline to top leadership.
- 2 We strengthen the workforce and help drive economic growth in communities by preparing unemployed, underemployed, incumbent workers, and those newly entering the workforce with occupational knowledge and skills necessary for gainful employment.

## COMPANY PROFILE

SP GRACE, LLC, is a management solutions company providing strategic organizational and learning solutions for business, education, industry, and local communities. At SP Grace, we make it our business to support your business by helping you to develop your greatest asset—your people. Building the skills and knowledge of today’s workers is essential for today’s workforce. We work to develop people-centered, high-performing workplaces guided by thoughtful, skilled leadership.

**Founded: August 2007**

*100% woman-owned, minority owned, disadvantaged small business*

## IN-PERSON & ONLINE LEARNING

- ✓ Instructor-Led Classroom (ILT)
- ✓ Virtual/webinars
- ✓ eLearning
- ✓ Blended or Hybrid Approach

## NAICS CODES

- 541612
- 541611
- 611000
- 611519
- 611513
- 624310
- 611710
- 541690
- 611519
- 611430

## CONTACT INFORMATION

440 Burroughs, Ste. 110, Detroit, MI  
Phone: 313-263-1750  
Email: [Info@spgrace.com](mailto:Info@spgrace.com)



**Owners:** Dr. Carmen Bell-Ross and Dr. Marilyn Bell

# OUR SERVICES

## For the WORKFORCE

### CULTURALLY COMPETENT DESIGN

- Collaborating with employers, government agencies, community partners, and businesses to create innovative training programs for unemployed, underemployed, incumbent, and new entry workers
- Community-building, engagement with community stakeholder organizations
- Unique approaches to reach target populations

### READINESS, TRAINING, EVALUATION

- Assessing work readiness
- Training
  - Prerequisite skills tutoring/training (i.e., more advanced skill-building)
  - Custom, organization-specific job preparedness content
  - Understanding workplace rules
  - Soft skills
  - Industry/job-specific technical skills
- Evaluation of success

## For the WORKPLACE

### LEADERSHIP DEVELOPMENT

- Assessments (e.g., leadership style, strengths & weaknesses, emotional intelligence)
- Individualized leadership/professional development plans
- Coaching (one-on-one)
- Strategic planning
- Retreats for teams and leadership
- Training (tailored for leadership)

### STAFF AND PROFESSIONAL DEVELOPMENT

- Organizational culture assessments
- Exploring specific people challenges
- Identifying root causes of performance issues
- Aligning people, policies, and processes
- Training (off-the-shelf and custom)
- Virtual instructor-led or in-person instructor-led
- Learning activities that support individual learning styles

## OFF-THE-SHELF AND CUSTOM DEVELOPMENT

### Can your Workplace benefit from these SP Grace Programs?

- Inclusive Leadership
- Civility and Respect in the Workplace
- Conversations About Race
- Performance Conversations
- Sexual Harassment for Leaders
- Sexual Harassment: Awareness and Prevention
- Zero-Tolerance Workplace
- Managing Unconscious Bias
- Managing Implicit Gender Bias
- Women in Leadership
- Unconscious Bias for Leaders
- The Accountable Supervisor: Leadership for Front-Line Managers
- Emotional Intelligence
- Team Leadership
- Coaching and Redirecting
- Critical Thinking and Problem Solving



## OWNER

*Dr. Carmen Bell-Ross, CEO and founder of SP Grace*

- ✓ Leadership consultant, workforce development specialist, executive coach, keynote speaker, training facilitator, and researcher
- ✓ 20-year career in developing and facilitating professional development programs in leadership, communication, sexual harassment, diversity, equity, and inclusion
- ✓ Led design implementation team for multi-location, community-embedded work readiness program for 1,000 adult job-seekers
- ✓ Advises clients on direction for their strategic initiatives, coaches executives and managers to improve performance outcomes, develops content, and conducts program evaluations
- ✓ Industry experience goes deep in automotive manufacturing, healthcare, banking and finance, courts and law enforcement, local government, and non-profit organizations

## OWNER

*Dr. Marilyn Bell recently (April 2022) joined SP Grace as COO*

- ✓ 30 years of experience as a business owner developing training strategy, promoting instructional effectiveness, selecting SME talent, and establishing long-term client relationships
- ✓ Designs/creates custom curricula for government, automotive, education, insurance, and entertainment industries
- ✓ Experienced learning strategist and consultant in job readiness, adult learning, DEI, leadership, and soft skills; managed professional educational initiatives for over half-a-million people
- ✓ Developed training for dislocated workers, unemployed adults, economically disadvantaged persons, youth career job seekers, and returning citizens
- ✓ Leads company's ongoing strategic expansion efforts into emerging markets

## TEAM EXPERIENCE

36th District Court  
State of Michigan  
Wayne County Sheriff's Department  
Michigan State Police  
CBS Educational Publishing  
Federal Bureau of Prisons  
Environmental Protection Agency  
Macomb County  
UAW  
Focus Hope  
Comerica Bank

Kellogg  
NASA  
City of Detroit  
Social Security Administration  
Ford Motor Company  
Integrated Manufacturing and Assembly  
Comer Holdings  
MichiganWorks  
MotorCity Casino Hotel  
Oakland Community College  
Detroit Water and Sewerage Department