

Human Capital Management

RESULTS

CALIBRE provides strategy, support, and solutions to solve the most important Human Capital challenges.

>> **Senior Leadership Development.**

Leadership development in today's fast-paced, global economy is increasingly important, throughout the Federal Government, military, and corporate sectors. CALIBRE's programs are tailored to the needs of the organization, department, and individual. We employ a strategic approach to leadership development, integrated with an organization's business objectives, to enable leaders to achieve their organization's goals. CALIBRE also operates the U.S. Army Force Management School and provides instruction in organization and force management.

>> **Veteran Transition.**

Military service members, veterans, and their spouses deserve the fullest support our Nation can provide. CALIBRE has numerous programs to enable their successful re-integration into civilian communities, from helping embed transition programs throughout the military lifecycle to assisting veterans with obtaining their benefits and finding meaningful employment.

People are the core of any business. At CALIBRE, we focus on people, improve processes, and enable unlimited possibilities.

CALIBRE offers a holistic approach to Human Capital Management, including strategy, analysis, end-to-end business process reengineering, and training to organizations seeking to improve performance through better predictive analytics. With our people-focused research, we enable organizations to maximize the talent and potential of human resources to achieve their overall success and growth. Are you able to find, hire, and retain the best and brightest employees in today's competitive environment? We specialize in connecting transitioning Service members with meaningful employment opportunities in industry.

>> **Policy and Strategy Development**

CALIBRE offers expertise and assistance in review of existing and developing policies and procedures. We develop strategies and policy recommendations to maintain statutory and regulatory compliance, assess programs and initiatives for policy compliance, and help organizations to look ahead by analyzing the impacts of pending legislation. We work to develop strategic organizational visions and goals, and define the steps necessary to achieve these visions.

>> **Curriculum Development**

CALIBRE provides calculated, adaptable, and tailored curriculum development support, aligned to an organization's business objectives, to enhance the workforce's ability to achieve their goals. CALIBRE recognizes that today's dynamic workplace calls for a multi-faceted, flexible approach to training and learning, across skill levels and platforms. We develop basic, advanced, and executive courses,

in comprehensive curricula that include student materials, tests, application exercises, and a variety of presentation techniques to improve learning. Our products and platforms include, but are not limited to, Interactive Multi-media Instruction (IMI) course materials, distributed learning and self-development courses, mission training plans, and videos.

>> **Lean Management**

CALIBRE delivers results through over 25 years of proven project management experience and expertise. We employ a continuous, forward-thinking, holistic management approach. CALIBRE embraces Continuous Process Improvement (CPI) as a key tenet of our project management practices. We specialize in multiple lean management / CPI methodologies including: Lean Six Sigma, ISO, and Capability Maturity Model Integration (CMMI) implementation and certification.

>> **Recruiting and Placement**

CALIBRE helps public and private sector organizations determine the knowledge and skills needed in their workforce to meet organizational goals. We work to find and match the available talent pool to those needs. Our approach is to engage early with organizations to fully understand the complexity of their business, provide appropriate staffing options, and find the right talent at the right time.

>> **Resource Planning**

CALIBRE recognizes that in today's dynamic environment an organization's greatest resource is its people. Our solutions help organization leaders understand the full cost of their operations and the associated cost implications, allowing for better informed decisions as well as optimal use of limited resources, both in the near and long-term. We provide training in cost management and analysis to help organizations move towards an institutional cost management culture that considers cost, performance, and risk in decision making and resource allocation. We employ data-driven techniques, increasing the transparency of an organization's resource landscape. Our modeling capabilities range from single systems to fleets and individuals to entire workforces.

>> **Succession Planning**

Succession planning is often an ad hoc activity, occurring on an as needed basis as individuals leave an organization. CALIBRE supports organizations in adopting a strategic approach to succession planning, shaping and protecting the future of their organization. We identify the characteristics and skills that are essential to a position and develop strategies to recruit or develop internal talent. Our approach is supported by data-driven analytics, enabling leaders to better understand their organization as they shape its future.

>> **Training**

CALIBRE provides all levels of training enablers from individual skills training to top level policy and requirement development for training systems. Our strategic approach aligns skills training with business objectives, helping the workforce develop the skills they need to move an organization forward. We specialize in all phases of the training cycle, from training, design, and execution to evaluation of training results. Our programs are adaptable and tailored to individual needs. We recognize that training to meet tomorrow's challenges requires multiple types of learning capabilities in Live, Virtual, Constructive, and Gaming (LVC&G) environments.

>> **Workforce Development**

CALIBRE offers a full range of workforce development and management solutions from assessment of current staffing levels, competencies, and organizational structure to specific programs aimed at developing and better managing the current workforce. From small group interventions to enterprise-wide programs, CALIBRE offers complete programs tailored to an organization's mission, culture, and needs. We align the workforce to mission requirements, enhancing capabilities to focus on core competencies. Our approach is forward leaning and adaptable throughout the federal, military, and corporate sectors.

>> **Business Process Reengineering**

CALIBRE offers business process reengineering using techniques such as Lean Six Sigma and scrum methodologies. We help organizations develop and understand their value chain and effectively integrate people, process, and technology using a cross enterprise team-based approach to deliver tangible results. We utilize simple, logical methodologies for assessing process weaknesses, identifying gaps, and implementing targeted opportunities to streamline workflow, leverage technology, and sustain improved business process performance.



>> **Transition Assistance Program Support**

CALIBRE supports provisions of the Veterans Opportunity to Work (VOW) Act and Hiring Heroes Act for the Departments of Defense and Veterans Affairs to facilitate a seamless military-to-civilian transition for Service members and their families in order to reduce unemployment. CALIBRE develops public-private partnerships, focused on Service members and their families' transitions, in order to provide opportunities earlier in the transition process for successful connection to meaningful economic outcomes, including apprenticeships, on-the-job training, and employment.

ABOUT CALIBRE

CALIBRE Systems, Inc. is an employee-owned management consulting and information technology solutions company supporting government and industry. CALIBRE is committed to the success of our clients and delivers enduring solutions that solve management, technology, and program challenges.

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