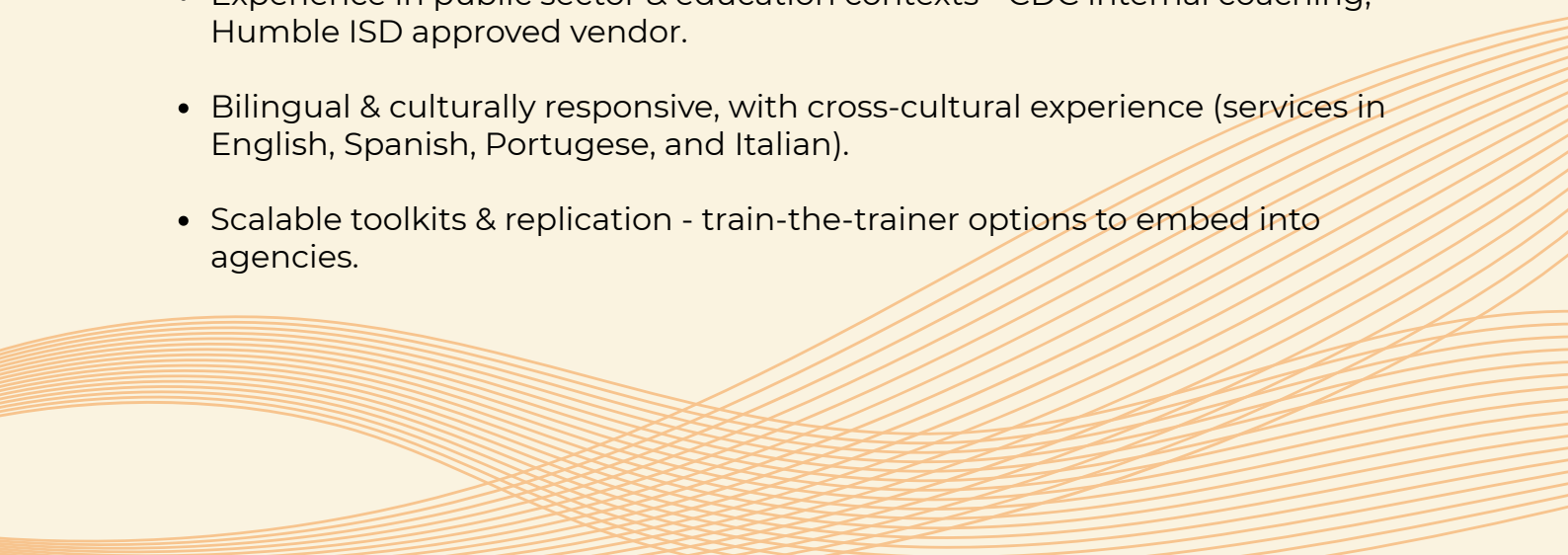


Transformational Coaching, Leadership & Organizational Resilience

Core Competencies

- **Leadership & Team Coaching** (National / Federal / District level): High-frequency 1:1, group coaching, and leadership circles built on Internal Family Systems (IFS) Model + Self-leadership foundations.
- **Self-leadership Circles & Cohorts:** Structured cohorts (8-14 participants) meeting weekly with practice, peer support, guided inner work, and accountability.
- **Workshops & Trainings** (short & long formats): Topics include resilience, inner leadership, psychological safety, conflict navigation, team coherence communication, regenerative habits, and burnout prevention.
- **Implementation & Integration Support:** Tools, pulse surveys, habit trackers, templates, and integration check-ins to embed changes post-training.
- **District / Education Partnerships & Applications:** Custom curriculum design, staff capacity building, parent/community circles, training-of-trainers, translation between visionary work and pragmatic steps.

Differentiators / Why FINO

- IFS-informed + trauma-aware but non-clinical: integrates depth with accessible practice.
 - Outcome orientation + measurement built in (pre/post pulses, habit-based metrics).
 - Flexible and accessible deployment (virtual and hybrid) - especially suited for education agencies & public health.
 - Experience in public sector & education contexts - CDC internal coaching, Humble ISD approved vendor.
 - Bilingual & culturally responsive, with cross-cultural experience (services in English, Spanish, Portuguese, and Italian).
 - Scalable toolkits & replication - train-the-trainer options to embed into agencies.
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Past Performance / Relevant Experience

- CDC - Coaching federal health professionals: Delivered coaching for leaders within public health settings.
- Humble ISD, TX - Approved vendor (RFP 2026-104 "Educational and Consulting Services"): Positioning to serve school district staff, teachers, leadership.
- Nasdaq Entrepreneurial Center: Mentoring founders and leaders.

NAICS / PSC / Codes

NAICS Codes

- 611430 – Professional and Management Development Training
- 541611 – Administrative & General Management Consulting Services
- 541618 – Other Management Consulting Services
- 541612 – Human Resources Consulting Services
- 611710 – Educational Support Services

PSC / Contract Codes

- U008 – Training / Curriculum Development
- R431 – Support – Human Resources
- R499 – Support – Professional: Other

Company Data

- UEI: DPRAR9PGCVF6
- CAGE / NCAGE: 9YRY5
- SAM.gov: Fully registered and approved for federal contracts
- Business Type: Small Business, Woman-Owned
- Place of Performance: Nationwide (virtual + hybrid)
- Company: FINO Advising LLC
- Website: www.fino.website
- Primary Contact: Anna Milaeva, Co-Founder & Lead Coach
- Email: aniamilaeva@gmail.com | hello@fino.website
- Phone: +1 (305) 606-5102