



# X is Possible



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**Erica M. Roberts**  
President & CEO

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## Core Company Statement

X Is Possible is a boutique, woman-owned (WOSB, EDWOSB) consultancy delivering premium organizational effectiveness solutions through our signature ELEVATE methodology. We specialize in employee engagement, talent and leadership development, and pre-apprenticeship program management for government agencies and nonprofits. Our diverse team of certified experts transforms organizations through customized solutions that deliver measurable ROI.



**Erica M. Roberts**  
(President & CEO):

Erica M. Roberts (President & CEO): Erica M. Roberts is an organizational development consultant & certified professional coach with over 20 years of executive and professional leadership experience within Federal government agencies and nonprofit organizations. As an Executive

Director, Training Director, and Employee Engagement Strategist, Erica has partnered with Federal government agencies, industry associations, and workforce development professionals to design and deliver customized organizational development solutions to deliver tangible, measurable results to clients and achieve maximum performance.

## Past Performance

### Key Customers

- ◆ **Federal Agencies:**
  - ◆ USDA (multiple offices)
  - ◆ US Forest Service,
  - ◆ Homeland Security
- ◆ **State/Local:**
  - ◆ Maryland Public Television
- ◆ **Nonprofits:**
  - ◆ National Black MBA Association
  - ◆ Fair Chance

## Core Competencies

### Talent Development & Organizational Transformation

- ◆ Custom workforce development programs
- ◆ Strategic change management resulting
- ◆ Performance improvement systems

### Leadership Development & Coaching

- ◆ Executive coaching achieving 90% leadership retention
- ◆ High-potential talent programs with 75% promotion rate
- ◆ Custom training design reaching 2,000+ professionals annually

### Employee Resource Group Optimization

- ◆ Strategic program design increasing engagement by 40 - 200%
- ◆ Impact measurement frameworks adopted by Federal government and nonprofit clients
- ◆ Cross-organizational strategies reaching 10,000+ employees

## Differentiators

- ◆ 20+ years cross-sector executive leadership spanning federal, corporate, and nonprofit sectors
- ◆ Elite credentialed team: ICF certified coaches, SHRM-CP professionals, PMP certified managers
- ◆ Industry-leading pre-apprenticeship program development, employee resource group optimization, and workforce development methodologies
- ◆ Proven track record of sustainable transformation and achieved efficiency across diverse organizations

## Signature Programs



## Primary NAICS Codes

- ◆ 611430: Professional Development Training
- ◆ 541611: Management Consulting
- ◆ 541612: HR Consulting Services
- ◆ 541618: Other Management Consulting
- ◆ 611710: Educational Support Services
- ◆ 611699: Specialized Training Services

## Certifications & Vehicles

- ◆ Woman-Owned Small Business (WOSB)
- ◆ Economically Disadvantaged Woman-Owned Small Business (EDWOSB)
- ◆ Goldman Sachs 10,000 Small Business, Alumni

## Contact Information

X Is Possible, LLC | Bowie, MD | [www.xispossible.com](http://www.xispossible.com) | [in/company/xispossible](https://www.linkedin.com/company/xispossible)