



Challenges we address:

- Workforce optimization in tough economic times
- Prioritizing and executing talent strategies
- Effective change management
- Poor organizational effectiveness
- Selection, design and implementation of competency, recruiting, performance management and learning processes and tools
- On-boarding, knowledge transfer, and retention of a multi-generational workforce
- Adoption of high risk projects
- Organization or industry transformation
- Workforce and succession planning

“ Change is coming for the prepared and unprepared alike. The impact on organizations is going to be dramatic, and leadership is going to play an increasingly important role in the success or failure of organizations of all types.”

Your People = Your Success

Why PeopleFirm?

PeopleFirm is a consultancy with the singular focus on helping organizations realize the full potential in their people.

Founded by a team with deep experience in managing talent and strategic change, our unique approach assists our clients with design and implementation of targeted investments in the human side of their organizations. Our work, centered on people, delivers results that create and sustain strategic success.

In short, PeopleFirm is a strategy and implementation firm assisting with both the “what” and the “how.” We bring proven experience and know-how to drive performance and create differentiation through four connected talent-centric solution areas: People Strategy; Organizational Performance; Talent Management; and Change Management.



At PeopleFirm, we believe in taking a strategic approach and driving measureable value through employee engagement, organizational alignment, talent management optimization, and adoption. We believe in straight talk and active leadership engagement. Most importantly, we believe that **Your People = Your Success.**

The PeopleFirm Difference

Our people – With more than 12 years average tenure, our team is experienced in employee lifecycle management, talent management software, business process reengineering, technical implementations, and project management.

Your Business – We deliver measured business value, applying proven business principles executives recognize and trust.

Holistic Approach – Our approach incorporates strategy, process, and technology, as well as adoption and change execution to achieve lasting business value. We work with you from assessment to implementation.

We're a consultancy passionate about our singular mission: Helping our clients achieve a competitive advantage through their people.



We design and implement strategic talent solutions that address today's workforce challenges.

People Strategy



We assess organizational investment options across all areas related to people and talent management with the goal of selecting an investment course that best propels the organization's strategy.



Questions We Help Answer:

- What is the right people strategy to support our unique corporate strategy?
- What are our greatest talent, knowledge, and performance risks?

Organizational Performance



We help organization drive improved business results through increased organizational performance. Our comprehensive approach considers form and function including organizational structure, strategic alignment, leadership and employee engagement, culture, collaboration, and community.

Typical Services

- Organization design
- Strategy and initiative alignment
- Business and cultural transformation
- Merger and integration design and support
- Knowledge sharing and collaboration
- Organizational Network Analysis (ONA)

Questions We Help Answer:

- How can we increase our organization's performance?
- How do we drive value and integrate two cultures given our recent merger?

Talent Management



We help companies design and optimize their talent management capabilities. Our strategy, process, and technology solutions support the employee lifecycle from entry to exit and beyond.

Typical Services

- Strategy assessment and articulation
- Portfolio and roadmap design
- Process design and implementation
- System selection and implementation

Questions We Help Answer:

- What investments in talent processes, systems, and programs will deliver the greatest return?
- What is the right technology to support our needs?

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Change Management



We are recognized for our best practices in designing and leading change management and adoption efforts. Whether driven by technology implementations, acquisitions or divestitures, restructuring, business process redesign or leadership, our proven approach ensures change sticks.

Typical Services

- Assessment of change risk and readiness
- Change program design and execution
- Leadership engagement
- Change portfolio management
- Change Competency Center development
- Adoption measurement

Questions We Help Answer:

- How do we build capabilities for sustainable change?
- How do I manage the risk of poor adoption?