



BEYOND THE SURFACE

LEADERSHIP INSTITUTE LLC™

DISCOVER | DEVELOP | LEAD | TRANSFORM

Turning insight into action—and action into lasting transformation

CAPABILITY STATEMENT

COMPANY OVERVIEW

Beyond The Surface Leadership Institute™ LLC (BTSLI™) is a Woman-Owned Small Business providing behavioral systems consulting, management consulting, workforce readiness training, organizational development, and implementation support.

BTSLI™ supports organizations across workforce development, education, human services, child welfare, public-sector, nonprofit, and community-based environments by strengthening communication, role clarity, professional behavior, documentation practices, participant engagement, staff follow-through, and service delivery.

CORE COMPETENCIES

- Behavioral Systems Consulting™
- Management & Organizational Consulting
- Workforce & Career Readiness Support
- Professional Skill Development
- Education & Youth Development Support
- Family & Human Services Systems Support
- Communication & Performance Alignment
- Trauma-Aware Decision-Making & Supportive Systems
- Leadership & Staff Development
- Program & Curriculum Development
- Youth & Adult Development Support
- Organizational Performance Improvement
- Training & Technical Assistance
- Implementation & Process Support

COLLABORATION & SERVICE ALIGNMENT

Workforce & Career Readiness

Employment readiness, professional behaviors, communication, participant engagement, service coordination, and employer-aligned expectations.

Education & Youth Development

Youth leadership, communication routines, transition readiness, staff development, learning supports, and implementation consistency.

Human Services & Family Support

Family engagement, service planning, documentation quality, service coordination, safety-informed communication, and follow-through support.

PAST EXPERIENCE & OUTCOMES

TEXAS DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES | 2012-2025

Family Systems, Service Coordination, Documentation, Child Welfare, and Organizational Support

Supported service coordination, documentation, family engagement, safety planning, and multidisciplinary collaboration with families, schools, courts, caregivers, providers, and supervisors. Outcomes include strengthened communication, clarified responsibilities and next steps, reinforced documentation consistency, and supported staff follow-through.

PHIPPS COMMUNITY DEVELOPMENT CORPORATION / PHIPPS NEIGHBORHOODS | 2002-2009

Community Development, Workforce Readiness, Youth Development, Adult Support, and Staff Support

Supported community-based programming for youth, adults, and families, including workforce readiness, participant engagement, staff communication, and service delivery. Outcomes include stronger workforce readiness, family-service connections, program implementation, and service consistency.

TEACHER / EDUCATOR | 1995-2000

Education, Youth Development, Instructional Systems, and Behavioral Support

Implemented structured instructional practices, classroom routines, communication supports, and behavior-support strategies for diverse learners. Outcomes include improved student engagement, strengthened classroom consistency, academic participation, and structured learning environments.

COMPANY DATA

Legal Business Name:
Beyond The Surface Leadership Institute™ LLC

Founder & CEO:
Dr. Audrea Knight-Nwosu

Business Type:
Professional Services | Consulting | Training | Organizational Development | Workforce Readiness

CERTIFICATIONS & REGISTRATIONS

- WOSB Certified
- EDWOSB Certified
- SAM Registered
- Texas CMBL Registered

PROFESSIONAL BACKGROUND

- PhD in Psychology
- Master's in Marriage & Family Therapy
- Bachelor's in Behavioral Science
- Certificate in Applied Behavior Analysis
- Certified Professional Coach

NAICS CODES

Primary: 541611 - Administrative Management & General Management Consulting Services

611430 - Professional & Management Development Training

541612 - Human Resources Consulting Services

611710 - Educational Support Services

624190 - Other Individual & Family Services, when aligned with community-based support scopes

WHY CHOOSE BTSLI™

Differentiators: structured, evidence-informed systems for clarity, consistency, and measurable outcomes.

Behavioral-Systems Approach - Improves communication, performance, and flow.

Evidence-Informed Methods - Grounded in behavioral science and instructional design.

Clarity & Structure - Creates clear, repeatable processes teams can use.

Scalable Solutions - Adaptable across workforce, education, nonprofit, and public sector settings.

Measurable Outcomes - Uses observable indicators and consistent follow-through.

Professionalism & Precision - Structured, research-informed, and buyer-ready.

WE DON'T JUST OFFER TRAINING.

WE BUILD SYSTEMS THAT SUPPORT PRACTICE, PERFORMANCE, AND IMPACT.

CONTACT

Phone: 469-345-6983
Email: info@beyondthesurfaceleadership.com
Website: www.beyondthesurfaceleadership.com