



Strategic Insight, Ltd.

Human Capital Group

www.stratsight.com

OVERVIEW

The Human Capital group at Strategic Insight brings over 18 years' direct experience in managing workforce operations, policy, and budgets to today's challenges in human capital management. They bring special expertise in strategic and operational force planning and seasoned experience to what's required to link workforce management to mission accomplishment and to the 'bottom line.'

Workforce systems usually evolve over time based on experience and challenges of the past. As organizational needs and expected outcomes change with policy, technology, demographics, and budgetary demands, human capital planning and execution requires refreshment and innovation to pace the change. Strategic Insight staff members bring extensive experience in synchronizing your policy, program, budget, and workforce operations with your human capital requirements.

UNIQUE CAPABILITIES

Strategic Insight's unique capabilities extend across all phases of developing strategies and alternatives for the challenges of managing your workforce.

Our seasoned experience in workforce systems includes:

Managing a total workforce, including federal employees, military (both active and reserve), and contractors. Strategic sourcing and finding the appropriate workforce mix within a total force is a challenge for many organizations. The Strategic Insight group brings experience to defining roles and taking the long view for these needs. Workforce costs are often the largest single item in a budget. We deliver over 18 years' experience linking direct costs (such as pay) plus indirect costs (training, recruiting) to meet your needs.

Succession management, leadership and workforce development, and diversity. Our group brings a unique ability to blend accession, training alternatives, and career development into an overall strategy. The Baby Boomer, Generation X, and Millennial generations have behavior traits that must be considered in order to successfully implement human capital strategies. Effective workforce development programs also must reinforce organizational culture while building on generational talents and work styles.

Recruiting the best and brightest requires targeted resources, focused policies, and national networks. Meeting quality and diversity goals requires carefully considered strategic and operational options. Our group has the 'hands on' experience required to avoid common pitfalls and prepare your organization for the challenges ahead.

Workforce operations often rely on a limited cadre of professionals, and meeting new challenges often requires realigning functions to grow from within to achieve efficiencies and improve operations. Strategic Insight's associates have extensive 'hands on' experience realigning organizations with thousands of employees and nationwide reach to new mission demands by reducing layers, restructuring processes and roles, identifying redundancies, and targeting resources.

BRINGING RESULTS

Strategic Insight's approach to solving complex problems is flexible, structured, and tailored to the needs of your environment. We constantly expand and contract our focus using a system engineering philosophy and rigor. A system view focuses on the totality of the problem since workforce management issues are often inter-connected.

The technique we use integrates a cross-section of people to build consensus while maintaining ownership of a plan within an organization. Stakeholders are involved from the outset, and at the end of the effort it provides a way for decision makers to clearly evaluate competing alternatives in order to make an informed decision. It also has the benefit of retaining the contributions made as the work progressed, and ingrains two important attributes - visual storytelling and the ability to compare and contrast between different parts of a story.

Once the problem is understood, recommendations for improved performance flow and often reveal a fresh perspective based on the background of the issue. Human capital alternatives can then link to your 'bottom line' of improved effectiveness, cost containment or avoidance, and success in the ongoing 'war for talent.'

STRATEGIC INSIGHT CORPORATE OVERVIEW

Strategic Insight, Ltd. (SI) (www.stratsight.com) is a small, Northern Virginia based consulting business with over 20 years experience specializing in organizing, planning and improving complex government and business organization processes. SI provides services in the functional areas of program management with specific noteworthy strengths in systems engineering, program analysis, business and technical analysis, strategic planning, and technical services with areas of emphasis in technology strategic planning, concept development and requirements analysis, integration of systems, and process assessments.

CONTACT INFORMATION

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