

KRS TRAINING & DEVELOPMENT

A Division of Kiana Shaw Enterprises, LLC

DEVELOP YOUR PEOPLE.**IMPROVE YOUR RESULTS.****PRIMARY NAICS****611430****YEAR ESTABLISHED****2019****SERVICE AREA****Southern California****CLASSIFICATION****Black-Owned |
Woman-Owned |
Small Business****COMPANY OVERVIEW**

KRS Training & Development partners with organizations to strengthen the human skills that influence communication, accountability, leadership, professionalism, workplace relationships, productivity, and long-term performance. We support HR and People teams, Learning & Development teams, schools, municipalities, workforce organizations, and community-based organizations with practical, customized Training & Development solutions built around the people they serve and the results they are working toward.

**WE HELP REDUCE PREVENTABLE
EMPLOYEE PROBLEMS**

KRS helps HR and People teams develop communication, accountability, professionalism, leadership, and relationship skills that can reduce recurring people-development issues and workplace friction.

**DEVELOP THE PEOPLE WHO DELIVER
YOUR MISSION**

For schools, public agencies, workforce organizations, nonprofits, and community partners, KRS adapts Training & Development to the realities of educators, program staff, mentors, supervisors, participants, and organizational teams.

CORE TRAINING & DEVELOPMENT CAPABILITIES

Employee Performance & Communication Communication, self-management, workplace expectations, and day-to-day performance.	Leadership & Supervisor Development Communication, accountability, decision-making, people leadership, and emerging-leader development.	Employee Engagement & Workplace Culture Morale, trust, collaboration, team dynamics, and engagement.	Conflict Resolution & Workplace Relationships Difficult conversations, disagreement, feedback, boundaries, and workplace tension.
Accountability & Professionalism Ownership, follow-through, attitude, reliability, communication, and professional conduct.	Mentoring & Career Development Career readiness, mentoring relationships, internal advancement, and professional growth.	Workforce Readiness & Onboarding Workplace behaviors, job readiness, retention, onboarding, and long-term success.	Customized Training & Development Training designed around a specific organizational challenge, audience, initiative, or desired result.

- Stronger employee communication
- Improved accountability and professionalism
- Reduced workplace friction and preventable conflict
- Stronger supervisors and emerging leaders
- Better workplace relationships and collaboration
- Greater employee engagement and self-management
- Stronger workforce readiness and retention
- Fewer recurring people-development issues that consume staff time

HOW WE WORK WITH ORGANIZATIONS

We don't assume we know your problem. We start by listening. Every organization is different, so KRS begins by learning about your people, your current challenges, and the results you want to improve.

01 Discover Understand what is happening now.	02 Define Clarify the behavior, performance, or development outcome to improve.	03 Design Recommend or customize the appropriate training intervention.
04 Deliver Facilitate practical, engaging development built for the audience.	05 Measure Review participant feedback, learning indicators, and relevant outcomes where appropriate.	06 Develop Further Identify opportunities for reinforcement, continued development, or additional support.

PAST PERFORMANCE & REPRESENTATIVE EXPERIENCE

City of Long Beach / Workforce Programs Workforce-readiness and professional-development training for youth, young adults, job seekers, and justice-impacted participants, including communication, professionalism, interviewing, conflict resolution, and retention.	California State University, Long Beach - TRIO Upward Bound Youth coaching, student-development workshops, parent engagement, and staff training supporting communication, confidence, leadership, college readiness, and family-school engagement.
Project Optimism Parent engagement and mentor development on communication, emotional regulation, stress management, empathy,	Goodwill SOLAC Life-skills and professional-development training supporting self-management, workplace readiness, communication, and

KRS TRAINING & DEVELOPMENT | CAPABILITY STATEMENT

conflict resolution, courage, and commitment to learning.	personal accountability.
Harbor Gateway WorkSource Center Resume development, interviewing, job-search support, and workforce leadership training for job seekers entering or reentering employment.	Additional Education & Community Experience Selected experience also includes Improve Your Tomorrow, We Are R.I.S.E., Centennial High School, youth-serving organizations, and other community partners.

ORGANIZATIONAL & PROCUREMENT CAPABILITIES

Customized Training Engagements	Multi-Session Training Series	Participant Workbooks & Training Materials	Train-the-Trainer Options
Curriculum Licensing Opportunities	Specialty Trainers & Subcontracted Expertise	Organizational Proposals & Scopes of Work	Vendor & Procurement Documentation

WHY KRS

Real-World Application Practical tools designed for use beyond the training room.	Customized Program Design Training tailored to the audience, environment, priorities, and desired outcomes.	Culturally Responsive Delivery Engaging facilitation designed to connect with diverse communities and professional teams.	Whole-Person Development Programs address the human skills that influence professional performance and long-term success.
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WHAT PEOPLE-DEVELOPMENT CHALLENGE IS TAKING TOO MUCH OF YOUR TEAM'S TIME?

Start with a conversation about what is happening now, who you are trying to develop, and what you need to see improve.

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