



Building a
high-performing
government

Human Capital Management



Your Most Valuable Asset

People and agencies must work hard to transform themselves in the face of new possibilities. And an agency's employees must have the tools and the incentives to support those changes.

Your employees are the single source of value generation for your organization. How well are you managing your most valuable asset?

Human Capital Management

True human capital management has little to do with ensuring benefits are administered properly or whether an employee complaint was handled effectively, but rather, is more tightly linked to creating business value through HR services that address strategic challenges. For an agency, that means anticipating short and long-term workforce trends, shaping and executing talent strategies to support business plans, boosting workforce performance and productivity, and offering new HR services to help an agency anticipate and respond to changing issues and opportunities.



Solutions

Talent Strategies

Designing effective talent strategies is critical for any organization not only to ensure your employees are engaged and performing at their best but to support the development of a strong employment brand that attracts and retains the right people. Waypoint supports clients in the following areas:

- Manpower assessment & design
- Workforce planning
- Succession planning
- Competency modeling
- Performance management

Organizational Strategies

There are several factors that drive the need to restructure an agency. Whether its re-focusing your products and services, cost reduction initiatives, implementing new technologies or improving the overall effectiveness of the organization, aligning the organizational structure to best support executing business objectives is a must and should never be an afterthought. Waypoint supports clients in the following areas:

- Organizational design & restructure
- Job design
- Data & information exchange
- Culture development strategy

Change Management & Training

Winning the hearts and minds of your employees is a key component to the success of any new initiative. Planning and executing activities designed to establish alignment and commitment to sustainable change will drastically improve an agency's ability to transition through major transformation. Waypoint supports clients in the following areas:

- Change management strategy development
- Change management plan development & implementation
- Communication strategy development
- Communication plan development & implementation
- Training design & delivery

About This Service

Through our Human Capital Management service, we help clients align their Human Resource activities with their business objectives.

Our consultants combine deep analytical skills with strong business insight to help transform Human Resources organizations into active strategic players in the agency who champion programs that anticipate and support short and long-term human capital issues.

We partner with our clients to design comprehensive, flexible talent solutions that deliver value and achieve desired results.

Working With Us

For years, we have been helping government clients break down the most complex people and process challenges into achievable steps and solutions.

GSA Schedule:
GS-10F-0035U

Dun & Bradstreet:
806899832

Cage Code:
4VCD7

NAICS Codes:
541611
541690
541612
611430
541618
541990
561110

Contact Information

For more information or to discuss how to get started, contact:

Don Teague
Vice President
Federal Business Development

email: dteague@waypointcg.com
voice: 202 587 5717
cell: 703 786 9316

waypointcg.com