

Capability Statement



Company Overview

Reflections Production is a certified small business bringing over 20 years of expertise in management consulting, change management, project management, instructional design, and eLearning. We serve organizations across all industries, in both the public and private sectors. Our certified professionals hold credentials including PMP, Prosci Change Management, Six Sigma, Scrum Master, Instructional Design, and Information Systems. We are a full lifecycle partner, uniting strategy, design, immersive delivery, and analytics so your people adopt new systems, and keep using them.

Core Competencies

- **Change & Project Management** Assessment, strategic planning, and execution of change and adoption initiatives.
- **Instructional Design & eLearning** Customized, accessible digital training and user-centric learning solutions.
- **Immersive & VR Learning** Realistic simulations that let teams practice high-stakes skills safely.
- **Strategic Communications & Marketing** Public awareness campaigns, promotional materials, and internal communications that drive engagement.
- **Learning Analytics & Dashboards** Power BI dashboards that turn learning data into clear decisions.
- **Leadership Development** Programs that build manager and executive capability.
- **Emergency Preparedness** Readiness planning, exercises, and crisis communication.
- **Safety & Compliance Training** Job hazard analysis, fleet safety, and regulatory compliance.

Differentiators

- Proven experience across the public and private sectors and a wide range of industries.
- Full lifecycle in one team: strategy, design, delivery, and measurement.
- Customized, scalable solutions tailored to the specific needs of each client.
- High-quality results with measurable impact, delivered on time, on budget, and in scope.

Clients Served

- Department of Water Resources (DWR)
- California Department of Public Health (CDPH)
- California Student Aid Commission
- Private sector and cross-industry organizations

Our Approach: The Reflections Change Framework



Past Performance

- **Change Management:** Department of Water Resources: enterprise change management services, from assessment and plan revision through ongoing adoption support.
- **Communications & Marketing:** Emergency Action Plan program: a full communication and marketing effort spanning messaging, promotional materials, and stakeholder engagement.
- **Public Awareness Campaign:** State Water Project Dam Safety Awareness Day: statewide public safety campaign and promotional materials.
- **eLearning & Training:** DWR Fleet Vehicles course: interactive digital training on fleet vehicle policies.

NAICS Codes

- 541611 Administrative & General Management Consulting
- 541618 Other Management Consulting Services
- 541612 Human Resources Consulting
- 611430 Professional & Management Development Training
- 611420 Computer Training
- 541519 Other Computer Related Services

Platforms & Systems

SAP Oracle Cloud Workday
SuccessFactors UKG Power BI
Copilot Studio SharePoint InteractiVR

Team Certifications

PMP Prosci Change Practitioner Six Sigma
Certified ScrumMaster Scrum Product Owner
Certified Instructional Designer
Microsoft Certified Professional CCNA
Network+ A+

Company Data

CAGE Code: 73GL0

UEI: GLKFKYFKCFT1

Certifications: Small Business Enterprise; Woman Owned Business

Industries: Government, healthcare, education, nonprofit, technology, finance, and more, public and private

One partner across the full learning and change lifecycle, for every industry.

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Let us map your next rollout.

LEARNING AND CHANGE, DELIVERED