



Preparing for Workforce Enhancements



Investing in Human Capital Management Program Development



Getting the Most from Our V.E.T.S.™ Teams

 sharpdecisions

Human Capital Management

focus

HELPING ORGANIZATIONS ACHIEVE HUMAN CAPITAL MANAGEMENT (HCM) GOALS

Human Capital is one of the most vital and productive assets of an organization to obtain and sustain a competitive advantage and efficiency. The workforce embodies an organization's knowledge, experience, skills, innovation, creativity, relationships, and is ultimately responsible for providing exceptional customer experience to create longstanding and growing client relationships.

Sharp Decisions supports workforce development by aligning the needs and priorities of organizations with those of the workforce to meet strategic goals and ensure compliance with the right tools, processes, and data.

PREPARING FOR WORKFORCE ENHANCEMENTS

Investing in people is an important decision, one which includes tremendous effort in developing a strategy for streamlining HR processes, cultivating workforce competency, improving performance, providing competitive compensation, easy and accessible time and expense management, viable training and education, effective employee self-service, streamlining recruitment, on and off-boarding, increasing retention, creating an inclusive environment for contingent workers, and continuously engaging employees.

Additionally, post the financial crisis in 2008, organizations have a litany of ever-changing regulations to ensure compliance. Today, HCM solutions must be flexible, agile, and require minimal effort to update to ensure continuous compliance.

Sharp Decisions partners with organizations to align technology and process improvements to achieve strategic goals. Sharp Decisions helps identify and prioritize needed functionality, conduct vendor solicitations, evaluate and select Human Capital Management technologies such as ServiceNow HR Service Management, Workday HCM, SAP SuccessFactors, and other talent management software.

Sharp Decisions can assist procurement teams with product, maintenance, and consulting services acquisition while initiating the build out of a fully functional and staffed HCM Program capable of hitting the ground running on day one of Program Kick-Off.





INVESTING IN HCM PROGRAM DEVELOPMENT

Starting from ground zero and developing a fully functional, multi-streamed HCM program is not a simple task. Sharp Decisions offers **Complex Program Management Advisory Consulting Services** to establish and maintain global complex programs that properly manage project scope, schedule, resources, quality, and qualitative risk. This advisory consulting consists of the following:

Planning:

- Develop HCM Program Roadmap with multiple-streams of initiatives
- Prioritize capabilities, identify dependencies and align with on-going initiatives
- Breakdown Program workstreams with detailed Project planning with task buildout
- Define deliverables and remove roadblocks to ensure successful outcome & timely delivery
- Conduct Risk Assessment, Management & Remediation
- Develop Communication Plan with informative topics and established cadence

Project Management Office (PMO):

- Infuse Program Management Office best practices
- Prepare for Program audits and meeting PMO standards

Governance:

- Establish Steering Committee, Change Control Board, and IT Governance
- Institute controls for Program scope, schedule, resources, risk, and quality

Change Management & Training:

- Develop Organizational Change Management approach with training

GETTING THE MOST FROM OUR V.E.T.S.™ TEAMS

Sharp Decisions is committed to the **Vocation, Education, and Training for Service Members**, thus, created the **V.E.T.S.™** program, which leverages the most comprehensive training program in the world provided by the U.S. Military. Sharp Decisions teams are incredibly mission focused, results oriented, consist of highly skilled and dedicated ex-military service personnel trained in specific technology verticals, and led by a Senior IT Management Consultant with more than 25 years of relevant industry experience.

Sharp Decisions created a new and proprietary approach for providing meaningful employment to our veterans. The skills they have learned are in steep demand and we are proud to work with the accomplished men and women in our armed forces to bring their expertise to our clients.



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