



Amy Waninger, CEO

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## COMPANY OVERVIEW

Founded in 2017, Lead at Any Level® helps organizations that promote from within keep their employees—and keep them engaged, resulting in lower turnover costs and improved productivity. We provide assessment, advisory, and training services focused on equipping inclusive leaders, building inclusive cultures, and developing diverse leadership pipelines for a sustainable competitive advantage. We believe that leaders can be anywhere—and should be everywhere—in these organizations.

Amy C. Waninger Holdings, Inc., doing business as Lead at Any Level®, is an Indiana S-Corporation (est. 2021). We are proud to be certified as a Women's Business Enterprise (WBE), an LGBT Business Enterprise (LGBTBE), an Indiana Department of Transportation (INDOT) Disadvantaged Small Business (DBE), and an INDOT Airport Concession Disadvantaged Small Business (ACDBE). Lead at Any Level is also Accredited by the Better Business Bureau with an A+ rating. We are recognized as an official SHRM Recertification Credit provider, offering recertification credits for all our programs.

## CORE COMPETENCIES

- Inclusion Assessments For Organizations, Teams, & Individuals
- Gallup Cliftonstrengths Assessments & Coaching For Individuals & Teams
- Strategic Advisory Services For Diversity, Equity, & Inclusion Initiatives
- On-Site & Online Training Programs Focused On Essential Skills For Inclusive Leaders
- On-Site & Online Keynotes & Workshops
- Coaching For Leadership & Professional Development

## DIFFERENTIATORS

- Globally recognized thought leadership in Diversity & Inclusion
- Clients and audiences on all seven continents, including Antarctica!
- Specialize in industries with technical professionals who get promoted into management roles

### Certifications

WBE, LGBTBE, IN DOT DBE, IN DOT ACDBE

## PAST PERFORMANCE

### Hancock Health Diversity & Inclusion Launch

Greenfield, IN | 18 months | \$40K  
Assessments, advisory, and training services for D&I launch.

### Microsoft Business Operations Strengths-based Team Initiative

Redmond, WA | \$40K  
Training, assessments, individual coaching, and group facilitation.

### NCAA

Indianapolis, IN | 36 months | \$149K  
Annual cohort training series.



## COMPANY DATA

Amy C. Waninger Holdings, Inc.  
DBA: Lead at Any Level  
13009 Fairfax Court, Fishers, IN 46055

NAICS - 611430, 711510, 711410,  
541611, 541612, 541618, 611699  
PSC - U009, U001, U008, U099

UEI - NC6VW7URMG16 CAGE - 9X9U4

CMMC Level 1 Self-Assessed / FARS 52.204-21 Compliant

UNSPSC - 60105421, 80, 80110000, 80101504,  
8010150080101511, 80111504, 80101513, 86,  
86101810, 86132102, 86132201, 861320