

ADJ CONSULTING ORGANIZATIONAL & LEADERSHIP EFFECTIVENESS

Leadership. People. Performance.

Dr. April D. Jones | Principal Consultant
Owings Mills, Maryland
EMAIL: draprildjones@outlook.com
WEBSITE: drjonesthelearningzone.com
(813) 431-2965

COMPANY OVERVIEW

ADJ Consulting is the organizational and leadership effectiveness service line of The Learning Zone with Dr. Jones, L.L.C. (TLZ), a Maryland small business providing consulting, training, and program support to public-sector, nonprofit, and partner organizations.

Led by Dr. April D. Jones, ADJ Consulting brings more than 20 years of federal experience in policy analysis, program management, workforce development, organizational effectiveness, stakeholder engagement, and performance improvement.

We help organizations see the whole, bridge operational gaps, and translate strategy, policy, and priorities into practical structures that strengthen execution and performance.

CORE CAPABILITIES

- Organizational effectiveness and business process analysis
- Strategic planning and implementation support
- Program and project management support
- Policy, procedure, and governance analysis
- Workforce planning, talent development, and succession support
- Performance management and process improvement
- Change management, training, and facilitation
- Stakeholder engagement and cross-functional collaboration
- Executive communications, guidance, and decision-support materials

COMPANY DATA & IDENTIFIERS

- eMMA Vendor ID: SUP1086715
- Maryland SDAT ID: W26096743
- EIN: 39-2700025
- Socio-Economic Certifications
 - **Maryland Small Business Certification (CSB)** – SB25-089580
 - **Maryland MDOT MBE/SBE-Certificate** #26-393

• **Contracting & Partnership Capacity** - TLZ, through ADJ Consulting, supports subcontracting and teaming opportunities requiring specialized capacity in organizational effectiveness, business analysis, project support, talent and workforce development, training, stakeholder engagement, policy analysis, and implementation support. Engagements may include defined work packages, short-term projects, multi-phase initiatives, and embedded subject-matter support.

NAICS CODES

611710 – Educational Support Services

611691 – Exam Preparation and Tutoring

MARYLAND COMMODITY CODES

80101500 – Business and Corporate Management Consultation Services

80101505 – Corporate Objectives or Policy Development

80111500 – Human Resource Development

86000000 – Education and Training Services

86132101 – Training Facilitation Service

86132200 – Educational Support Services

RELEVANT EXPERIENCE

ORGANIZATIONAL EFFECTIVENESS • POLICY • WORKFORCE • PROGRAM MANAGEMENT

Principal consultant brings 20+ years of federal experience supporting high-accountability programs and complex organizational environments. Experience includes policy and procedure analysis, program and project management, organizational assessment, workforce planning, talent management, succession planning, employee onboarding and development, performance monitoring, contractor coordination, stakeholder facilitation, training, executive communications, and implementation of agency-wide initiatives.

DIFFERENTIATORS

- Ed.D. in Organizational Leadership / Human Resource Development
- 20+ years of federal experience across policy, programs, workforce, and operations
- Systems-level perspective connecting leadership decisions to operational execution
- Ability to translate complex requirements into clear processes, guidance, and practical implementation tools
- Flexible capacity to support prime contractors through defined work packages, advisory support, training, analysis, facilitation, and organizational effectiveness engagements

The Learning Zone with Dr. Jones, L.L.C. | ADJ Consulting
draprildjones@outlook.com | drjonesthelearningzone.com | (813) 431-2965