



FEDERAL AGENCY CAPABILITY STATEMENT

Executive Coaching • Leadership Development • Culture & Leadership Advisory

\$700K+ in U.S. Government leadership-development contracts • **400+ federal leaders developed across DHS, DOJ, DoD & DOS**

How to Buy: GSA MAS 47QRAA24D00DN (SINs 541611, 611430, OLM) • SBA-certified SDVOSB opportunities • Teaming & subcontracts

UEI NFYKKNUBAT8 • CAGE 8LNY2 • NAICS 611430 / 541611 / 541618 • **SBA-Certified SDVOSB**



Kumar Kibble
Founder & CEO

GuideQuest helps federal agencies build leaders who perform in complex, high-stakes environments. We design and deliver leadership programs, executive coaching, assessments, and culture advisory services grounded in stakeholder-verified behavior change. Led by a West Point graduate, former DHS Deputy Assistant Secretary, and Presidential Rank Award recipient, our team has developed 400+ federal leaders across DHS, DOJ, DoD, and DOS. GuideQuest combines lived senior-executive experience with an active GSA MAS contract and SBA-certified SDVOSB status, giving agencies a proven, low-risk path to mission-ready leadership development.

Core Competencies

- Multi-day leadership development program design and delivery for federal cohorts, plus enterprise leadership development and culture advisory support
- Competency-aligned curriculum development (OPM leadership competencies, agency LEAD models)
- Leadership self- and 360-degree assessments; skills-gap analysis and Individual Development Plan (IDP) integration
- Executive and senior-leader coaching (ICF-certified) using Marshall Goldsmith Stakeholder Centered Coaching
- Certified assessment administration: Hogan Leadership Forecast Series, Everything DiSC, The Leadership Circle, CliftonStrengths
- Scenario-based leadership instruction grounded in national-security and law-enforcement contexts for leaders across job series and grades (GS-7 through SES)
- Measurable, stakeholder-verified outcomes — behavior change confirmed through structured stakeholder feedback, not self-report

Differentiators

- **Proven federal performance** — trusted across DHS, DOJ, and DoD customers; rated “Exceptional in all categories” by DHS/ICE, NIST, and DSCA.
| *“Exceptional in all categories.” — ICE Homeland Security Investigations*
- **Lived federal leadership credibility** — delivered by a team of former U.S. military officers and senior DHS, FBI, and federal law-enforcement executives who have led at enterprise scale (including leadership development for a 37,000-person workforce).
- **A methodology built to make change stick**, grounded in Marshall Goldsmith Stakeholder Centered Coaching — behavior change confirmed by the leader’s own stakeholders, not self-report.
- **ICF-certified coaching** across the senior team; certified Hogan administration and structured 360 methodology.
- **Ready to contract** — active GSA MAS contract holder and SBA-certified SDVOSB; available for set-aside, sole-source, teaming, and subcontracting opportunities.

Approach

Promotion into a larger role rarely fails because a leader lacks talent — it fails because the demands change faster than the leader’s habits do. GuideQuest closes that gap deliberately. Engagements begin with stakeholder-defined goals drawn from structured interviews of the people who work most closely with each leader, progress is measured with those same stakeholders over the engagement, and leaders finish with a repeatable discipline that sustains the gains long after the formal work ends. For cohorts and programs, we combine shared, competency-aligned programming with individual accountability so a group of leaders comes up to speed quickly and consistently.

Coaching & Facilitation Cadre

GuideQuest maintains a mission-experienced cadre of executive coaches, leadership facilitators, curriculum designers, and assessment practitioners. We select personnel for each engagement based on the customer's mission, leadership level, operating environment, and required expertise. Named personnel, resumes, availability, and letters of commitment are provided for specific opportunities when required.

- ICF Professional and Associate Certified Coaches
- Former senior leaders from DHS, FBI, CBP, HSI, and the U.S. military
- Experience developing leaders from GS-7 through SES and supporting workforces of up to 37,000 employees
- Expertise in competency-based curriculum design, executive coaching, facilitation, team development, and experiential learning
- Certified administration of Hogan, Everything DiSC, The Leadership Circle, CliftonStrengths, and structured 360-degree assessments

Representative Federal Past Performance

- **DHS - Office of the Immigration Detention Ombudsman (OIDO)** — prime; 12-month engagement, 18 executive-coaching and 4 team-coaching engagements plus 12 leadership webinars (\$360,200; 2024–2025).
- **DHS - Homeland Security Investigations (HSI)** — prime; multi-day, in-person leadership development for GS-1811 frontline and aspiring leaders (Frontline Leader Course, 2024; San Juan Aspiring Leaders Course, 2025).
- **ICE / HSI** — leadership accelerator coaching for Aspiring Leaders, GS-14, GS-15 and SES leaders; rated “Exceptional in all categories.”
- **NIST (2023–2024) & DSCA (2022)** — leadership coaching and development for federal science-and-technology and DoD leaders; rated “Exceptional.”

Company Data

GSA MAS Contract	47QRAA24D00DN (SINs 541611, 611430, OLM)
UEI	NFYKKNUWBAT8
CAGE	8LNY2
NAICS	611430 (primary), 541611, 541618
Socioeconomic	Small Business; SBA-Certified Service-Disabled Veteran-Owned Small Business (SDVOSB)
MAS Option Period End	September 8, 2029
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GuideQuest develops leaders who strengthen the people and the organizations around them.