



CAPABILITY STATEMENT

FOCUSPIRE® Consulting | Bravely Overcoming Life's Difficulties® (BOLD), LLC

Data Reveals the Gaps. Human Transformation Closes Them.

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COMPANY SNAPSHOT

Business Name: Bravely Overcoming Life's Difficulties® (BOLD), LLC

Division: FOCUSPIRE® Consulting

Address: 7310 Grove Road, Suite 205A, Frederick, MD 21704

Point of Contact: Dr. Ella F. Warren, DPA, Founder & CEO

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CERTIFICATIONS

SBA-Certified SDVOSB · SBA-Certified WOSB · Maryland VSBE · Maryland Certified Small Business (CSB), SBR Program Participant · Registered eMMA Vendor

CORE COMPETENCIES

- Organizational Effectiveness & Strategic Alignment
- Workforce Development & Capacity Building
- Leadership, Talent & Succession Readiness
- Culture, Engagement & Retention
- Operational & Program Effectiveness
- Evidence-Informed Organizational Assessment & Action Planning

WHO WE SERVE

- Federal, state, and local government agencies
- Nonprofit, faith-based, and veteran-serving organizations
- Healthcare, human services, education, and workforce organizations
- Organizations navigating growth, change, or workforce challenges

NAICS CODES

- **541611** — Administrative Management and General Management Consulting Services (*primary*)
- **541618** — Other Management Consulting Services (*primary*)
- **611430** — Professional and Management Development Training
- **611710** — Educational Support Services
- **624190** — Other Individual and Family Services
- **711510** — Independent Artists, Writers, and Performers

FOCUSPIRE® VALUE

FOCUSPIRE® is a human-centered consulting and organizational development approach that helps leaders turn organizational data and workforce insight into clearer decisions, stronger alignment, and measurable improvement.

DIFFERENTIATORS

- Led by Dr. Ella F. Warren, DPA — U.S. Air Force veteran with 24+ years of federal service with the Department of Defense.
- Connects organizational evidence with the workforce experience behind the numbers.
- Produces executive-ready findings and practical recommendations designed for implementation, accountability, and sustained improvement.
- Cross-functional perspective: federal program leadership, workforce development, policy, EEO, training, and contracting support.

TYPICAL ENGAGEMENT SCALE

SMALL	MEDIUM	LARGE
14	20	32
WEEKS	WEEKS	WEEKS

Engagements are scaled to organizational size, scope, and complexity.

WHAT CLIENTS RECEIVE

- Clear, decision-ready findings grounded in evidence
- Identification of priority gaps, risks, and opportunities
- Practical recommendations that fit your organization
- An actionable implementation roadmap with priorities, accountability, and measures
- Executive-level deliverables that support decision-making and sustained improvement

RELEVANT EXPERIENCE

Founder experience includes federal program management, organizational leadership, workforce development, policy and process improvement, training, stakeholder engagement, EEO, and acquisition/contracting support. Past performance and references are available upon request.

