

The Challenge

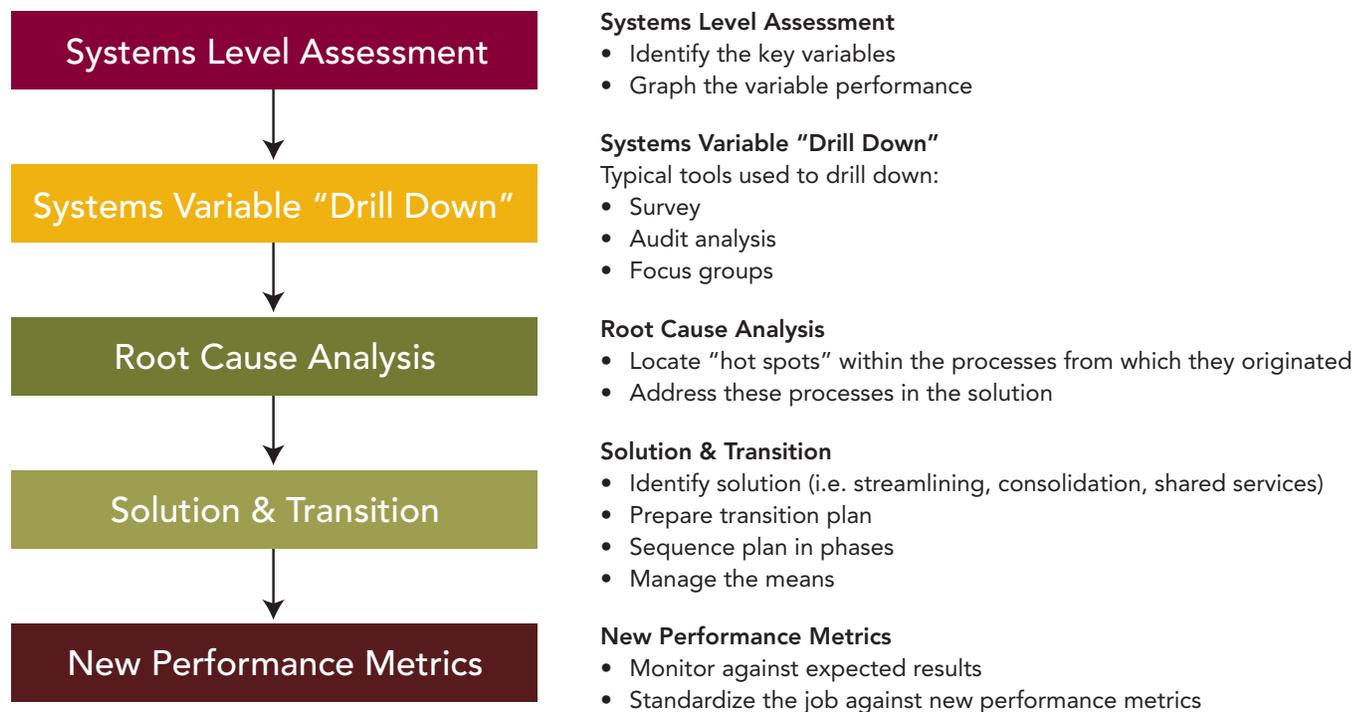
As a result of the recent economic downturn, many people are not only reassessing their own financial situations, they are demanding the same from their governments. Taxpayers expect public agencies to be more efficient, more responsive and more transparent. And, by the way, they expect them to do it with less funding.

Public sector leaders are re-examining every aspect of their operations — what’s the best use of limited resources; where is there room for improved performance; and even what services should fall within the public realm? CPS HR Consulting has developed a strategic systems approach to help government leaders achieve their optimal organizational efficiency.

A Systems Approach to Breakthrough Performance

THE PROCESS

CPS HR begins by examining the unique performance variables of your agency. This includes a detailed, comprehensive review of all key stakeholder needs. Our experts then evaluate procedures. What works and why? What doesn’t and why not? We diligently research any duplication of efforts, redundancy of practices and execution of unnecessary steps. We question each system variable and its root causes. This detailed analysis, coupled with continuous feedback and input from relevant parties, builds support for the final recommendations for improved team results.



THE SOLUTION

Based on the outcomes of the process assessment, our consultants carefully consider all applicable approaches to increase effectiveness and address underlying system issues. Possible options might include a shared services model, agency consolidation, streamlining processes or adherence to different performance-driven metrics. In order to achieve the highest levels of efficiency, each approach is tailored to the agency’s system. Regardless of the solution decided upon, CPS HR experts keep your organizational goals in mind. The drive is to focus on what is important in order to achieve a higher level of proficiency.

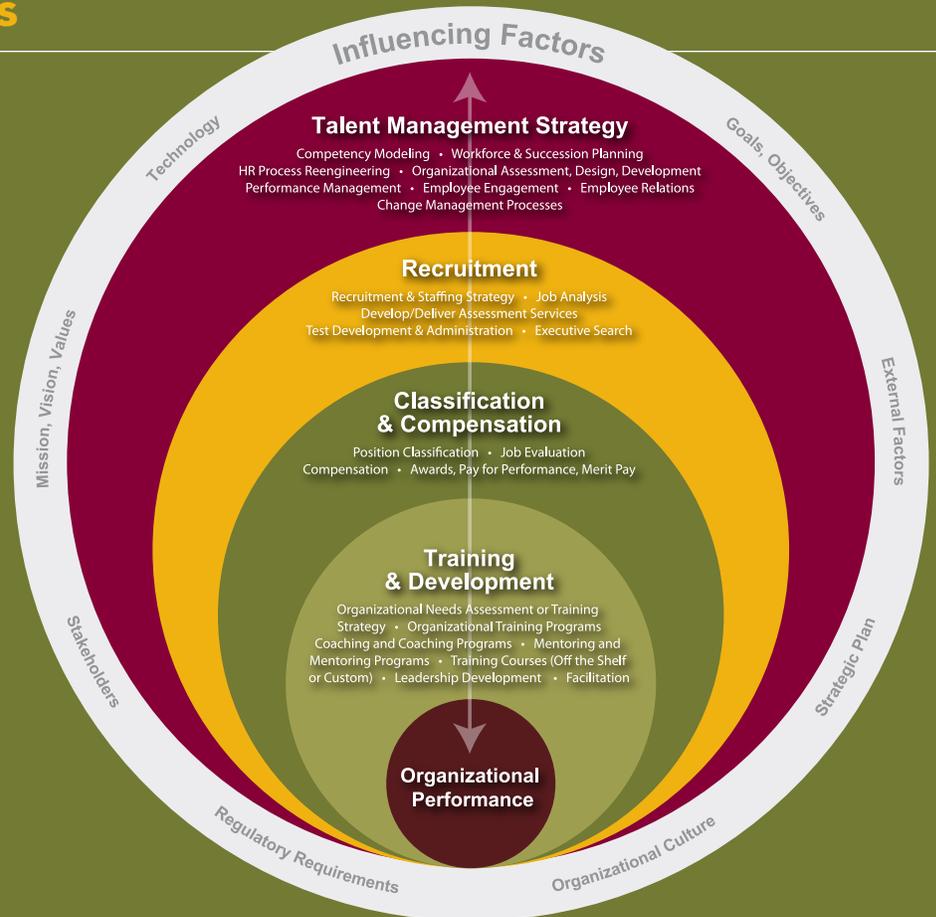


Integrated HR Systems

THE IMPLEMENTATION

Research shows that most large-scale initiatives fail to be implemented. We believe that having the right processes PLUS the right people with the right skills equal the right results. Successful execution of your new vision depends on having optimal resources. And, because your processes are largely carried out by your employees, it is essential to the execution of your strategic plan to have the best workforce. CPS HR has spent years determining the competencies needed to fulfill your strategies, recruiting and testing for those competencies, and then developing staff and maintaining rewarding work environments in order to retain them.

As you can see from our Integrated HR Systems graph, our entire service model revolves around strengthening an agency's core organizational performance.



The Right Consultants

Meaningful change to address today's public sector issues starts by defining your agency's ideal performance measures. The next step is identifying the right systems to achieve your goals. Finally, you must ensure you have the best staff to bring your vision to life.

As a network of thought leaders serving public agencies, CPS HR Consulting keeps your team's optimum performance as the focal point for everything we do. Through our systems-based approach to breakthrough organizational performance, we help agencies align their vision, processes and people in order to positively impact the communities they serve.