CERTIFICATIONS

NMSDC Certified MBE

Maryland Certified Small Business

★ CITY OF BALTIMORE ★ CERTIFIED MBE

WOMAN-OWNED BUSINESS

PERFORMANCE AT A GLANCE

225%
Client board membership growth in six months

$100K+
Raised by a client in three months after fundraising strategy support

97%
Rated leadership content relevant to their role

95%
Reported tools useful for current leadership challenges

COMPANY DATA

UEI	J66SD6TPGAP7
CAGE	0FQJ8
DUNS	122400510
Established	10/15/2019
Entity	FL LLC; registered in MD

NAICS CODES

541611	Administrative & General Management Consulting
611430	Professional & Management Development Training
611710	Educational Support Services
541613	Marketing Consulting Services
561920	Convention & Trade Show Organizers
541612	Human Resources Consulting Services
541820	Public Relations Agencies

UNSPSC CODES

80101500	80101504	80101506
80101604	86132000	86132001
86132101	86132103	86132201
86132204	86141501	



Shernette D. Grant, Ph.D.
Founder & Chief Executive Officer

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CAPABILITY STATEMENT

Unorthodox Leadership Consulting & Management Services, LLC

MANAGEMENT CONSULTING | ORGANIZATIONAL STRATEGY | LEADERSHIP DEVELOPMENT | EDUCATIONAL SUPPORT

A strategic management consulting, leadership development, and organizational performance firm that partners with organizations and institutions to strengthen leadership, align strategy and systems, and turn priorities into measurable results.

We identify and address the leadership, structural, and operational barriers that constrain performance—strengthening accountability, organizational capacity, and execution. Beyond traditional consulting and training, ULCMS builds the leadership systems and performance culture that drive sustainable impact.

CORE CAPABILITIES

Organizational Strategy & Performance
Strategic planning, organizational assessments, organizational design, implementation planning, performance measures, and accountability systems.

Leadership & Management Development
Customized leadership and supervisor training, executive coaching, manager development, change leadership, and team effectiveness.

Executive Advisory & Implementation Support
Executive alignment, decision-making and role clarity, strategic problem-solving, change implementation, and ongoing advisory support.

Governance & Organizational Sustainability
Board development, governance assessments, board and executive alignment, succession planning, and funding strategy.

Educational Support & Program Development
Educational program design and implementation, curriculum development, instructional coaching, magnet and innovative program support, and grant development and administration.

DIFFERENTIATORS

- **Ph.D. in Educational Leadership and Research Methodology; Certified Agile Coach (ICP-ACC).** Author of *Unorthodox Leadership: A Guide for Leading Real People in Real Organizations* and convener of the ***Lead Like Your Legacy Depends On It*** **Leadership Summit**: registrations grew **165%** from the prior edition (40 to 106), and **96%** of respondents reported gaining practical leadership strategies.
- **20 years of executive leadership** as CEO, entrepreneur, chief program officer, district director, and principal, including leadership in the nation's sixth-largest school district.
- **Cross-sector operating experience.** Connecting leadership development, strategy, systems, and accountability to measurable results across government, education, nonprofit, and corporate settings.

SELECTED CLIENTS & PAST PERFORMANCE

MarCorp Ltd | March Funeral Homes
Multi-entity strategy, organizational alignment, and Legacy Year planning and implementation.

Mentoring Mentors Inc.
Strategic planning, board development, governance, and implementation support.

Baltimore City Community College
Leadership development for staff and senior leaders to strengthen organizational effectiveness.

Nancy Grasmick Leadership Institute, Towson University
Executive and manager development focused on leading across generations.

Coppin State University
Commemorative publication design and production for the inaugural Nonprofit Leadership Conference.

Youth Breakthrough Initiative
Organizational structure, program design, strategic positioning, and fundraising strategy.

Additional clients: BCYF, Maryland Nonprofits, and Family League of Baltimore.

PRINCIPAL'S EXECUTIVE LEADERSHIP EXPERIENCE

Broward County Public Schools
Director, Innovative Programs Design & Support
Former Principal
Directed **170+** magnet and innovative programs; secured **$30M** in competitive federal grants. As principal, achieved **76%** learning gains and **91%** acceleration.

Girl Scouts of Central Maryland
Chief Executive Officer
Led a **$20M+** regional nonprofit; developed a plan within four months targeting **$730K** in operating savings, **30%** cost reductions, and elimination of **$130K+** in underperforming contracts.

Junior Achievement of South Florida
Chief Program Officer
Led financial literacy, workforce readiness, and entrepreneurship programs serving **80,000+** students; grew workforce program participation **256%** and facilitated a **$589K** school district contract.

Executive Line Limo
Founder & Entrepreneur
Built and operated a licensed transportation business, increasing revenue **258%** while maintaining **95%** customer retention.