

CAREER AND PROFESSIONAL DEVELOPMENT CAPABILITIES

TiER1 Performance (TiER1, tier1performance.com) is dedicated to empowering organizations and their employees through innovative applications of knowledge, education, and technology. We believe that by improving the performance of employees we can improve the performance of organizations.

Our work has spanned more than 300 government contracts and multiple Fortune 1000 commercial customers, totaling 2,500 learning, organizational change management, and performance improvement projects. Our team includes nationally recognized experts in training, adult education, workforce improvement, organizational alignment, and creative design. Each of our top executives holds post-graduate degrees in business-related fields, including degrees from some of the nation's top universities. Through the development of specialized capabilities and deliverables, our team has positively impacted complex organizations and multiple government agencies. Our deep relationships with government and commercial clients serve as a catalyst for our ability to develop outcomes-based solutions. Additionally, TiER1 has a proven track record with government funding (multiple SBIR, STTR, BAA & other mechanisms).

Corporate Info:

TiER1 Performance Solutions, LLC
GSA MAS Contract # 47QRAA21D0074

UEI: SQLGQDFWBJ51

CAGE: 3UKN8

TIN/EIN: 61-1426022

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Covington, KY 41011

SIN: 611430

NAICS : 611430 – professional and management training

core CAPABILITIES:

Workforce Career & Professional Development

COACHING · EMPLOYEE HEALTH · LABOR RELATIONS · STAFF DEVELOPMENT & EDUCATION · TEAM BUILDING & DYNAMICS · PERFORMANCE IMPROVEMENT
TRAIN-THE-TRAINER APPROACHES · LEADERSHIP AND PERSONAL DEVELOPMENT

Learning & Development

CUSTOM eLEARNING · GAMIFICATION AND INTERACTIVE SCENARIO-BASED LEARNING · JOB AIDS · LEARNING ANALYSIS AND INSTRUCTIONAL DESIGN · MICROLEARNING
LARGE ACADEMIES AND BLENDED LEARNING CURRICULUMS · INSTRUCTOR-LED TRAINING WORKSHOPS (VIRTUAL AND IN-PERSON) · COMPETENCY MODEL DEVELOPMENT
CERTIFICATION PROGRAMS AND COMPETENCY-BASED EXPERIENCES · ADULT EDUCATION

Research & Performance Assessment

HUMAN PERFORMANCE · LEARNING NEEDS ASSESSMENT · MEASUREMENT AND EVALUATION / PRE-POST ASSESSMENTS · PERFORMANCE ANALYSIS AND PREDICTION
TRAINING AND EDUCATION DEVELOPMENT AND EVALUATION

Technology & Creative Services

E-LEARNING · GRAPHIC DESIGN · MOTION, VIDEO AND PODCAST DESIGN · MOBILE APPS (NATIVE AND WEB-BASED) · LEARNING PORTALS & CHATBOTS
TECHNOLOGY IMPLEMENTATION · UI/UX

Strategic Consulting Services

CHANGE & TRANSFORMATION STRATEGY · COMMUNICATIONS · CULTURE TRANSFORMATION · DIVERSITY, EQUITY, AND INCLUSION
ONBOARDING · PROJECT MANAGEMENT · STRATEGIC PLANNING

CONTENT *specialization:*

LEADERSHIP · TEAM AND GROUP DYNAMICS · COMMUNICATION · SALES ENABLEMENT · TRAIN THE TRAINER · PERFORMANCE IMPROVEMENT AND COACHING
CREATIVE PROBLEM SOLVING · DEVELOPING TALENT & TEAMS · DIVERSITY, EQUITY, AND INCLUSION

benefits TO WORKING WITH TiER1:




- Exceptional Past Performance Ratings
- Quick and Accurate Turnaround
- Accessibility and Section 508 Trained
- Certified B Corporation
- Global Reach and Experience, with Team Members Dispersed Across the United States
- Approved GSA Contractor
- Secret Facility Clearance
- Collaborative, Diverse, and Experienced Team
- SAM Registration Complete and Up to Date
- Use of Design Thinking, Complexity Science, and Foresight Methodologies



To learn more, or connect with our government experts scan the QR code.
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PAST *government* PERFORMANCE

CLIENT	CONTRACT INFORMATION	SUMMARY
	<p>Army Research Institute</p> <p>Contracts: W911NF19D0002 W911NF19F0053</p> <p>SEPT 2019 – SEPT 2022</p> <p>\$1,820,213.28</p>	<p>Recent conflicts have highlighted the need for leaders with competencies that go beyond tactical and technical skills. To succeed in today's dynamic and complex operations, Army leaders must develop competencies that enable adaptive and innovative thinking to solve complex problems and allow them to thrive in uncertain and chaotic conditions (The Army Human Dimension Strategy, HQDA, 2015). To do this requires developing leader competencies that encompass advanced cognitive skills such as critical thinking skills that transfer to novel and unfamiliar contexts. To help address this need, the TiER1 team supported the Army Research Institute in developing an application to better assess, track, and report critical thinking skills (CTS) of Maneuver Captain's Career Course (MCCC) students. The research involved developing a critical thinking skills rubric and a digital application to record, track, and report scores of critical thinking skills and other performance outcomes during operations orders briefs (OPORDS). Follow on work included: (1) Needs assessment for critical thinking and Small Group Leader (SGL) development at MCCC; (2) Multiple evaluations of the rubric created during previous work; (3) Evaluation of MCCC's SGL development program; (4) Creation of tools and methods for SGL development; (5) Identification of contextual factors that influence CTS development in junior officers.</p>
	<p>US Air Force Academy</p> <p>Contract: FA864920C0225</p> <p>JUL 2020 – SEPT 2023;</p> <p>\$999,948.00</p>	<p>TiER1 leveraged our in-house platform, Performance1, to build a software application for the support of cadet leadership development at USAFA through a mentoring platform with embedded learning activities, guides, and coaching tools. This platform has been implemented at USAFA and an ongoing relationship with USAFA is being explored to promote additional development and engagement.</p>
	<p>Defense Security Cooperation University (DSCU)</p> <p>Contracts: HQ0013-11-C-0002 HQ0013-16-C-0007 HQ0034-19-C-0051 HQ0034-19C-0143</p> <p>Current Contract Duration: 5.5 years (Base year plus 4.5 option years)</p> <p>2019-present (ongoing)</p> <p>\$13,628,433.93</p>	<p>The purpose of this contract was to provide learning design and development services for Defense Security Cooperation University (DSCU). Throughout this engagement, we have partnered with DSCU faculty to design interactive courseware that supports new requirements for members of the DoD Security Cooperation Workforce (SCW) using a variety of authoring tools. TiER1 has provided LMS support by managing courses within Blackboard and Cornerstone OnDemand (CSOD), responding quickly to issues of both staff and students and providing course reports to DSCU management. Courses designed in collaboration with DSCU faculty are ACE accredited and meet beginner, intermediate, and advanced certification requirements for the Security Cooperation Workforce.</p> <p>As part of this contract, TiER1 also worked with the Humanitarian Demining Training Center (HDTC) in Fort Lee, Virginia. We collaborated to create a 'next-level' approach to learning experience design, development, and re-design. We then deployed current offerings to position HDTC Learning and Development as a center of excellence through the evolution of learning experiences and programs to a university model. We also supported the broader goals of workforce development. Part of the Humanitarian Mine Action Casualty Care (HMACC) curriculum included an Introduction to the Tactical Combat Casualty Care (TCCC) Phases of Care, Becoming a TCCC Trainer, and Navigating the Deployed Medicine site.</p>

SOME OF OUR *clients*

