



LSA Training Catalog FY 2025-2026



**Leadership Solutions Associates, LLC
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**Training and Consultation
Catalog FY 2025-2026**



Thank you for downloading a segment of our 2025-2026 Catalog.

To receive an entire catalog at no additional cost, complete the information on the Contact LSA page on our website:
<http://www.LsaSolutions.com>

Leadership Solutions Associates, LLC is a service-disabled, veteran-owned small business. Our current area of operations are represented below.





Education:

B.S. in Management from Bellevue University, Omaha NE (2007)

M.S. in Organizational Performance from Bellevue University, Omaha NE (2011)

Contact:

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Dept. of VA Certified

*LSA's Mission – Help our customers
optimize workplace performance.*

Background:

Mr. Tim Coffey is a "Vetpreneur" and seasoned instructor and trainer. He and his wife, Amy, own and operate Leadership Solutions Associates, LLC (LSA). LSA is a successful company with over fifteen years of continuous operation that focuses primarily on training for Federal government personnel. Our company is a Department of Veterans Affairs certified Service-Disabled Veteran-Owned Business and is properly registered as a Federal System for Awards Management (SAM) contractor.

In his over 25 years of active military duty, US Navy Senior Chief Petty Officer Tim Coffey was the Instructor of the Year for Navy Recruiting Command Officer Recruiting in 2005 and 2006 and/ the Navy Recruiting Leadership Academy Senior Instructor from 2004-2007. Tim also had multiple years as a military electronics technician (fire-control) on platforms such as F-4 Phantoms, F-14 Tomcats, F/A-18 Hornets and onboard the USS John Rodgers (DD-983) for five years, homeport Charleston SC, working on CIWS/PHALANX and the Sea Sparrow/Harpoon and Tomahawk Missile systems. He retired in 2007 and worked for the Naval Education Training Command headquarters until starting up LSA.

Tim, in addition to his undergraduate and graduate degrees, also holds certifications as a Diversity Practitioner from Northeastern Illinois University as an Advanced Negotiator from the University of Notre Dame, Mendoza College of Business and a certified facilitator of the Leader-to-Leader Institute's "5 Most Important Questions" workshop designed by Mr. Peter Drucker and finally, he is a master of Everything DiSC products and an authorized partner of the DiSC-based Five Behaviors of a Cohesive Team product line.

Competencies:

Management/Supervisor Training- specific and generalized management training in areas of performance management, coaching, and mentoring. Federal management topics include merit system principles/prohibited personnel practices, discipline/poor performance, classification/staffing (competitive/excepted service), labor relations, etc.

Federal Retirement Workshops- LSA provides Federal CSRS and FERS retirement training as well as Special Retirement for LEO/ATC personnel. Workshops are designed for entry and mid-career personnel and pre-retirement stage (within 5-7 years of retirement).

Leadership and Communication Training- By maximizing our relationship as a strategic business partner of Wiley Publishing, we are proud to exclusively offer the Everything-DiSC® product line to include, *Wiley Everything DiSC: Work of Leaders*, *Manager/Supervisor*, *Workplace*, *Productive Conflict* and, the Five Behaviors of a Cohesive Team workshops that deliver results and always provides free comparison reports.

Experience:

Tim and Amy Coffey launched LSA in 2008, and our customer base now exceeds over 200 Federal commands/organizations primarily in the Departments of Defense (DON/USMC), Health and Human Services (OIG), Justice (USPC) and Transportation (FAA). LSA has been awarded and is under multiple/multi-year Federal contracts and can provide specifics as a testament to their success upon direct inquiry. We are also experienced and insured for international travel and training delivery.

The LSA business model seeks to employ other service-disabled veterans with Federal human resource backgrounds, including their spouses and dependents, with Federal HR experience and Wounded Warriors needing special requirements in the workplace.

Leadership Solutions Associates has offices in Pensacola FL and associates nationwide.

LSA Training Catalog 2025-2026

Thank you for considering LSA for your workforce training in 2025-2026.



Contact LSA for Quotes- refer to the final page in the catalog for quote information.

Training Topics	Catalog Page
Supervisory/Managerial Framework (includes the new requirement for Supervisory Anti-Harassment Training)	Pages 1-2
FERS Retirement Training (includes general and phased training by career stage, both onsite and online)	Pages 3-4
Performance Management (DPMAP) and Performance Management Communication Training	Pages 5, 7 and 8
New Federal Employee Training (supplements onboarding to increase knowledge of entitlements and benefits)	Page 5
Training to Individual Areas for Improvement (TIAI) (personalized training for development, corrective action, etc.)	Page 6
Federal Hybrid Workplace Communication Training (brief online training topics for the hybrid workplace that promotes team communication- excellent for online meetings or brown-bag lunches)	Page 7
Employee Relations Leadership for Supervisors	Page 7
Everything DiSC Applications	Page 8
The Five Behaviors of a Cohesive Team Applications	Page 9
CheckPoint 360° Feedback	Page 10
2025-2026 Training Info Tables We have included tables with training course codes and lengths to use when requesting quotes. Please note our opportunity to bundle training to meet the needs of your personnel and organization.	Tables

LSA Training and Assessments

Everything DiSC



Although there are many assessment-based training options, LSA has found this application line especially relevant to the Federal workplace and in support of all requirements.

Free Comparison Reports

Any two Everything DiSC participants across any DiSC Application with LSA can access and benefit from the information in the Comparison Reports.

These reports highlight specific similarities and differences in how people approach their work and how to leverage that information to work more effectively together.

Comparison Reports support onboarding, mentoring, coaching, performance management, conflict prevention change management, and other initiatives.

Catalyst.

DiSC Brand Application Choices/Options

DiSC Workplace: *for any Federal employee*

- **Understanding What Drives You** (self-awareness- workplace preferences and priorities)
- **You and Other Styles** (similarities and differences)
- **How to Build Better Workplace Relationships** (productive behaviors and strategies)
- **Interested? Check this out:** <https://bcove.video/2HLjyon>.

DiSC Management: *for Federal Supervisors & Managers*

- **Understanding Your Supervisory/Managerial Preferences and Priorities** (includes what you may enjoy and what may drain you)
- How you **Direct and Delegate** (includes how you could adapt to work with your employees more effectively in some areas.
- How You May Be Able to **Create a Motivating Work Environment** (considers the value of meeting the motivational needs of others).
- **Developing Talent** (focuses on supporting your employee's long-term professional development).
- **Managing Up** (work more effectively with your manager and other organizational leaders)
- **Interested? Check this out:** <https://bcove.video/2HLooSI>.

DiSC Work of Leaders: *for current and emerging leaders*

- **Vision-** how to craft a vision at all levels.
- **Alignment-** how to align people and resources to the vision.
- **Execution-** how to make the vision a reality.
- **Interested? Check these out:** <https://bcove.video/2Dw5UXf> and/or <https://bcove.video/2zV6EQr>.

DiSC Agile EQ: *for any Federal employee*

- **Explores a relevant and actionable approach toward emotional intelligence.**
- Participants learn to recognize when to shift their mindset to respond more effectively to different interpersonal situations.
- Challenges the participant to increase situational awareness in interpersonal communications to respond appropriately with confidence.
- Interested? Check this out: <https://bcove.video/35vt1em>.

Do you have a hybrid workplace (in-office, telework, remote) team?

If so, review this video: <https://bcove.video/2QGNW10> and contact LSA to connect your workplace to work more effectively and collaboratively.

LSA Training and Assessments

Five Behaviors



LSA's experience with this product can assist any organization's team to excel at leveraging the competency of teamwork.

The Five Behaviors Personal Development application is excellent for Work Unit training online to review how a team works and how we all can contribute collaboratively.

The Five Behaviors Team Training is an excellent opportunity when a command climate survey (e.g., DEOCS Section VII: *leadership cohesion, trust in leadership, organizational commitment/performance and cohesion*) or other indicators to include the desire for a more efficient workplace.

Five Behaviors Brand Application Choices

Five Behaviors Personal Development: *for anyone on any team.*

- This DiSC-based assessment and subsequent training can help participants become better teammates using the proven Five Behaviors team development process.
- The assessment will take about 15 minutes to complete with immediate results, and the associated training can be completed online or onsite, usually in 2-3 hours.
- **Interested? Check this out:** <https://bcove.video/36GcOFR>.

Five Behaviors Team Training: *for any intact team from 3 to 15 team members.*

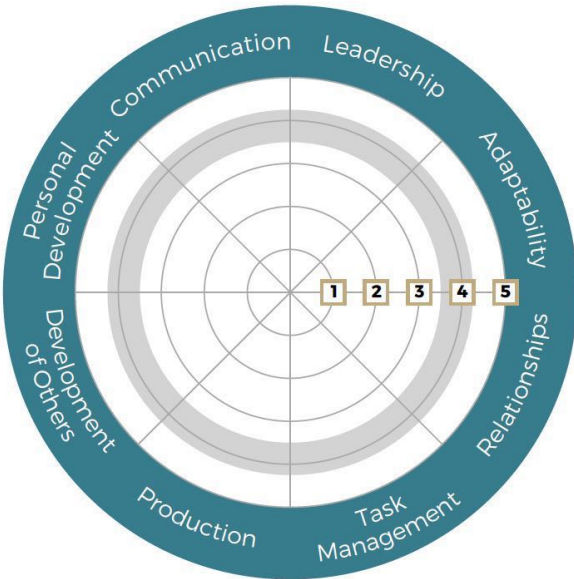
- This DiSC-based team-wide assessment asks specific questions on how the team members think and feel about how the team is functioning based on the Five Behaviors Model.
- The team training explores how teams are performing (based on all the team member inputs) based on the model below.
- Provides excellent options for follow-on team skill development with a free follow-up assessment with the team members to gage progress.
- **Interested? Check these out:**
 - For participants: <https://bcove.video/32t5dVy>
 - For the team: <https://bcove.video/32zVe0G>



Checkpoint 360°

Three-hundred-and-sixty-degree feedback

CheckPoint 360^{OTM}



The purpose of the CheckPoint 360° Feedback System is to identify leadership as viewed by certain groups of individuals who know and have had the opportunity to observe the manager in the work setting.

This is accomplished with the collection of ratings from different sets of observers: Self (the Manager), Bosses, Direct Reports, and Peers.

There are 70 leadership behaviors presented as survey items. These 70 items are grouped into 18 Skill Sets which further group into 8 Universal Management Competencies. Each rater reports their experience of observing the manager with a rating on each of the items.

Leadership Solutions Associates, LLC



Leadership Solutions Associates, LLC (LSA) is a service-disabled, veteran-owned small business. Our Cage Code is 51QX4, and our SAMS UIC is C8JDEXJ1B9J5.

LSA is registered in SAMS as a federal contractor and has been in business continuously since 2008.

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W/r
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