



# Integral Exploration Development Group®

IEXDG®

Leadership & Organizational Culture Consulting

UEI: WHMUVUA3JNA5 | CAGE: 9AA49 | DUNS: 118033474 | PSC: U, Education & Training | SIC: 8742, Management Consulting

NAICS: 541611, 541612, 611430, 611699, 611710, 813920 | Location: Upper Marlboro, MD

## COMPANY OVERVIEW

Integral Exploration Development Group® (IEXDG®) partners with organizations to realign leadership and team engagement at the systems level. We work with leaders to identify where communication, decision-making, and team dynamics break down in practice, then implement structural shifts that strengthen performance, engagement, and competitive positioning.

Our work is grounded in the Effective Leadership Culture Code® (ELCC®), a six-pillar framework that defines how leadership is experienced across Communication, Connection, Collaboration, Captaincy, Culture, and Competence.

We specialize in organizations where strong internal teams already exist, but leadership and team dynamics are not producing the alignment, engagement, or operational efficiency expected.

## WHEN INTERNAL EFFORTS AREN'T ENOUGH

Organizations often invest significantly in leadership development, HR initiatives, and team training, yet still experience communication breakdowns, engagement issues, and performance gaps that create operational barriers. IEXDG works with organizations where existing internal capabilities are strong, but leadership behaviors and team dynamics require systems-level realignment that goes beyond traditional training approaches.

## KEY DIFFERENTIATORS

- Cross-functional systems transformation specialist with proven ability to drive change through influence and collaboration
- Proprietary leadership framework (ELCC®) addressing the complete leadership ecosystem
- Systems-level leadership realignment that addresses root causes, not symptoms
- Executive-ready implementation with measurable results within 30-90 days, reducing operational barriers and strengthening competitive positioning
- Proven multi-sector delivery across corporate, government, and education environments
- Partnership approach that strengthens existing internal teams rather than replacing them

## PARTNERSHIPS & ENGAGEMENTS

### Government

City of Tucson, active 5-year vendor contract supporting leadership development and organizational culture alignment

### Education

- Garfield Heights School District, contracted for leadership alignment and development engagement
- Prince George's County Public Schools, cross-functional team leadership and system-wide process development across multiple departments

### Corporate

Multi-state leadership consulting supporting hybrid and distributed teams

### International

Leadership consulting and keynote delivery across global markets, including Dubai and Ghana

Trusted by the public sector, education, and corporate organizations across local, national, and international environments.

## CERTIFICATIONS & AFFILIATIONS

Certified. Connected. Trusted to Deliver.

### Business Credentials:

- MD Certified Small Business (CSB/SBP)
- Government-Approved Vendor
- PGCOE Equity in Procurement Cohort Graduate

### Professional Expertise:

- Prince George's Chamber of Commerce
- Association of Teacher Educators (ATE)
- Quality Matters (QM)
- National Association for Gifted Children (NAGC)
- Maryland Association for Gifted and Talented Students (MAGS)



## THE ELCC® FRAMEWORK

A leadership system that aligns how communication flows, how decisions are made, and how teams experience leadership across the organization:

- **Communication** — How information flows and is received
- **Connection** — Strength of relationships and belonging
- **Collaboration** — Effectiveness of teamwork and shared goals
- **Captaincy** — Leadership influence and accountability
- **Culture** — Team dynamics and organizational health
- **Competence** — Skills, development, and growth capacity

## CORE SERVICES

### Leadership Behavior Realignment

Aligning leadership behaviors with organizational expectations so communication, decision-making, and accountability function consistently across teams

### System-Wide Culture Transformation

Addressing breakdowns in trust, engagement, and team dynamics through systematic leadership realignment that reduces operational barriers

### Executive and Leadership Development

Developing leaders to lead with clarity, consistency, and influence that strengthens team performance and competitive positioning

### Workforce Engagement and Retention Strategy

Improving engagement and retention by addressing leadership-driven patterns that impact morale, turnover, and operational efficiency

### Change and Transition Leadership Support

Stabilizing leadership and team performance during periods of change, growth, or organizational transition

### Cross-Functional Performance Integration

Strengthening communication and collaboration across departments using proven influence strategies

## SECTORS & INDUSTRIES SERVED

- Corporate (Healthcare, Insurance, Utilities, Professional Services)
- Government (Municipal, State, Federal)
- Education (K-12, Higher Education)
- Not-for-Profit Organizations
- Multi-State Workforces
- Organizations in Executive Transition

## ENGAGEMENT MODEL

A structured approach from awareness to sustained leadership effectiveness:

- **Clarity** — Identify where leadership practices and team experience are misaligned
- **Alignment** — Implement targeted shifts in leadership behavior and accountability
- **Transformation** — Embed consistent practices that strengthen culture and performance

## PARTNERSHIP APPROACH

We work alongside your existing HR and L&D teams, not in place of them. While internal teams excel at policy and training, IEXDG specializes in the behavioral and cultural shifts that make those investments effective at the leadership level.

## CREDENTIALS

- Doctor of Education (EdD), Educational Leadership
- Maxwell Leadership Certified Coach, Speaker, and Trainer
- Maxwell DISC Behavioral Consultant (Licensed Practitioner)

## GEOGRAPHIC REACH

Maryland | DC | Virginia | Arizona | Ohio | International

## START WITH CLARITY

### Request a Leadership Culture Strategy Call

We guide organizations to identify where leadership and team dynamics are not aligning, and implement the shifts needed.

[www.iexdg.com/clarity](http://www.iexdg.com/clarity)