



# HEART & SCIENCE INTERNATIONAL, LLC

BEHAVIOR SCIENCE | LEADERSHIP | HUMAN PERFORMANCE | EDUCATION | IMPLEMENTATION

FEDERAL | STATE | LOCAL | PRIME CONTRACTOR SUPPORT

## Better Results. Faster. Through Behavior Science.



**DR. PAUL GAVONI**

Ed.D. | BCBA-D

WSJ | USA TODAY | AMAZON  
BESTSELLING AUTHOR  
BEHAVIORAL SCIENTIST | EXECUTIVE LEADER  
GLOBAL KEYNOTE SPEAKER  
ELITE ATHLETES | UFC PROFESSIONALS

### All meaningful agency outcomes are driven by behavior.

Through Deliberate Coaching® and Performance Engineering, Heart & Science International (HSI) applies the Science of Human Behavior to strengthen leadership, workforce performance, accountability, culture, and mission execution. HSI is led by Dr. Paul Gavoni, an executive leader and international authority in Behavioral Science and Human Performance—a WSJ, USA Today, and Amazon bestselling author and global keynote speaker trusted by leaders, elite athletes, and UFC professionals to sharpen decisions and execution under pressure.

HSI converts priorities into observable actions and measurable results through Leadership and Supervisor Development, workforce and culture solutions, school safety, behavior management, executive coaching, and high-impact keynotes. Using the Science of Behavior, HSI aligns training, feedback, reinforcement, and systems to strengthen execution and deliver scalable, lasting results in dynamic environments.

LEADERSHIP & SUPERVISOR DEVELOPMENT

WORKFORCE & CULTURE SOLUTIONS

SCHOOL SAFETY & BEHAVIOR MANAGEMENT

EXECUTIVE COACHING

HIGH-IMPACT KEYNOTES

MISSION EXECUTION & IMPLEMENTATION

DIRECT CONTRACTING | TEAMING | SUBCONTRACTING | KEY PERSONNEL | DEFINED WORK PACKAGES

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UEI: TMQLSCYJ8GX3 | CAGE: 1AAY1 | Better Results. Faster. Through Behavior Science.



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BEHAVIOR SCIENCE | LEADERSHIP | HUMAN PERFORMANCE | IMPLEMENTATION

BETTER RESULTS. FASTER.  
THROUGH BEHAVIOR SCIENCE.

GENERAL FEDERAL | APPLIED BEHAVIORAL SCIENCE

## HSI turns agency priorities into observable action.

Led by Dr. Paul Gavoni—a WSJ, USA Today, and Amazon bestselling author, Behavioral Scientist, global keynote speaker, and coach to elite athletes and UFC professionals—HSI applies the Science of Human Behavior through Deliberate Coaching® and Performance Engineering to translate agency priorities into observable action. HSI strengthens Leadership, workforce and educator effectiveness, high-stakes decision-making, resilience, implementation, and mission execution in dynamic environments—producing substantially improved, predictable, repeatable results.



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Ed.D. | BCBA-D

WSJ | USA TODAY | AMAZON  
BESTSELLING AUTHOR  
BEHAVIORAL SCIENTIST  
UFC PROFESSIONALS | ELITE ATHLETES

### DR. PAUL GAVONI: BEHAVIOR SCIENCE PROVEN UNDER PRESSURE

Dr. Gavoni applies the Science of Human Behavior with elite athletes and UFC professionals in environments where preparation, composure, feedback, resilience, accountability, and decision-making directly determine performance. HSI brings that same rigor to Leadership and Supervisor Development, workforce and educator effectiveness, implementation fidelity, high-stakes decision-making, and mission execution for federal, state, and local agencies and teaming partners.

### CORE CAPABILITIES

- Leadership & Supervisor Development - Turns strategy and priorities into observable leadership action and strengthens coaching, feedback, accountability, and execution.
- Deliberate Coaching® & Performance Engineering - Aligns practice, systems, measurement, reinforcement, and work conditions with required outcomes.
- High-Stakes Decision-Making & Resilience - Develops composure, cognitive agility, adaptability, and disciplined execution as conditions change.
- High-Impact Keynotes & Professional Learning - Moves audiences from insight to action and connects activation to sustained application.
- Education & Behavior Systems - Strengthens educator effectiveness, schoolwide and classroom behavior management, culture, and safety.

### AGENCY, PROGRAM & TEAMING VALUE

- Mission-to-Action Alignment - Defines the behaviors and systems required to carry policy, technology, training, and strategy into execution.
- Implementation & Adoption - Strengthens supervisory reinforcement, feedback loops, implementation fidelity, and continuous improvement.
- Prime & Capture Differentiation - Adds a specialized Behavioral Science and human-performance workstream to broader solutions.
- Flexible Delivery - Supports direct contracting, teaming, subcontracting, key-personnel roles, proposal support, and defined work packages.

### FOUNDER-LED. TEAM-READY.

Dr. Gavoni leads the behavioral and performance architecture. Agency and program managers gain a clear implementation line from priorities to daily action; primes and teaming partners gain a differentiated Behavioral Science SME, key person, implementation partner, or owner of a defined work package, with additional experts aligned to scope.

DIRECT CONTRACTING | TEAMING | SUBCONTRACTING | KEY PERSONNEL | DEFINED WORK PACKAGES

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## Applied Behavior Science. Measurable Results.

Dr. Paul Gavoni brings nearly three decades of executive, education, human-services, and Behavioral Science experience to Heart & Science International. His work has strengthened Leadership, workforce performance, school systems, culture, and implementation. HSI brings that applied record to federal agencies and teaming partners through Deliberate Coaching® and Performance Engineering - translating priorities into observable actions and predictable, repeatable results.



**DR. PAUL GAVONI**

**Ed.D. | BCBA-D**

Behavioral Scientist | Executive  
Leader | WSJ, USA Today &  
Amazon Bestselling Author

### SELECTED CLIENT ENGAGEMENTS

#### PIECE OF THE PUZZLE BEHAVIOR ANALYSIS | LEADERSHIP & ORGANIZATIONAL PERFORMANCE

## Values-driven leadership and operating systems created capacity for retention, growth, and stronger execution.

#### OBJECTIVE

Build a leadership system that carried the organization's core values - inclusion, quality, and respect - into daily decisions, supervision, and performance.

#### DR. GAVONI'S ROLE

Served as a Leadership and OBM coach, applying Deliberate Coaching to strengthen leaders, clarify operating systems, and move the organization from reactive problem-solving toward proactive execution.

#### RESULTS AT A GLANCE

**Issues addressed before escalation**  
Proactive leadership

**Values embedded in operating systems**  
Inclusion | Quality | Respect

**More capacity for strategy and growth**  
Innovation | Expansion | Development

“ Since the training my team radiates positivity and is always bringing solutions to the table. I have watched their confidence soar as leaders.

Christina Morales, BCBA | CEO, Piece of the Puzzle Behavior Analysis

#### SCHOOLWIDE BEHAVIOR SYSTEMS | HIGH-NEED PUBLIC SCHOOL

## Out-of-school suspensions dropped 92% in one year.

#### OBJECTIVE

Reduce exclusionary discipline and strengthen the conditions educators and students needed for safer, more productive learning.

#### DR. GAVONI'S ROLE

Strengthened schoolwide behavior systems and adult implementation through clearer expectations, leadership alignment, coaching, feedback, reinforcement, and data-informed follow-through.

#### RESULTS AT A GLANCE

**792**  
Starting suspensions

**67**  
Suspensions after one year

**92%**  
Reduction



## Leadership, workforce, and statewide education results.

OBSERVABLE  
ACTION.  
MEASURED  
CHANGE.  
SUSTAINED  
EXECUTION.

### TWO-SCHOOL TURNAROUND | SCHOOL LEADERSHIP

#### Two schools moved from C to A within one year each.

##### OBJECTIVE

Accelerate school improvement by converting priorities, data, and stakeholder input into consistent leadership and schoolwide action.

##### DR. GAVONI'S ROLE

Supported a school leader through school turnaround work focused on data use, leadership coaching, stakeholder engagement, and consistent implementation.

##### RESULTS AT A GLANCE

2

Schools

C to A

State grade improvement

1 year

At each school

### WORKFORCE RETENTION | HUMAN SERVICES ORGANIZATION

#### Annual employee turnover declined from more than 100% to 44% in one year.

##### OBJECTIVE

Stabilize staffing, strengthen Leadership, and create an environment that supported reliable performance and employee success.

##### DR. GAVONI'S ROLE

Strengthened leadership practices, expectations, feedback, reinforcement, performance systems, and employee support around the actions required for retention and execution.

##### RESULTS AT A GLANCE

100%+

Starting annual turnover

44%

Turnover after one year

56+ pts

Minimum percentage-point decline

### STATEWIDE EDUCATION LEADERSHIP INITIATIVE

#### 150+ state-level education leaders trained through leadership academies and implementation support.

##### OBJECTIVE

Build leadership capacity at scale and equip state-level teams to carry priorities into coaching, supervision, implementation, and measurable follow-through.

##### DR. GAVONI'S ROLE

Delivered leadership academies, practical tools, coaching supports, and implementation guidance grounded in the Science of Human Behavior.

##### RESULTS AT A GLANCE

150+

State-level education leaders

1

Statewide initiative

Thousands trained across sectors

Leadership reach

### MULTI-YEAR DISTRICT LEADERSHIP DEVELOPMENT

A district leadership team studied Deliberate Coaching over four years and learned directly from Dr. Gavoni through an ongoing webinar series focused on coaching and supporting school teams.

*"He brings the highest level of expertise, professionalism, and educational leadership."*

Shelley McLean, M.Ed., BCBA | District Coordinator



## What leaders and clients say about working with Dr. Gavoni.

Across education, human services, and organizational leadership, clients consistently describe practical science, operational insight, strong coaching, and measurable follow-through.



### DISTRICT LEADERSHIP | ADULT & STUDENT BEHAVIOR

*“Dr Paulie knows his content and how to deliver it. He put the crowd at ease with his rich, knowledge base, quick wit, and assurances of evidence-based practices. Dr Paulie left us all believing that together we can improve adult behavior and student behavior that prepares us all to be more available for learning.”*

**Dr. Wanda Gadsen**

District Leader - SC

### CRISIS MANAGEMENT | COMMUNICATION & REVENUE GROWTH

*“Paulie has a real ability to take something as complex as crisis management and explain it in a way that people can easily understand. He helped strengthen our sales curriculum and leveraged his substantial influence and credibility within the field to increase our reach by more than 200%. His online presence and professional influence also contributed to an average 15% annual increase in sales revenue.”*

**Drew Carter**

Director of Marketing & Special Projects  
Professional Crisis Management Association

### ORGANIZATIONAL PERFORMANCE & SYSTEMS LEADERSHIP

*“He blends behavioral science with real operational insight, helping teams move from intention to execution.”*

**Craig DeVincenzo**

Executive Director | BCBA, LPC, LMHC, MBA

### STATEWIDE EDUCATION KEYNOTE & PROFESSIONAL LEARNING

*“Dr. Gavoni has a gift for making behavior science accessible to a broad audience... inspirational, accessible, and actionable.”*

**Joshua Hoppe**

State Educational Leader | Hawaii

## CAPABILITIES DEMONSTRATED

|                                     |                                                |                                      |
|-------------------------------------|------------------------------------------------|--------------------------------------|
| Leadership & Supervisor Development | School Climate, Safety & Behavior Management   | Workforce Performance & Retention    |
| Training & Technical Assistance     | Deliberate Coaching® & Performance Engineering | Implementation Support & Measurement |

## Better Results. Faster. Through Behavior Science.

Heart & Science International supports direct contracting, teaming, subcontracting, key-personnel roles, proposal support, and defined work packages for agencies and mission-driven partners.