

# Global Learning and Development Solutions Designed to Shift Cultures

## CAPABILITY STATEMENT



### WHO WE ARE

Training by Design, Incorporated is an award-winning, woman-owned and minority-owned L&D Firm. Our mission is focused on creating "Global Learning and Development Solutions Designed To Shift Cultures."

Our Founder and Chief Culture Officer, Ms. Dina Bell Nance, is considered a highly sought-after global speaker, thought leader and facilitator with a desire to spark Passion, Purpose and Power into every group she encounters. Ms. Nance and her team specialize in creating L&D experiences that are collaborative, engaging and interactive for the core purpose of enhancing their Corporate Culture.

Her mantra is "Toxic" should not be the new normal. Make a change today and invest in your Human Capital. Ms. Nance also brings a B.S. in Computer Science with over 30 years of experience in L&D, Project Management and Marketing Experience.

### OUR SOLUTIONS

The Solutions of TBDI include:

- Customized Instructional System Design
- Leadership Training
- Project Management Coaching, Consulting Services and Training
- Professional Development Training
- Technology Training
- Coaching Services
- Retreat and Keynote Speaking Engagements

### AWARDS

- Top 100 MBE Award - Oct 2019 - Capital Region Minority Supplier Development Council
- Women of Leadership & Excellence Award - Sep 2018 - MEA and Women Leadership Magazine USA Team
- Presentation Certificate of Appreciation for Project Mgmt. Session - Feb 2016 - PGCFUCU, Bowie, MD
- Women Business Leaders of Maryland by the Gazette - May 2010 - The Gazette
- Certificate of Appreciation / Volunteer Prison Ministry / 16 Years - CCA - CTF / DOC / Washington, DC

### PAST PERFORMANCE

- **U.S. Interagency Council on Homelessness**  
2 Years: Professional Development, PM and Technology Training
- **U.S. Department of State**  
6 Years: Professional Development and PM Training
- **U.S. Department of Homeland Security**  
1 Year: Professional Development Training
- **Maryland National Capital Parks and Planning Commission**  
10 Years: Current Project: Multi-Year Contract: Professional Development and Technology Training
- **Maryland Transportation Authority**  
1 Year: Current: Professional Development and Leadership Training
- **Graduate School USA, formerly the Graduate School, USDA** | **USDA, U.S. SSA, FBI, U.S. EPA, Etc.**  
6 Years: MS Office Training - Levels 1-3

### NAICS CODES

- 541611** – Administrative Management & General Management Consulting Services
- 541511** – Customer Computer Services
- 541613** – Marketing Consulting Services
- 611420** – Computer Training
- 611430** – Professional & Management Development Training
- 611699** – Miscellaneous Schools & Instruction
- 611710** – Educational Support Services

### CONTACT INFORMATION

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## PAST PERFORMANCE - CONTINUED

- **Revenue Authority of Prince George's County**  
1 Year: Professional Development Training
- **Enlightenend, LLC (U.S. Department of Justice, U.S. Court System, U.S. Department of Housing and Urban Development, MPD, ATF, CSOSA)**  
3 Years: Software Testing, Documentation, User Training, Customized Technology Training
- **Procter and Gamble Covergirl Cosmetics**  
2 Years: Professional Development, Technology and Project Management Training

## TESTIMONIALS

### U.S. Interagency Council on Homelessness

*"As the former CFO/CAO for the Federal U. S. Interagency Council on Homelessness, it was an honor to work with Training by Design, Inc. and Owner, Dina Bell Nance as well as members of her training team. They developed a mini series for our leaders and staff. It included Technology, Project Mgmt and Professional Development topics.*

*But I believe the highlight of the series included a highly impactful Customized Project Management session for both our leaders and staff members. While my team members were all at different levels, Ms. Nance and her team worked tirelessly at adjusting, correcting and managing everyone's expectations throughout the entire retreat to ensure everyone left with additional skillsets on that particular day. "*

Darren Franklin, Chief of Operations

Peace Corps & Doctoral Candidate – Georgia State University

### Maryland National Capital Parks and Planning Commission

*"I worked with Mrs. Nance and Training by Design, Inc during my tenure as Training and Development Manager for the M-NCPCC, Department of Parks and Recreation in Prince George's County, MD. Upon meeting Mrs. Nance, I was immediately impressed with her expertise and ability to connect with learners. Training by Design, Inc. designed a lab solution that reached about 20% of our employee users along with development of a job aid for the remainder of the employee population. As a result, our IT division had lower than anticipated call volume from employees during the system conversion.*

*Our department's training needs evolved requiring us to offer a more robust soft-skill course offering, we extended our relationship with Training by Design to offer workshops on the following topics including: Public Speaking, Customer Service, Conducting Effective Meetings in the Workplace, and Critical Thinking Skills. Our staff often commented on Training by Design's expertise, and knowledge of the subjects."*

Darryl Wyles, Facilitator

Association for Talent Development

### U.S. Department of Homeland Security

*"We had the honor of working with Training by Design, Inc. for a professional development opportunity. Dina is a great person. Very driven to provide world-class service in every area of her professional and personal life. She cares about staying customer focused and offering a great deal of value."*

Gary Powell, Training Officer

Federal Insurance and Mitigation Administration (FEMA)

### Maryland Transportation Authority

*"If you are seeking to create and sustain a highly competent, customer focused and employee driven culture—if you are committed to creating a team or organization that thinks strategically, learns proactively and changes tactically then Training By Design, Inc. is your MVP (Most Valuable Partner)! A highly sought after culture elevation thought leader, Dina Bell Nance is the secret to Chief Culture Officers or organizations that are rebuilding or growing sustainable success."*

Towanda Livingston, Director of CRFP

Maryland Transportation Authority

### Revenue Authority of Prince George's County

*"Our team had a wonderful experience with Dina Nance. She took time to understand what our needs were prior to and during the training, shifting and leaning in where the staff needed more attention. She left her mark on the staff and the training resonated!"*

Audra Russell, SPHR, SHRM-SCP,  
Chief Human Resources Officer

Revenue Authority of Prince George's County

### Enlightenend, LLC

*"As the former Project Manager at Enlightened, LLC, I had the opportunity to work with Dina on a major project. Dina was an exceptional SME on Software Testing, Debugging, and End User Training. She supported a multi-million dollar mission critical engagement flawlessly with excellent results exceeding her objectives. She is an asset to any organization she supports and works for."*

Habib Nasidbar – Founder & CEO

MINDCUBED