

ChangeSmith, LLC is a premier Organizational Health firm specializing in Change, Culture, and Leadership solutions for Federal leaders. Through a blend of Coaching, Training, Facilitation, Team Coaching, and Advisory solutions, we enable mission-driven organizations to lead with cohesion, clarity, and purpose. By empowering healthy leaders to create exceptional alignment between people and strategy, we transform ordinary teams into highly effective, sustainable, resilient, high-performing, and extraordinary organizations.

CORE COMPETENCIES

- Organizational Change Management & Digital Transformation
- Organizational / Team Health Assessment & Diagnostics - Cohesion / Clarity
- Culture Diagnosis and Transformation
- People-Centered Transformation Design
- Cross-Functional Change Integration
- Executive and Team Coaching
- Organization Design (OD)
- Leadership Development and Alignment
- Facilitation of Strategic Conversations, Meetings, Offsites
- Workforce Engagement and Communication Strategy
- Strategic Planning & Performance Management
- General Management Advisory Services

PAST PERFORMANCE

- **DoN** - Department of the Navy
- **USCIS** - DHS / US Citizenship and Immigration Services
- **FEMA** - DHS / Federal Emergency Management Agency
- **NPS** - National Park Service
- **FRTIB** - Federal Retirement Thrift Investment Board
- **FRB** - Board of Governors of the Federal Reserve
- **ODNI** - Office of the Director of National Intelligence
- **NGA** - National Geospatial-Intelligence Agency
- **DCSA** - Defense CounterIntel & Security Agency
- **CFPB** - Consumer Financial Protection Bureau
- **NCUA** - National Credit Union Administration
- **GSA** - General Services Administration

As lead Change Architect and OD SME, ChangeSmith curated the most expansive business transformation project in Federal Reserve history.

Collaborating with FRB leadership, the team defined and instantiated behaviors that enabled new IT advantages and shifted engagement towards a fundamental new customer paradigm. Client leadership was known to refer to ChangeSmith as his "Change Coach."



DIFFERENTIATORS

ChangeSmith has built a dynamic and influential transformation capability after over 25 years of delivery experience to Federal Civilian, Intel, and Defense leaders and Fortune 500 executives. Here are some of the powerful advantages your team will experience when collaborating with ChangeSmith:

- Mission-Aligned, People-Centered Transformation
- Proven Federal Track Record Across Agencies
- Integrated Modalities for Sustainable Change & Development
- Systemic Organizational Health Focus
- Leadership Capability Building, Not Just Delivery
- Fluency in Synthesizing Strategy and Culture
- Experienced Staff From Global Professional Services Firms

In addition to our Federal qualifications, ChangeSmith has delivered solutions consistent with our NAICS codes at selected leading non-Federal organizations (approx. relationship revenues as of Q2 2025):

- Marriott: Leader and executive coaching (\$150K)
- Accenture: Executive and team development (\$750K)
- Brookings Institute: Transformation and process reengineering (\$150K)
- CapGemini: Organizational change strategy (\$200K)
- Daiichi-Sankyo: Business transformation (\$350K)
- National Collegiate Athletic Association (NCAA): Management and team development training (\$100K)

CORPORATE DATA

POC: Christopher Smith, Principal Consultant

chris@changesmithusa.com

703-863-8899

ChangeSmith, LLC www.changesmithusa.com

Arlington, VA, USA

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Primary NAICS codes:

541611 - General Management Advisory Services

611430 - Professional Development Training & Facilitation

