



IN
COLLABORATION
WITH



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careers
businesses
neighborhoods



New York State Certified
Service-Disabled Veteran-Owned Business

[VIDEO: Christine talks about Predictive Index®](#)

[VIDEO: Fran talks about Leadership Development](#)

Company Overview

Compass Workforce Solutions, LLC and FRSIX, LLC, have collaborated to combine their expertise and experience to offer top of field leadership development opportunities. This synergistic approach to human resources and leadership development will greatly benefit every aspect of your business, team or organization.

CWS is an award-winning certified Women's Business Enterprise human resources consulting firm dedicated to providing HR expertise to businesses and organizations to reduce exposure and increase profitability. We connect HR practices to your company's strategic plan to drive growth and build long-term value. Our work is focused on key areas of HR that make a difference in business profitability and business performance. While we serve clients that are headquartered in the tri-state area, our work is national in scope as we handle HR needs wherever our clients have operations. **What sets Compass Workforce Solutions apart from the competition?** Our expert staff of credentialed HR professionals bring diverse backgrounds and experiences to solve and address client HR needs. HR services and programs are delivered by dedicated employees on service delivery teams providing continuous coverage and scalability for time sensitive projects as well as the collective HR expertise and wisdom of the entire firm.

FRSIX teaches leaders, teams and organizations in both the public and private sectors how to thrive in high-stress, complex environments. Our team is composed of former U.S. Army Special Forces Green Berets who have successfully transitioned into civilian leadership roles as chief executive officers, chief security officers, and chief operating officers. Each of our cadre have spent over two decades leading multi-faceted teams to solve complex challenges across the world's most austere and dangerous locations. **FRSIX establishes holistic leadership development programs based on industry standards and proven methods**, with a no-fail mindset to deliver best-in-class solutions to organizations' most pressing needs.

Company Information

Registered Company Name:
Compass Workforce Solutions, LLC

Year Incorporated: 2009
State of Incorporation: New York
Corporation Type: Limited Liability Corporation (LLC)
Phone: 631-794-7401
Fax: 631-254-0204
Email: cippolito@compasswfs.com
Web: <https://compasswfs.com>

DUNS: 090938426
CAGE: In process

NAICS Codes:
611430 - Professional Management Development Training
541612 - Human Resource Consulting Services
561312 - Executive Search Services
624310 - Job Training, Vocational Rehabilitation or Habilitation

PSC Codes:
80101511 - Human Resource Consulting Service

Certifications:
State: New York State
Local Government: NYC SBS
Non-Government: WBENC

Registered Company Name:
FRSIX, LLC

Year Incorporated: 2019
State of Incorporation: New York
Corporation Type: Limited Liability Corporation (LLC)
Phone: 617-694-6321
Email: Info@FRsix.com
Web: <https://frsix.com/>

DUNS: 075658066
CAGE: 8K7X2

NAICS Codes:
611430 - Professional & Management Development Training
541611 - Administrative Management & General Management Consulting Services
541618 - Other Management Consulting Services
561611 - Investigation Services
561612 - Security Guards & Patrol Services
561621 - Security Systems Services (Except Locksmiths)
561210 - Facilities Support Services
624230 - Emergency & Relief Services
238990 - Specialty Trade Contractors
238290 - Building Equipment Contractors

Human Resources Core Capabilities + Expertise



Predictive Index Behavioral Assessment™ is scientifically validated for all phases of the employment life cycle, based on a free-choice, stimulus response assessment that objectifies a person's workplace behaviors and thereby revealing drives, needs and motivators. The assessment is built to the standards of the American Psychological Association (APA), Society for Industrial and Organizational Psychologists (SIOP), and the International Test Commission (ITC). Assessment services include consulting and expertise in how to leverage PI® within human resource practices to support recruitment, retention, building high performing teams, employee engagement, career pathing, coaching, manager development, conflict resolution and increasing the effectiveness of communications between individuals and teams.

Since 1955, the Predictive Index® (PI®) has been helping companies worldwide develop their people and strengthen their organizations. Based on proven behavioral science techniques, the PI® objectively identifies workplace-related strengths and provides a clear picture of people at work. Available in more than 70 languages, the Predictive Index® is used by both large and small organizations across all industries. The PI® is a simple adjective checklist. It is untimed but typically takes no more than 10-15 minutes to complete. There is no "right" or "wrong" PI®. The information obtained from the PI® can be applied to improve many areas of a business, including:

- Teamwork
- Leadership
- Strategic Planning
- Recruitment/Selection
- Productivity
- On-boarding
- Succession Planning
- Coaching and Mentoring
- Job Satisfaction
- Management
- Employee Engagement
- Conflict Resolution

Leadership Development Core Capabilities + Expertise

Leadership Development Programs



- Hands-on team and individual scenario- based training instills perspective in problem-solving
- Teach HOW to think, and WHY, not WHAT to think
- Leave with a sense of shared responsibility, difficulty and accountability to each other
- Learn the value of planning, practice, communication, teamwork & trust
- Know & understand how you and your teammates respond to pressure
- Simple & easily implemented concepts

Program Timelines

Phase One:

1 Day Program (9:00 AM to 5:00 PM)

Phase Two:

12 Week Program

(1 hour per Participant per week)

OR

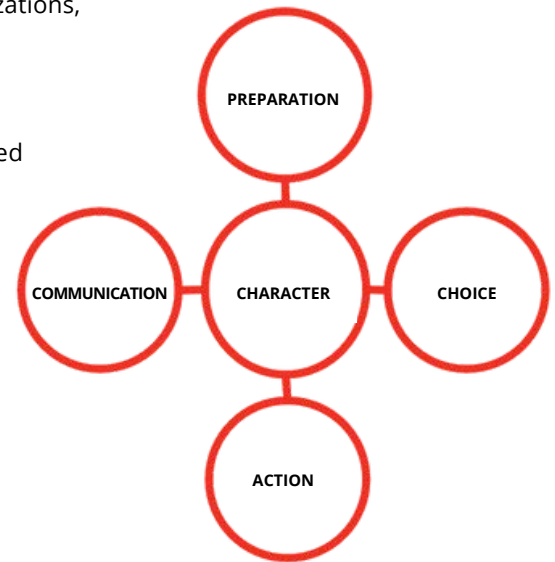
12 Month Program

(Begins with Predictive Index Assessment the 1st month and culminates with Leadership Exercise the 12th month)

Components of a Performance Mindset

We teach the common mindset used by high performing individuals, teams and organizations, including:

- How to prepare people & teams for action; and why it matters.
- How to define leadership in your organization
- How to recruit, assess and select your team members based on the character needed to succeed
- The four roles, keys and processes to building effective teams
- How character and team building will lead your organization through VUCA times (volatility, uncertainty, complexity & ambiguity)
- Why we have a choice to perform each day based on our levels of purpose, efficacy and autonomy
- How to take ownership of our actions through responsibility and accountability
- Team building exercises that reinforce how the best teams plan and take action together
- How to effectively communicate based on the perspectives of the sender, receiver and the message itself



Major Clients

