TIME TO Spring FORWARD

CAPABILITY STATEMENT

ORGANIZATIONAL EFFECTIVENESS | SYSTEMS & OPERATIONS | EMPLOYEE ENGAGEMENT | EXECUTIVE PARTNERSHIP

CONTACT: SPRING R PERRY

EMAIL: SPRING@TIMETOSPRINGFORWARD.ORG

PHONE: (504) 208-1818

www.timetospringforward.org

Time to Spring Forward, LLC (TTSF) is a certified Woman-Owned Small Business grounded in Industrial-Organizational Psychology, specializing in organizational effectiveness, fractional Chief of Staff and Project Lead support, systems and operations evaluation, HR strategy, and workforce development. Founded in 2021 by Spring Richardson-Perry, who is working on her PhD in Industrial Organizational Psychology, TTSF partners with private sector companies, government agencies, K-12 schools, and nonprofits to lead structural transitions, build the people infrastructure, and design the systems that drive measurable performance, with evidence-based methodology and founder-level attention on every engagement.

CORE COMPETENCIES

- Organizational Transition & Transformation Leadership
- Systems Evaluation
- Executive Decision Support & Facilitation
- Cross-Functional Project & Program Management
- Strategic & Organizational Planning
- Governance & Stakeholder Engagement
- HR Strategy & Employee Services Systems (HRIS, Payroll, Benefits)
- Employee Engagement Surveys & Culture Diagnostics
- Workforce & Leadership Development
- Grant Writing, Funding Strategy & Administration

DIFFERENTIATORS

Transition & Systems Leadership Experience leading functional transitions and system implementations, including HRIS, payroll, and benefits, with measurable accuracy and successful handoff to internal teams.

Systems Thinking Across Functions Evaluate staffing, vendor, and shared-service models against cost, compliance, and sustainability, translating complexity into executive-ready recommendations.

I-O Psychology-Grounded Methodology Doctoral-level expertise in psychometric survey design and data-driven culture change. No off-the-shelf templates.

Survey-to-Action Expertise We diagnose root causes, translate findings into prioritized recommendations, and support implementation through measurable improvement.

Multi-Sector Experience K–12 education, nonprofit, and government clients served with equal rigor regardless of scope or budget.

NAICS CODE	DESCRIPTION
541611	Admin. Management Consulting (Primary)
541618	Other Management Consulting
611710	Educational Support Services
541214	Payroll Services
541219	Other Accounting Services

PSC CODE	DESCRIPTION
R431	Human Resources
R410	Program Eval/ Review/ Development
R408	Program Mgmt/ Support
R499	Other Professional Support
R703	Accounting
R710	Financial
U009	Education/Training General
U099	Education/Training Other

PRINCIPAL

Spring Richardson-Perry

Founder & Principal Consultant

- PhD, Industrial Organizational Psychology, *matriculating*
- MEd, Secondary Education
- Goldman Sachs One Million Black Women: Black in Business, Cohort 8 Graduate
- 15+ years cross-sector experience: government, nonprofit, K–12
- HR management, workforce diagnostics, and employee engagement survey design & intervention
- **Current Board Seats:** ACCESS Counseling; Restore Little Bay Foundation; GMA Charter School; BHF Goud
- **Former Board Seats:** The Well Rockport (Treasurer); Children's Coalition of Aransas County

PAST PERFORMANCE

CLIENT	SERVICE	RESULT
Suit Up the World	Grant Writing & Administration	$150,000 city-funded grant; written, secured & administered; full award on first submission
ReGeneration Schools	Chief of Staff Transition & Systems Implementation	Led leadership transition, implemented unified HRIS across payroll, benefits, and recruitment, and conducted staffing-vs-vendor analysis
Young Audiences Charter School	Professional Development & Coaching	Designed & led PD, teacher/leader coaching, and curriculum training
Fresh From Texas	Employee Engagement & HR Management	Designed & administered engagement survey; implemented recognition program, appreciation events & attendance incentive; measurably reduced absenteeism