

Federal Contracting Strategy Support

ARTS OF OPERATING
Shannon Arts Langer

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Leverage insider knowledge of US Intelligence and Homeland Security environments to better position your company in the competitive govcon space. With over 20 years of Intelligence and Homeland Security experience, I've served on source selection panels, managed multi-hundred-million-dollar contracts, and navigated complex government budgets during continuing resolutions and times of uncertainty. I understand what government buyers want, how agencies operate under fiscal constraints, and how to position your capabilities for maximum impact.

How I can help you

- **Past Performance Portfolio Development** - Creation of compelling past performance narratives that resonate with government evaluators
- **Proposal Review & Red Team Services** - Independent evaluation of proposals before submission using a government evaluator perspective
- **Security Clearance Roadmap** - Strategic plan for obtaining facility and personnel clearances
- **Partner Vetting Process** - Due diligence evaluating potential teaming partners
- **Evaluation of Sales Materials** - Independent evaluation of capabilities decks and pitches for potential teaming agreements

My experience

2 Decades of IC Experience

- Office of the Director of National Intelligence (Oversees the entire IC)
- National Counterterrorism Center
- National Counterproliferation and Biosecurity Center
- National Security Council
- Department Of Homeland Security

Vendor Selection Experience

- Selection of largest IT contract in ODNI history
- Technical Point of Contact for multi-hundred-million-dollar IT contract
- Direct interface between government and vendor PMO
- Experience with GSA FEDSIM processes

Federal Budget Process and Execution Experience

- Selection of largest IT contract in ODNI history
- Technical Point of Contact for multi-hundred-million-dollar IT contract
- Direct interface between government and vendor PMO
- Experience with GSA FEDSIM processes

Integrated Fractional C Suite Support

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Stepping into VP of Operations, Chief Operating Officer, or Chief of Staff roles to fill critical senior leadership gaps with flexible engagement models that fit your needs and budget.

Whether you're navigating rapid growth, leadership transitions, or revenue plateaus, I provide experienced executive oversight to handle today's operations so you can focus on tomorrow's strategy. I stabilize organizations that have grown faster than their processes, won major contracts requiring immediate scale-up, or find themselves uncertain about day-to-day operations while lacking time for strategic thinking—offering both temporary support during transitions and long-term fractional solutions as your sustainable leadership model.

How I can help you

- **Strategic Plan Implementation** - Translate high-level vision into actionable operational roadmaps and measurable milestones
- **Cross-Functional Coordination** - Align departments to work toward unified objectives and eliminate organizational silos
- **Performance Management Systems** - Design and implement KPIs, dashboards, and accountability structures across all business units
- **Change Management** - Guide organizations through transitions, mergers, restructuring, or rapid growth phases
- **Culture & Communication** - Establish company values, communication protocols, and collaborative frameworks
- **Risk Assessment & Mitigation** - Identify operational risks and develop contingency plans
- **Regulatory Compliance** - Ensure adherence to industry regulations and standards
- **Budget Planning & Control** - Develop operational budgets, monitor spending, and optimize resource allocation

My experience

Personnel

- Chief of Equal Employment Opportunity for ODNI
- Co-founded ODNI Sexual Harassment and Assault Response and Education Program
- Supervised teams of 8-400+
- Executive Director and Interim Executive Director of National-level Centers
- Extensive experience leading and rebuilding teams in transition

Strategy & Governance

- Established and managed multiple governance and advisory boards
- Developed decision roadmaps and charters for governance boards
- Implemented strategic plans for national and organizational level strategies
- Managed governance board events including regular meetings and catered dinners

Budget and Contracts

- Budget justification and execution at 99%
- Selection of largest IT contract in ODNI history
- Technical Point of Contact for multi-hundred-million-dollar IT contract
- Direct interface between government and vendor PMO
- Experience with GSA FEDSIM processes

Business Operations Consulting

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Executive operator in high-stakes, high-security contexts with proven experience leading daily operations of national centers with 1,000+ staff, steering teams through presidential transitions, and directing crisis response during security events. Trusted crisis stabilizer and organizational fix-it leader, repeatedly called in to restore operational integrity, rebuild morale, and realign strategic direction for teams in transition. Known for creating structure out of chaos and designing communication and processes where none exist, I realign failing programs and scale mission-critical teams to deliver measurable operational outcomes. I combine strategic clarity with operational rigor to rebuild trust, restore performance, and sustain mission continuity.

How I can help you

- **90-Day Crisis Stabilization Plan**

- Current state assessment with stakeholder interviews
- Priority action matrix with immediate (0-30 days), short-term (30-60 days), and stabilization (60-90 days) initiatives
- Communication protocols and stakeholder management framework
- Success metrics and weekly checkpoint schedule

- **Organizational Health Diagnostic Report**

- Process efficiency audit identifying bottlenecks and redundancies
- Cultural assessment with recommendations for morale improvement
- Risk register with mitigation strategies for operational vulnerabilities

- **Custom Operations Playbook**

- Standard Operating Procedures (SOPs) for critical business functions
- Decision-making frameworks and escalation protocols
- Team structure recommendations with role clarity matrices
- Onboarding and training protocols for rapid scaling

- **Custom Governance and Advisory Board Playbook**

- Governance Board Charter and/or governance process SOP
- Milestone Roadmap for governance decisions
- Review of current board members and recommendations regarding board composition to meet organizational goals

My experience

- Rebuilt multiple teams from 8 personnel to over 400 personnel after challenging management practices caused significant staff turnover
- Established and implemented climate survey plans to address significant morale challenges within teams
- Established SOPs for data governance and compliance, and equal employment opportunity processes and procedures
- Established and managed multiple governance and advisory boards
- Developed decision roadmaps and charters for governance boards
- Implemented strategic plans for national and organizational level strategies