

OPTIONS AHEAD, INC.

LEADERSHIP DEVELOPMENT • EXECUTIVE COACHING • TEAM DYNAMICS • ADVISORY

CAPABILITY STATEMENT

Options Ahead, Inc. is a leadership development, executive coaching, and organizational advisory firm serving federal agencies, prime contractors, and mission-driven organizations. Led by a former nonprofit CFO with 30+ years of executive experience, we deliver customized leadership programs, DISC and behavioral team assessments, coaching engagements, and workshops that measurably strengthen how leaders and teams perform.

We work as a subcontractor and teaming partner to federal prime contractors, delivering leadership training and organizational development capabilities under agency task orders. Documented past performance includes multi-year workshop delivery for the National Park Service, the U.S. Navy Strategic Systems Programs (SSP), and the Office of Civil Rights Academy.

COMPANY SNAPSHOT

Founder & CEO: Raj Kapur

UEI: ED93W58J13U1

CAGE Code: 8F5C3

Entity Type: S-Corporation

SAM.gov: Active Registration

HQ: Alexandria, VA

Work Area: Nationwide + International

CONTACT

raj@rajkapur.com

+1 (516) 263-7783

www.OptionsAhead.com

CORE COMPETENCIES

LEADERSHIP DEVELOPMENT & TRAINING

- Multi-day leadership institutes for senior and mid-level teams
- Maxwell Leadership Executive Program curriculum (full catalog)
- Custom leadership curricula for federal and nonprofit contexts

EXECUTIVE & TEAM COACHING

- One-on-one executive coaching engagements
- Senior leadership team coaching (up to 15 members)
- Leadership Application Labs (virtual, applied practice)

DISC & BEHAVIORAL TEAM DYNAMICS

- Certified DISC assessments and Impact Reports
- Team dynamics workshops with debrief facilitation
- Emotional intelligence and behavioral science practice

COMMUNICATION & FACILITATION

- Managing conflict and difficult conversations
- Customer service and interpersonal effectiveness
- Facilitation for retreats, off-sites, and strategic planning

ORGANIZATIONAL RESILIENCE & CHANGE

- Resilience programming for teams under funding pressure
- Change management coaching through leadership transition
- Continuity of operations (COOP 2.0) frameworks

FRACTIONAL CFO & ADVISORY

- Financial leadership and strategic advisory
- 30+ years nonprofit and small-business CFO experience
- Board and governance advisory

CERTIFICATIONS & CREDENTIALS

Maxwell Leadership Executive Program — full catalog, Certified Team Member • **DISC Certified Consultant** — assessments, Impact Reports, workshop facilitation

Cialdini Ethical Influence Certified Coach (2025) • **Neuroencoding Specialist** (licensed) • **Certified Life Coach** • **Six-Phase Meditation Trainer**

DIFFERENTIATORS

- **30+ years as a nonprofit CFO and executive advisor** — rare dual command of leadership development and financial strategy in a single practitioner.
- **Documented federal past performance across four consecutive years** with the National Park Service via The Tade Group, plus Navy SSP and Office of Civil Rights delivery.
- **Purpose-built curriculum for high-pressure operating environments** — Resilience, COOP 2.0, change-through-transition programming for organizations facing funding volatility.
- **Established prime-contractor relationships** — active teaming history with The Tade Group and The Whitman Group; understands subcontractor operating rhythm and compliance expectations.

OPTIONS AHEAD, INC.

PAST PERFORMANCE • NAICS/PSC • CONTACT

FEDERAL PAST PERFORMANCE

The Tade Group / National Park Service

Period of Performance: 2022 – 2025 (four consecutive fiscal years) • **Role:** Subcontractor / Lead Instructor

Multi-year leadership development programming for National Park Service personnel through prime contractor The Tade Group. Four consecutive years of workshop delivery on a comprehensive leadership curriculum for federal-workforce operating contexts:

- **2022:** Connecting is Everything
- **2023–2024:** Leadership Styles & DISC Assessments; Connection is Everything
- **2025:** Leadership Styles & DISC; Connection is Everything; Customer Service; Managing Conflict; Emotional Intelligence; Nonprofit Resilience (custom-developed); Fundamentals of Leadership and Building Effective Teams

The Whitman Group / U.S. Navy Strategic Systems Programs (SSP)

Period of Performance: 2023 • **Role:** Subcontractor / Facilitator

Team development programming for U.S. Navy Strategic Systems Programs personnel through prime contractor The Whitman Group, using the proprietary Leadership Game — a two-hour interactive experience building team cohesion, communication, and applied leadership.

Office of Civil Rights Academy (OCR)

Period of Performance: 2022 • **Role:** Lead Instructor

Professional development programming integrating communication, core leadership, and productivity principles for OCR Academy participants.

SELECTED ADDITIONAL PAST PERFORMANCE

Adventist HealthCare Lourie Center Head Start • Multi-phase leadership engagement, 2024–2026. Multi-day Leadership Institutes for 15-member senior team; virtual Leadership Application Labs; one-on-one executive coaching; year-three renewal engagement under discussion.

Additional engagements across nonprofit CEO/CFO/board coaching, corporate training, and DISC facilitation. Full engagement summaries and references available upon request.

NAICS & PSC CODES

NAICS Codes

611430	Professional and Management Development Training (Primary)
541611	Administrative Management and General Management Consulting Services
541612	Human Resources Consulting Services
541618	Other Management Consulting Services
541990	All Other Professional, Scientific, and Technical Services
561499	All Other Business Support Services

PSC Codes

U008	Education/Training – Training/Curriculum Development
U009	Education/Training – General
R408	Support – Professional: Program Management/Support
R410	Support – Professional: Program Evaluation/Review/Development
R431	Support – Professional: Human Resources

RAJ KAPUR, FOUNDER & CEO • raj@rajkapur.com • +1 (516) 263-7783 • www.OptionsAhead.com