



C³PT EXECUTIVE SOLUTIONS LLC

Culture Is Your Strategy. I Help You Align It.

SBA-CERTIFIED SDVOSB • SBA-CERTIFIED VOSB • MINORITY-OWNED SMALL BUSINESS

CAPABILITY STATEMENT

C3PT Executive Solutions LLC builds leaders and fixes the conditions leaders work in, for federal, state, and municipal organizations. The firm is led by a **former VA medical center Chief Executive Officer** whose Executive Core Qualifications were **certified by OPM's Qualifications Review Board** for appointment to the Senior Executive Service — the same framework the government uses to assess its own executives. Delivered by the principal.

THE C3PT OPERATING SYSTEM: Communication • Collaboration • Culture, the nucleus • Perseverance • Trust

CORE COMPETENCIES

- Leadership development and executive coaching.** Cohort programs, curriculum design and facilitation, self-assessment instruments, team projects, after-action review, and SES transition coaching.
- High reliability and safety culture.** Leader rounding, tiered safety huddles, and Just Culture aligned to VHA's five HRO principles.
- Accreditation, survey, and oversight readiness.** Joint Commission and CARF survey preparation, corrective action, and sustained compliance under external investigation or review.
- Classification, compensation, and position management.** Point-factor job evaluation, FLISA designation, pay-plan design, and staffing models under budget pressure.
- Program evaluation and performance improvement.** Formative and summative evaluation on the Baldrige Criteria.
- Interim and fractional executive leadership.** CEO and COO capacity during transition, turnaround, or vacancy.

DIFFERENTIATORS

- Certified against the government's own executive standard.** Executive Core Qualifications certified by **OPM's Qualifications Review Board** for appointment to the Senior Executive Service. Curricula and coaching are built on the ECQ framework federal agencies use to select and assess their own senior executives.
- High reliability from inside VHA's own rollout.** Led a VA medical center as a **pilot site for VHA's enterprise High Reliability Organization initiative**. Leader rounding, tiered safety huddles, and Just Culture were stood up under the National Center for Patient Safety model, in a live medical center, not taught from a deck.
- Survey readiness proven, not promised.** Joint Commission triennial survey closed with **zero Immediate Threat to Life and zero High SAFER findings**; CARF survey closed with **2.5 recommendations across 1,632 standards**.
- Malcolm Baldrige National Quality Award Field Examiner.** Evaluation scored against the criteria used to judge national performance excellence, with methodology and limitations documented as the work is performed.
- Principal delivery.** Mr. Parks personally leads every engagement. There is no handoff to junior staff after award.

RESULTS

- Leadership culture, rebuilt and measured.** Took a tri-state federal health system from the highest RN turnover in the nation to the 1st quintile. **Best Place to Work +16.2** (ranked 14 of 153 VA hospitals), **Servant Leadership Index +11.7**, staffing 1,382 to 1,610 FTE.
- Financial stewardship at scale.** Reached **100% compliance across all 13 nationally measured financial indicators**, the only facility in the network to do it, on budgets exceeding \$500M.
- Crisis leadership under concurrent oversight.** Directed a **33,806-case clinical lookback** under simultaneous Department of Justice, VA Inspector General, and Congressional review; briefed the House Veterans' Affairs Subcommittee on Oversight and Investigations; accreditation and patient care preserved throughout.
- Federal workforce and classification.** Mapped **533 Navy civilians into VA Title 38 occupations with zero workforce disruption** at the nation's only integrated VA–DoD medical facility. Authored the transfer memorandum and MOU that **informed NDAA language and a tri-Secretary Executive Agreement**. **\$11M documented cost avoidance**; more than 3,000 positions personally classified.
- Turnaround economics.** As interim chief executive across multiple acute care hospitals: double-digit EBITDA improvement, **contract labor spend down 30%**, nurse and CNA retention up 20%.

COMPANY DATA

Legal Name	C3PT Executive Solutions LLC
Principal	Kelvin L. Parks, M.A.
UEI	KG62Q381K5M5
CAGE	1G7Q0
FL Document	L26000117112
SAM.gov	Active through 04/02/2027
Location	Apopka, Florida (Greater Orlando)
Business Size	Small

CERTIFICATIONS AND CREDENTIALS

SDVOSB	SBA Certified, eff. 07/14/2026
VOSB	SBA Certified, eff. 07/14/2026
Minority-Owned	Small Business
OPM QRB	ECQs certified for the Senior Executive Service
Baldrige	National Quality Award Field Examiner
Emergency Mgmt	ICS 400, Incident Commander

NAICS CODES

541611	Administrative and General Management Consulting (<i>primary</i>)
541612	Human Resources Consulting Services
541618	Other Management Consulting Services
541990	All Other Professional, Scientific and Technical Services
611430	Professional and Management Development Training

PRODUCT SERVICE CODES

U008	Training and Curriculum Development
U009	Education and Training, General
R408	Program Management and Support
R499	Other Professional Services

SET-ASIDE AND PREFERENCE ELIGIBILITY

FAR 19.1405	SDVOSB set-aside, government-wide
FAR 19.1406	SDVOSB sole source to \$5M, services
VAAR 819.7005	VA priority order — SDVOSB ranks first, ahead of 8(a) and HUBZone
VAAR 819.7006/.7007	VA SDVOSB and VOSB set-aside, mandatory on rule of two
VAAR 819.7008/.7009	VA SDVOSB and VOSB sole source to \$5M
FAR 19.502-2(a)	Automatic small business reserve, \$15K to \$350K
Fla. Stat. 287.084	Florida in-state vendor preference

REGISTRATIONS AND PORTALS

Federal	SAM.gov, SBA VetCert, DSBS
Florida State	MyFloridaMarketPlace, Office of Supplier Diversity
Local	MyVendorLink, DemandStar, Bonfire

Kelvin L. Parks, M.A., Founder and Chief Executive Officer

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