

# Capabilities Statement

## About Lang & Associates

Founded in 1992, Lang & Associates is a collaborative group of field subject experts with decades of professional experience dedicated to providing a variety of custom support services for individuals, communities, business, government and organization. Most consultation, dispute resolution, facilitation and training services are available online.

## Core Competencies

- **Can We Chat Program:** Facilitate conversations for participants to discuss matters related to race such as implicit bias, systemic racism and racial inequities.
- **Dispute Resolution:** Mediate problem-solving process for two or more individuals related to workplace relationships, organizational culture and structural gaps.
- **Facilitation:** Create and coordinate goal-specific opportunities for large and small groups to interact, explore or strategize.
- **Training:** Develop and deliver curriculum in a number of disciplines that promote efficiency, effectiveness and contentment.
- **Organizational Development:** Assess and cultivate options for change management, strategic planning and board development.
- **Leadership Development:** Evaluate and provide guidance in areas of team development, communication and morale.
- **Intentional Environment:** Design work and living areas to maximize intended use, including increased productivity and efficiency.

## Client Feedback

*“On a global basis, we needed a third party to intervene in order to make some progress.”* - Small Business Project Leader, Communications Skills Training

*“The most valuable part...was the chance for different departments to come together and share ideas and work to find common ground.”* - Educator, CSUS Department of Education, Annual Retreat

### UNSPSC Codes:

80101500 - Business and Corporate  
Management Consulting Services  
80111500 - Human Resource Development  
80161500 - Management Support Services

### NAICS Codes:

611430 - Professional and Management  
Development Training  
541620 - Environmental Consulting Services  
541410 - Interior Design Services

### SICS Codes:

874299 - Management Consulting Services  
874205 - Business Planning and Organizing  
Services  
7389 - Business Services:  
Arbitration and Conciliation Services  
Interior Design Services  
Decoration Service for Special Events  
Speakers Bureau