

BUILDING STRONGER LEADERS & STRONGER FUTURES

INNOVATION, EXPERTISE
& RESULTS



Next Step Associates, LLC, (NSA), was founded in 2004 to provide innovative and relevant professional development, training, and technical assistance designed to help individuals and organizations improve performance, build capacity, and successfully reach goals.



NSA is certified as a minority, woman-owned company (MWBE), and a Local Business Entity (LBE). Our highly credentialed trainers and instructors are supported by a strong research and evaluation team, and they incorporate best practices and solutions designed to enhance the performance of our clients.

SERVICES FOR ORGANIZATIONS

NSA partners with businesses, government agencies, and nonprofits to design custom leadership solutions that drive performance, culture, and measurable growth.

Core Offerings Include:

Custom Leadership Training

- Training: accountable leadership, workforce development
- Succession planning

Executive Coaching Programs

- ICF–certified coaching for senior leaders
- Organization Growth

Organizational Audits and Strategy

- Needs assessments, management
- Instructional audits, and mission–critical planning



Why NSA?

- ✓✓ 20+ years serving clients like the School District of Philadelphia, the University of Pennsylvania and the City of Philadelphia Department of Streets
- ✓ Minority/Woman–Owned (MWBE)–Culturally responsive strategies
- ✓ Analysis to Action: Our 4–step model (Assess, Execute, Examine, Sustain) ensures lasting impact

SERVICES FOR INDIVIDUALS

Leadership Training & Coaching for emerging and established leaders seeking to expand influence, sharpen skills, and accelerate their careers.

Core offerings include:

NSA Leadership Academy

- Senior Executive Program: Coaching with Dr. Alyn E. Waller and distinguished Executive Staff
- Apprentice Program: Skills for rising leaders (communication, time management and finance)

Executive Coaching

- Personalized sessions focusing on vision, integrity, structure, accountability (V.I.S.A.)
- Personalized sessions focusing on newly appointed managers/supervisors and novice entrepreneurs

Why NSA?

- ✓ ICF–Certified: Globally recognized coaching standards
- ✓ Elite faculty: Learn from staff like Dr. Cassandra W. Jones, Dr. Dorothy W. Tatem and Dana Y. King Esq.





Teaching and
Coaching
Experience

370

YEARS

OF COMBINED TEACHING
AND COACHING
EXPERIENCE FUEL OUR
PROGRAMS WITH DEPTH
AND INSIGHT.

Curriculum
Design
Expertise

150+

YEARS

OF CURRICULUM DESIGN
EXPERTISE ENSURE
EVERY LESSON IS
STRATEGIC,
STRUCTURED, AND
IMPACTFUL.

Leadership and
Strategic Growth
Experience

250+

YEARS

OF LEADERSHIP AND
STRATEGIC GROWTH
EXPERIENCE DRIVING
TRANSFORMATIVE
OUTCOMES FOR EVERY
PARTICIPANT.

Graduating
Leadership and
Executives

400+

PARTICIPANTS

WHO COMPLETED
VARIOUS TRAINING
OPPORTUNITIES WITH
NEXT STEP ASSOCIATES
(WITH CERTIFICATES).



Contact us today to discuss how we can enhance
your professional development and training.

(267)279-7972

nsad@nextstep-associates.com