

Supervisory & Leadership Development

Preparing supervisors, managers and senior leaders for the demands of the role they are moving into — and measuring whether it held.



BlackRidge Institute prepares people for the transition into greater leadership responsibility. We measure a leader's readiness against the actual demands of the next role, target development to what the evidence names, support application back in the job, and re-measure to show what changed. **Aligned with OPM supervisory development expectations.**

CORE COMPETENCIES

- **Supervisory & management development training** — first-line supervisor and new-manager readiness programs
- **Curriculum design & cohort delivery** — instruction, practice labs, facilitated debriefs and application support
- **Executive & senior-leader development** — enterprise-level judgment; SES and ECQ-aligned preparation
- **Organizational readiness consulting** — the workplace conditions that decide whether development transfers
- **Leadership assessment** — individual readiness diagnostics and competency measurement across four leadership levels
- **Leadership pipeline & succession support** — bench-strength analysis and promotion-readiness evidence
- **Training evaluation & program measurement** — behavior change and organizational results, not attendance
- **Workforce & human-capital advisory** — transition risk, development priorities, decision-ready reporting

DIFFERENTIATORS

- 01 We close the evaluation gap.** Most providers can report satisfaction and completion. We establish a readiness baseline before development begins and re-measure afterward, so a sponsor can say what changed in the role — not just that people attended.
- 02 Development is built around the transition, not the pay grade.** Four distinct transitions, each with its own demands: leading people, leading other leaders, leading across functions, and leading the enterprise. One curriculum for all four is why most programs underperform.
- 03 Published evidence, in the open.** Eight field reports and five working papers on SSRN, synthesizing more than 3,000 research studies — all published before the first client, free to read and free to cite. The argument stands on its own.
- 04 Diagnostic-led, so development money goes where the evidence points.** Agencies buy instruction for the gap that was measured, not a catalog selected in advance.
- 05 You can buy it without a contract action.** Courses are off-the-shelf, run on a published schedule and priced identically for every customer — the conditions for purchase on a government purchase card, including SF 182 commercial training. An office can fund a pilot this quarter and decide on the evidence instead of waiting on a vehicle.
- 06 Led from inside high-accountability operations.** Founded and led by a retired U.S. Air Force Chief Master Sergeant with 29 years developing supervisors and senior enlisted leaders in mission environments.

HOW AN ENGAGEMENT RUNS

Frame	Diagnose	Develop	Enable	Measure
Define the transition and what the role requires	Baseline each leader against those demands	Cohort instruction and practice built on the findings	Support application in the actual work	Re-measure and report what changed

PAST PERFORMANCE & QUALIFICATIONS

- **Published research program.** Eight field reports and five SSRN working papers on leadership readiness, transition risk and supervisory preparation.
- **Proprietary instrumentation in service.** The Leadership Readiness Diagnostic (LRD) for individuals across four leadership levels, and the Leadership Readiness Conditions Index (LRCI) for organizations — with cohort, pipeline and executive reporting.
- **29 years of federal service leadership.** U.S. Air Force, retired Chief Master Sergeant — supervisory development delivered inside federal operating conditions.
- **Available as prime, subcontractor, or teaming partner** on human-capital and workforce-development requirements. References available on request.

COMPANY DATA

LEGAL NAME	BlackRidge Systems LLC Division: BlackRidge Institute
UEI	EYULVNAUZU61
CAGE	1ZVK2
SAM STATUS	Active
BUSINESS SIZE	Small Business
PURCHASE CARD	Accepted · SF 182 eligible Government purchase card / GSA SmartPay
LOCATION	San Diego, California Delivery nationwide, on site and virtual



SBA-Certified SDVOSB

Service-Disabled Veteran-Owned Small Business. Eligible for SDVOSB set-aside and sole-source award under FAR 19.14.

California SB (Micro)

Certified small business, State of California · Cal eProcure ID 2053856

NAICS CODES

611430	Professional & Management Development Training (Primary)
611710	Educational Support Services
541611	Administrative & General Management Consulting
541612	Human Resources Consulting
541618	Other Management Consulting
541690	Other Scientific & Technical Consulting
611699	All Other Miscellaneous Schools & Instruction

PRODUCT & SERVICE CODES

U009	Education & Training Services
R408	Program Management & Support
R410	Program Evaluation Services

WHAT A COHORT SEAT INCLUDES

- Readiness diagnostic before and after
- Individual report and development plan
- Full cohort curriculum and facilitated practice
- Debrief with a certified reviewer
- 90-day platform access
- Cohort summary and transition-risk reporting

WHY THIS MATTERS

Selection identifies who will lead. Development prepares them to lead well. Most supervisory training starts after someone is already in the job, and stops the day the course ends.