

2022 ESG REPORT

Developing Healthy Organizations and Communities



THE EVANS DIFFERENCE

Our human-centered approach puts **people at the center of change**. We partner with our clients to co-create solutions that work for the way people work, live, and thrive.

At Evans Consulting, we envision a world where workplaces are designed for people to thrive.

We are committed to cultivating an inclusive culture that nurtures the inherent worth of each individual. When people are empowered to be their best selves and aligned to the organization's mission and goals, exponential progress is possible together.

At Evans, we walk the talk. It takes continued commitment, focused intention, and empathy from every level of the organization – especially leadership. Our consultants are passionate about supporting leaders to achieve their core missions and goals by thoughtfully meeting them where they're at and listening to their needs.

As a human-centered consulting firm that works closely with government and commercial clients, Evans recognizes the tremendous demands pulling at leaders. Our consultants equip leaders with the necessary skills to lead business functions and teams, while demonstrating behaviors that get results.

Our collective call-to-action is to envision healthier workplaces that offer each individual the opportunity to attain professional goals and contribute to accomplishing the organization's mission. We look forward to accomplishing these goals with you.



Bob Etris
Managing Partner



Jack Moore
Managing Partner

About Evans

Evans Consulting builds healthy organizations by supporting and training leaders in the heart, art, and science of leading and motivating teams.

Evans believes a healthy organization starts with its people. We are proud to support public and private sector leaders in tackling complex challenges and enabling them to meet their organization's mission and goals.

OUR MISSION

We develop healthy organizations and communities that enable people to thrive.

OUR COMMITMENT TO DEIA

To be a company that advances and nurtures a culture of diversity, equity, inclusion, and accessibility (DEIA) for all employees, where our differences help drive innovative solutions to build healthy organizations.

OUR VALUES



People

We put people first. We value the whole person and foster an inclusive culture where everyone feels seen and heard. We invest in the growth of our people so they can be their best and in turn give their best to our customers.



Service

We lead with empathy. We co-create sustainable human-centered solutions with our clients, partners, and community. We enable the success of others by cultivating trusted relationships grounded in mutual respect.



Integrity

We live our values. We strive to do what is right by engaging in fair and equitable practices. We build trust through authenticity, clarity, and by holding ourselves and each other accountable.



Courage

We encourage candor, bold thinking, and brave conversations, no matter the audience. We embrace innovative practices, feedback, and a willingness to fail forward. We challenge the status quo and take calculated risks.

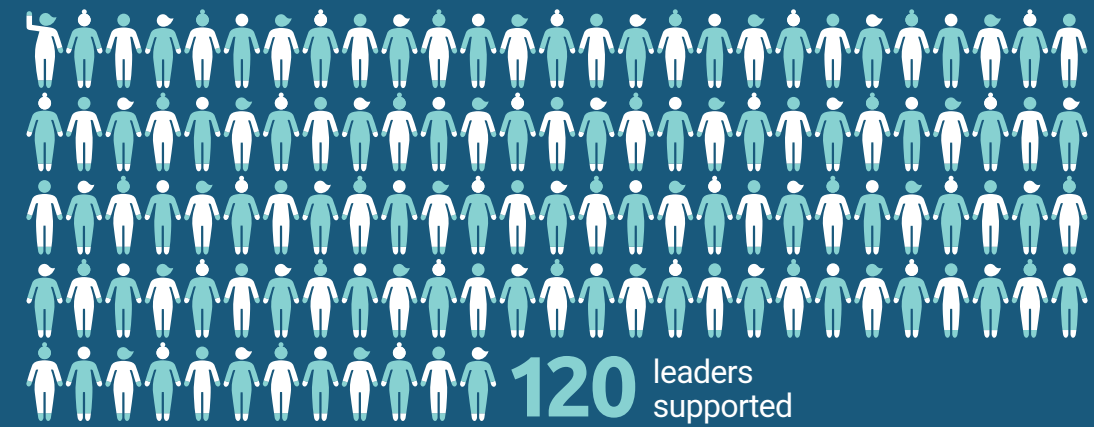
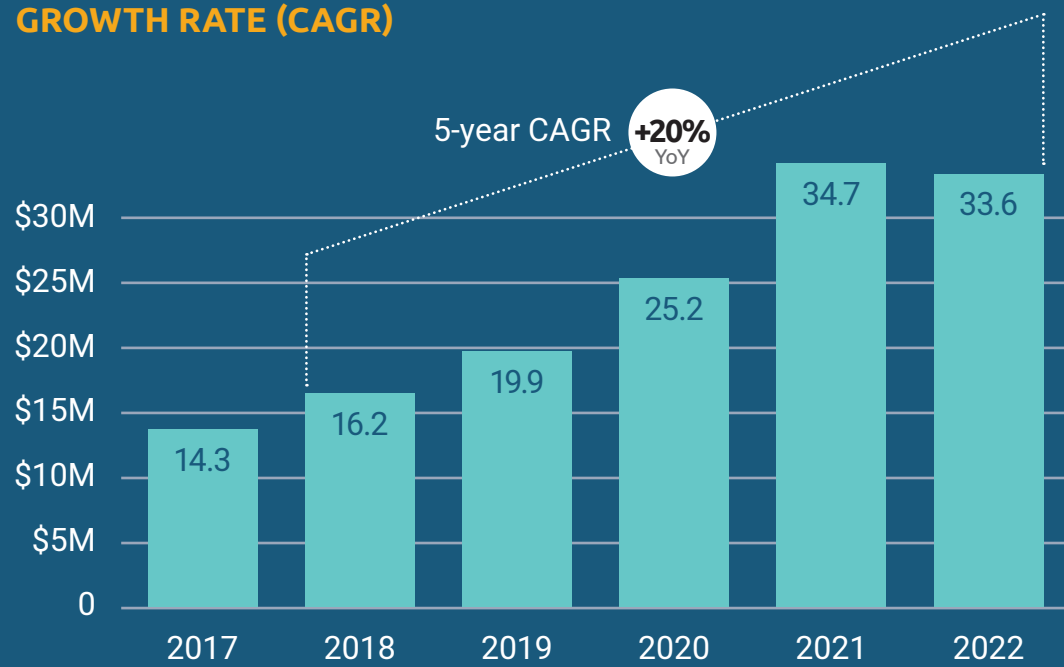


Curiosity

We bring an open and inquisitive mindset to everything we do. We approach challenges holistically and engage diverse perspectives to create value that endures. We nurture continuous learning to become better leaders.

Year at-a-glance

5-YEAR COMPOUNDED AVERAGE GROWTH RATE (CAGR)



TOP 5 SERVICES



Communication



Facilitation



Workforce Planning



Leadership Development & Coaching



Project Management Support



Acquired

Global Dynamics International



Refined

our company core values

COMMUNITY



75 hours

of pro bono consulting services



\$35,000

in sponsorships and donations to 17 nonprofit organizations

RECOGNITION



Awarded 7x

Northern Virginia Family Services CARE Award 2022



Ranked 10x

Inc. 5000 Fastest Growing Private Companies

SCALING FOR THE FUTURE



Certified

ISO 9001:2015



Achieved

Cybersecurity Maturity Model Certification (CMMC)
Level 1 requirements



Maintained

Top-Secret Facility Clearance (FCL) since 2020



Earned

2022 Northern Virginia Champion for Accountability badge



11 trainings

Core Competency training videos completed by all staff



36 hours

Leadership training offered to Project and People Managers

Looking Ahead

How we will accomplish our vision:

EXPAND OUR IMPACT

Achieved through growing long-lasting successful business relationships within the Federal and Commercial space and purposefully supporting the communities in which we live.

DELIVER CAPTIVATING CUSTOMER EXPERIENCES

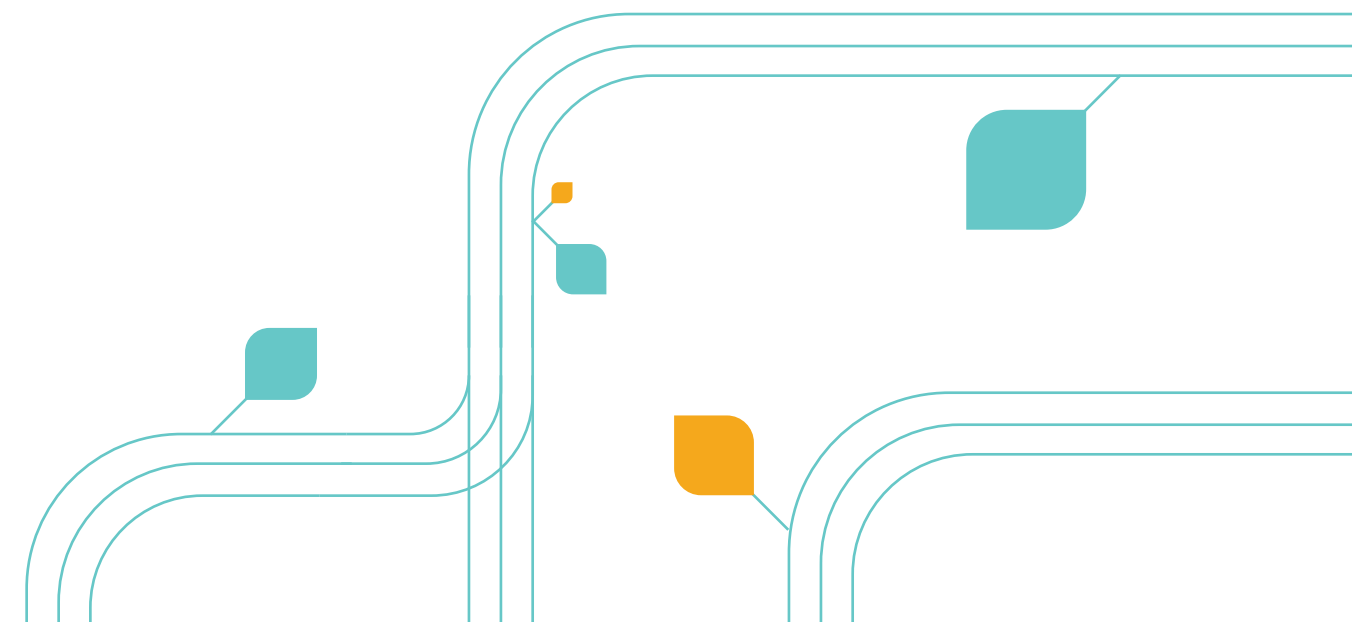
Achieved through designing impactful solutions that place the customer at the center of our business.

ATTRACT AND EMPOWER EXCEPTIONAL PEOPLE

Achieved through implementing an equitable, engaging, and empowering experience at every stage of the employee lifecycle.

ACCELERATE SUSTAINABLE GROWTH

Achieved through increasing bid and proposal volume and velocity and driving operational excellence and scaling cross-organizational support.



How we create value

We develop effective leaders.

Since we know skilled leaders effectively drive organizational goals and empower the full potential of their teams, we train leaders to model the right behaviors and necessary skills to influence team performance and create alignment with organizational goals.

OUR OFFERED SERVICES

- Organization Development
- Program Management Optimization
- Communications
- Business & Culture Transformation
- Technology Implementation
- Human Capital Management

OUR HEART-ART-SCIENCE APPROACH



Heart: In everything we do, we start with heart — the heart of organizations, the heart of people, and the heart of what matters most. The ‘heart of things’ is the core of our services because we center on values and beliefs. People change because they want to. Leaders influence when people believe in what’s ahead. The heart is where transformation happens. Heart is values, beliefs, and motivations. It sets the rhythm of organizations.



Art: As experience designers and strategists, we co-create solutions with clients to build healthy organizations. Our services drive desired behaviors through creative tactics that work. Art is behaviors and inspired actions. It is the driver of culture.



Science: We are in the future of work. More than ever, people skills, such as empathy, analytical thinking, and collaboration, are the competitive advantage of today’s leading businesses. The customer experience and employee value proposition set one organization apart from the next. Science is the necessary skillset that drives results. It is the means for high performing people. Our services identify the right skills needed for optimal organizational, leadership, and team performance.



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Art is behaviors and inspired actions. It is the driver of culture.



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Customer persona

Many of our clients are senior leaders in large organizations interested in building healthy organizations and the well-being of their team. Our clients include government agencies, nonprofits, and private sector companies.

NEW SECTORS ADDED IN 2022:

- U.S. Navy
- U.S. Intelligence Community
- Multi-national organizations

NEW SERVICES ADDED IN 2022:



Cultural Competence



Wellness



Event Planning



Diversity, Equity, Inclusion, & Accessibility (DEIA)

The Ana Gross Culture Achievement Award

The Ana Gross Culture Achievement Award was established in honor of one of our finest Evans Consulting employees, Ana Gross, in November 2022. The award recognizes the critical role she played over her many years with Evans in both embodying and defending the Evans culture.

Why do we have an award so centered on culture here at Evans? For us, people and our culture are at the center of everything we do. It's the culture that makes us successful in our work and that makes Evans a unique place to work. We value and support the whole person at Evans and nurture an inclusive culture where we want everyone to feel seen and heard. Culture is also about integrity, accountability, and courage. For us, it is our culture that will allow us to embrace healthy conflict and differences of view. To surface challenging or uncomfortable topics that need to be addressed. To bring an open and curious mindset to the work that we do and the relationships that we build.

Given our focus on culture and how critical it is to our success, establishing an award in Ana's name made perfect sense. Her unique ability to 'live the Evans way' can be seen in so many stories and examples that touched the lives of those around her. She worked in selfless service to others, placing people and her community at the center of her relationships, was always the first to arrive and often the last to leave at company events, and had the courage to raise the hard questions to leadership even when others sought her counsel or guidance first. In her 'defender' role, Ana was on the front-line of sensing the pulse of employee engagement and performance. She seemed to know, with startling consistency, if a new candidate who had otherwise seemed just fine in the interview process would not work out well. She could anticipate when an employee was creating unhealthy friction in the organization that needed to be addressed, or when someone was struggling and needed extra support.



In memory of Ana Gross August 25, 1959 – February 19, 2023

Separate from her day-to-day work and relationships in the office, Ana had a breadth and depth of personal relationships with the Evans employees she knew that went well beyond anyone who had come before her and likely those who will follow. She was the first to know when someone was pregnant or had a baby. The first to congratulate someone on a new degree or life achievement. The first to share pictures at showers, dinners, or happy hours. She was constantly at the center of these deep and meaningful friendships with her colleagues, modeling how Evans values mutual and meaningful connections.

We are fortunate to have had Ana as part of the organization and proud to have this award created in her honor.

2022 COMMUNITIES BY THE NUMBERS



Pledged 5%

of profits back to the community with a goal of \$500k by 2025.



75 hours

of pro bono consulting services provided to The Women's Center and Girls on the Run Northern Virginia.



1st year

presenting partner of the inaugural Healthy Together Fairfax community event.



292 lbs

of trash collected by Evans' volunteers during the Anacostia River clean-up event.



61 angels

adopted through the Salvation Army Angel Tree program.



Chartered

a FUNdation Committee to administer Evans' donor advised fund.

Giving back to communities

At Evans, our mission is to develop healthy organizations and communities that enable people to thrive. We are passionate about our work, we care about the communities in which we live and work, and we strive to improve the world around us one organization at a time. Service is a core value at Evans and we recognize our responsibility to give back.

Through our Corporate Social Responsibility (CSR) function, we regularly give our time, talent, and treasure to many nonprofit organizations and community outreach programs. Specifically, Evans is committed to two primary causes in our communities:

- Improving the well-being of women, children, and families in need.
- Advancing the education of children in underprivileged communities.

We serve communities through:

- Our SERVICE Team representing our giving of time through employee-led initiatives and company-endorsed engagements.
- Our pro bono projects representing our giving of talent by offering our services at no cost to community partners.
- Our FUNdation representing our giving of treasure through the Evans' donor advised fund.



Be human

Evans' commitment to diversity, equity, inclusion and accessibility (DEIA)

Our strategic plan includes the following DEIA objectives:

- Recruit and retain a high-performing workforce drawn from diverse locations and backgrounds.
- Co-create a culture that encourages collaboration, flexibility, and equitable practices to enable individuals to contribute to their full potential, feel valued, and supported.
- Continue to infuse diversity, equity, inclusion, and accessibility in our strategic priorities through leadership commitment, accountability, and total workforce engagement.

2022 IN REVIEW



Built out

the core competency behavioral model.



Offered

DEIA workshops to build awareness and skills of our leadership team, people managers and all staff—*Business of Belonging, Interrupting Bias in Performance Management, and Subtle Acts of Exclusion*.



Improved

equitable practices, including published DEIA policies, performed a pay audit, and formalized our promotion process.



Incorporated

benchmarking using the Global Diversity, Equity & Inclusion Benchmarks (GDEIB) Framework to evaluate current state and support Evans' DEIA journey.

Broadening our capabilities

As with any rapidly growing organization, Evans Consulting is scaling for the future. The organization is making significant investments to embed the company's values through the development of its people managers, provide training to build core competencies in its workforce, create a knowledge management structure to ensure proper access to company intelligence, and define processes to ensure consistent delivery of our services.

Significant accomplishments:

- Redefined our people manager roles to empower leaders to coach and hold team members accountable for performance. More than 45 people/project managers were offered 36 hours of training sessions delivered over the course of the year covering the tactical side of management and the art of being an emotionally intelligent leader.
- Documented and standardized our organizational processes and implemented a business quality management system as part of our ISO 9001 certification.
- Revised the Evans' project management handbook to reflect current roles and processes that guide our project managers and consultants in how to fulfill their responsibilities and 'the Evans way' of delivering client projects.
- Increased focus on complying with our project management standards improved the consistency of delivery across more than 60 client projects.

Looking forward to 2023, our focus will be on completing the requirements for ISO 27001 and further evolving our business quality management system.

Data privacy and information security

The privacy and security of our clients' information is a priority at Evans. As we expand our work with Federal clients, including the Department of Defense, Evans has taken steps toward our Cybersecurity Maturity Model Certification (CMMC).

In 2022, Evans implemented new IT policies and security tools to meet CMMC Level 1 requirements with a goal of reaching CMMC Level 2 compliance by the end of 2023. To further enhance client confidence in our information security, we are taking steps to complete our ISO 27001 certification in 2023.

As part of our work toward increased information security protection for our clients, Evans is partnering with a managed security service provider (MSSP) to provide a security operations center (SOC) with monitoring and protection over the whole company environment.

Meet our Leadership Team



Bob Etris
Managing Partner



Jack Moore
Managing Partner



Stephanie Perlick
Chief Operating Officer



Yuctan Hodge II
Chief Financial Officer



Mark Thomas
Vice President, Growth & Strategy



Nicole Anderson
Vice President, People



Ashley Tolub
Director, FAA Account



Greg Colbert
Director, Public Sector Account Operations



Sue Evans Founder and Board Member

Since selling the company to Bob and Jack, Sue has focused on philanthropic activities at The Women’s Center, serving as an advisor on Evans’ newly-formed FUNdation Committee, and mentoring Evans’ women leaders while maintaining a Board of Directors position with the company.

“At Evans, we believe that leadership is a verb—not a noun—and is expected of everyone and **essential to our culture.**”

– Sue Evans, Founder of Evans Consulting



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Report designed by Brevity & Wit