SteadeSolutions, LLC

Extended Capability Overview

Leadership Coaching | Training & Team Facilitation | Strategic Learning & Performance Improvement | Public Health Workforce Development | Systems Strategy

COMPANY OVERVIEW

SteadeSolutions, LLC helps public health leaders, teams, and mission-driven organizations strengthen leadership, workforce effectiveness, team performance, strategic learning, and systems impact. Through leadership coaching, training, team facilitation, public speaking, and strategic guidance, SteadeSolutions equips individuals, teams, organizations, and systems to move from insight to action.

Led by Theresa L. Armstead, PhD, SteadeSolutions brings more than two decades of experience in public health leadership, evaluation, workforce development, organizational learning, implementation support, teaching, coaching, and systems improvement. The company is well positioned to support federal contractors, research organizations, universities, public health agencies, foundations, and mission-driven partners seeking experienced support for leadership development, public health workforce initiatives, strategic learning, performance improvement, technical assistance, and organizational effectiveness projects.

SteadeSolutions is available to serve as a subcontractor, consultant, coach, facilitator, trainer, speaker, technical assistance provider, thought partner, or subject matter expert on projects designed to strengthen leaders, teams, organizations, and the broader public health workforce ecosystem.

STRATEGIC POSITIONING

SteadeSolutions serves the public health workforce ecosystem, including public health agencies, federal contractors, research organizations, universities, public health institutes, workforce development centers, and mission-driven organizations supporting public health leadership and systems effectiveness.

The work of SteadeSolutions is grounded in a simple but powerful purpose: equipping people to lead, learn, adapt, and serve with clarity, confidence, competence, compassion, and impact.

Rather than treating coaching, training, facilitation, consulting, and evaluation-informed strategy as separate activities, SteadeSolutions integrates them as mutually reinforcing ways to strengthen people, teams, and systems:

- **Coaching equips individuals** to navigate transition, strengthen leadership identity, clarify purpose, and take purposeful next steps.
- **Training and team facilitation equip groups and teams** to build trust, communicate effectively, learn together, and move toward shared action.
- **Consulting equips organizations and systems** to translate evidence, data, experience, and insight into practical improvement.
- **Public speaking equips broader audiences** to reflect, reframe, and act with renewed clarity and purpose.

CORE CAPABILITY AREAS

Leadership Development, Coaching & Professional Growth

SteadeSolutions supports professionals and leaders as they navigate transition, strengthen leadership capacity, clarify purpose, and improve effectiveness in complex public health and mission-driven environments.

- Executive and leadership coaching
- Career and leadership transition coaching
- Leadership identity, confidence, communication, and effectiveness support
- Leadership development workshops and cohort-based learning experiences
- Public speaking on leadership, resilience, transition, trust, and purposeful action

Training & Team Facilitation

SteadeSolutions designs and delivers interactive learning and facilitation experiences that help teams strengthen trust, communication, collaboration, engagement, and performance.

- Team effectiveness and trust-building sessions
- Leadership retreat and planning session facilitation
- Workforce engagement conversations
- Communication, collaboration, and shared leadership training
- Customized workshops for public health and mission-driven teams
- Action planning sessions for leadership, workforce, and team improvement

Strategic Learning & Performance Improvement

SteadeSolutions helps organizations move from static assessment toward adaptive learning, implementation support, performance improvement, and action. This work builds on deep evaluation expertise while focusing on practical insight, organizational learning, and measurable improvement.

- Organizational learning and improvement support
- Data-reflection-to-action processes
- Workforce and team assessment
- Leadership and team effectiveness measurement
- Performance improvement planning
- Evaluation-informed planning and decision-making
- Translation of data, evidence, and findings into practical recommendations
- Continuous improvement facilitation

Public Health Workforce Development & Systems Strategy

SteadeSolutions supports initiatives designed to strengthen workforce readiness, leadership capacity, workforce engagement, organizational effectiveness, and systems-level impact across the public health ecosystem.

- Public health workforce development strategy and support
- Leadership development for supervisors, managers, emerging leaders, and interdisciplinary teams
- Technical assistance for workforce, leadership, implementation, and organizational learning initiatives
- Systems improvement and organizational capacity building
- Strategic guidance for public health workforce and organizational initiatives
- Support for public health infrastructure and systems change efforts
- Cross-sector collaboration strategies

DIFFERENTIATORS

- More than 20 years of public health, evaluation, workforce development, organizational learning, and leadership experience
- Former CDC Lead Health Scientist and Evaluation Team Lead
- Co-author of the updated CDC Evaluation Framework standards publication
- Board-certified coach with experience supporting professionals through leadership, career, and organizational transitions
- Experience leading and supporting large-scale federal public health initiatives
- Deep expertise bridging evaluation, implementation, learning, leadership development, performance improvement, and workforce effectiveness
- Experience teaching, mentoring, training, and facilitating across academic, federal, and public health settings
- Strong ability to translate data, evidence, and insight into practical action
- Human-first, reflective, practical, and action-oriented approach to strengthening people, teams, organizations, and systems
- Ability to serve as a flexible subcontracting partner for coaching, training, facilitation, consulting, technical assistance, and strategic learning workstreams

REPRESENTATIVE AREAS OF SUPPORT

SteadeSolutions can support prime contractors and partner organizations with:

- Leadership development programs
- Executive coaching pools or coaching workstreams
- Public health workforce development initiatives
- Training design and workshop delivery
- Team facilitation and retreat support
- Workforce engagement and team effectiveness sessions
- Strategic learning and performance improvement workstreams
- Evaluation-informed strategy and implementation support
- Organizational learning and improvement efforts
- Strategic planning and adaptive action sessions
- Technical assistance for public health workforce, training, leadership, evaluation, and implementation initiatives
- Public health infrastructure, workforce modernization, and systems improvement projects
- Thought partnership for complex public health, workforce, leadership, and organizational effectiveness initiatives

RELEVANT PAST PERFORMANCE THEMES

Large-Scale Evaluation & Strategic Learning Leadership

Dr. Armstead led and supported complex public health evaluation efforts, including work connected to large federal investments in public health infrastructure, health disparities, workforce development, and violence prevention. Her experience includes developing evaluation approaches, guiding performance measures, reducing recipient burden, supporting data-to-action processes, and translating findings into actionable recommendations for leadership, partners, and program teams.

Implementation, Data-to-Action & Performance Improvement

Dr. Armstead has led work focused on understanding what is working, for whom, under what conditions, and how implementation can be strengthened. Her experience includes implementation science leadership, data-to-action frameworks, technical assistance, continuous improvement, and support for organizations seeking practical, timely, and useful approaches to learning and improvement.

Workforce Development, Training & Technical Assistance

Dr. Armstead has designed and delivered training, technical assistance, webinars, learning sessions, and professional development activities for public health professionals, grantees, fellows, staff, and interdisciplinary teams. Her work emphasizes engagement, reflection, applied learning, practical tools, and movement toward action.

Leadership, Supervision, Mentorship & Team Development

Dr. Armstead has supervised and mentored multidisciplinary teams, supported emerging professionals, created growth opportunities for staff, facilitated team conversations, and strengthened collaboration across complex organizational environments. Her leadership approach is human-first, developmental, and grounded in helping people do meaningful work with clarity, competence, and confidence.

Cross-System Collaboration & Public Health Systems Support

Dr. Armstead has worked across agencies, centers, divisions, contractors, national partners, grantees, academic institutions, and public health organizations to support complex initiatives. Her experience positions SteadeSolutions to support work requiring collaboration, diplomacy, technical credibility, systems thinking, and practical implementation support.

TARGET AGENCIES & PARTNER ORGANIZATIONS

- Department of Health and Human Services
- Centers for Disease Control and Prevention
- Health Resources and Services Administration
- National Institutes of Health
- Substance Abuse and Mental Health Services Administration
- State and local public health agencies
- Universities and schools of public health; public health institutes and workforce development centers; training and technical assistance centers; foundations and mission-driven organizations; federal contractors and research organizations supporting public health, workforce, training, coaching, facilitation, evaluation, implementation, and organizational effectiveness projects

NAICS CODES

- 611430 - Professional and Management Development Training
- 611710 - Educational Support Services
- 541611 - Administrative Management and General Management Consulting Services
- 541618 - Other Management Consulting Services
- 541690 - Other Scientific and Technical Consulting Services
- 541720 - Research and Development in the Social Sciences and Humanities

BUSINESS INFORMATION

Company Name: SteadeSolutions LLC
Founder/Principal: Theresa L. Armstead, PhD
Business Type: Woman-owned small business
Certifications: WOSB certified
SAM: Active
UEI: F8XBAFNMRB74
CAGE Code: 22BU2
Website: www.steadesolutions.com
Email: grow@steadesolutions.com
Location: Atlanta, GA

BRIEF FOUNDER BIO

Theresa L. Armstead, PhD, is a public health strategist, executive coach, educator, and organizational effectiveness consultant who has spent her career equipping people and strengthening systems in service of public health impact. She brings more than two decades of experience in public health leadership, workforce development, evaluation, organizational learning, teaching, coaching, mentoring, and systems improvement, including federal leadership experience at the Centers for Disease Control and Prevention.

Through SteadeSolutions, LLC, Dr. Armstead supports professionals, teams, agencies, contractors, universities, and mission-driven organizations as they navigate transition, strengthen leadership capacity, improve workforce effectiveness, support implementation, and advance systems-level impact.

SteadeSolutions, LLC — Strengthening Leaders. Empowering Teams. Improving Systems. Advancing Public Health.