

OPERANT HORIZONS LLC

APPLIED ORGANIZATIONAL RESEARCH & CONSULTING | FEDERAL CAPABILITY STATEMENT

COMPANY OVERVIEW

Operant Horizons LLC is a South Dakota small business established in September 2026 to provide applied organizational research, management consulting, and evidence-informed assessment services. The company brings an interdisciplinary perspective to workforce and leadership questions, particularly in safety-sensitive, shift-based operating environments.

CORE CAPABILITIES

Organizational Research	Employee engagement and disengagement; supervisory practices; organizational culture; qualitative research design and analysis.
Safety & Human Factors	Safety-culture assessment; frontline decision-making; operational work systems and human factors in high-hazard settings.
Management & Workforce Consulting	Organizational assessment; leadership and workforce development; process review; program evaluation and reporting.

PRINCIPAL BACKGROUND

Bryson Maryott, Founder / Principal. Master's-level education in Industrial-Organizational Psychology and doctoral study in Organizational Leadership. More than 18 years of railroad transportation experience, including frontline operations and supervisory leadership in 24/7, safety-sensitive environments. Experience spans operational oversight, workforce supervision, training, and safety-related management.

DIFFERENTIATORS

Combines scholarly organizational-behavior methods with direct operational experience; understands the practical constraints of frontline supervision, rotating shifts, and high-consequence work; emphasizes actionable findings and clear written deliverables.

SELECTED NAICS CODES (PROPOSED)

541611 Administrative Management and General Management Consulting Services | **541612** Human Resources Consulting Services
541720 Research and Development in the Social Sciences and Humanities | **541690** Other Scientific and Technical Consulting Services

COMPANY INFORMATION

Legal name	Operant Horizons LLC	Location	Aberdeen, South Dakota
Business structure	South Dakota single-member LLC	Established	September 2026
UEI	Pending SAM.gov validation	CAGE	Pending registration
SAM registration	In progress	Business size	Self-reported small business; confirm by solicitation NAICS

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Newly established business: principal's prior professional experience is distinct from company contract past performance. Capabilities describe intended services, not completed federal awards.