



**EMI offers solutions to:**

- **Align people needs** and business goals
- **Integrate organization goals** with strategic plans
- **Transform current skills** to future competencies

*We welcome an opportunity to help manage the changes challenging your enterprise.  
Together we can transform human behaviors through cultural evolution.*



Dear Business Colleague:

Want to beat your competition by engaging qualified employees, improving productivity, controlling costs and being recognized as a "great place to work?"

Evolution Management, Inc., (EMI), experts in organization development, human resource management, and training development and delivery, will collaborate with you on achieving your business goals.

This year we are celebrating our 15<sup>th</sup> year of business, partnering with public and private sector clients to address change issues related to alignment of people and processes. Our clients tell us they appreciate our "big business" delivery with "small business" flexibility and relationships.

Over the years we have stayed true to our core competencies. We are passionate about working at the individual, team, and enterprise levels as our clients anticipate and plan for the constantly changing expectations of their stakeholders, expanding global competition, and fast-changing impacts of new technologies.

We appreciate the opportunity to provide you with this introduction to our services and look forward to building a relationship that results in a positive and productive impact on your life and business, and the careers of your employees. Call me today (770.587.9032) to learn more about how we can help you plan and implement successful workplace change.

Deborah A. King, SPHR  
President  
Business

EMI is a Woman-Owned Small



# STRATEGIC HUMAN CAPITAL PLANNING AND MANAGEMENT

EMI offers Human Resource/Human Capital Management for corporations, small businesses and government agencies:

- workforce analysis
- job analysis and position descriptions
- recruitment and retention
- career transition books and workshops
- handbooks, policies and procedures
- performance metrics
- Affirmative Action Plans
- HR audits and training
- process review and audits
- performance management
- data privacy awareness
- HR mentoring and coaching

*"EMI helped our firm establish and achieve affirmative action compliance with the tools and confidence to develop and continually improve our Affirmative Action Program, along with other critical HR processes and procedures."*

*Elena Linnar, HR Manager, Cape, Inc.*



**GSA:** MOBIS Contract #GS-10F-0459P  
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 Contract Holder

Government Credit Cards Accepted

# ORGANIZATION DEVELOPMENT

EMI works in a collaborative manner with our public and private sector clients to design and implement solutions for improving organizational and financial performance. Our core capabilities include:

- executive coaching
- strategic human capital planning
- change management
- studies and analysis
- individual, team and enterprise assessments
- strategic planning and implementation
- succession planning
- leadership development
- transition planning and implementation

*"Evolution Management's highly professional Organization Development expertise, focused on process, people, and workplace culture resulted in a transition planning approach fostering a new view of workplace efficiencies, stakeholder relations, and accountability."*

*Robert Tobin, Manager, Technical Services Group, FAA ATOA-IT*



# TRAINING

EMI targets areas of development necessary for our clients' survival and success in a competitive marketplace. Training options include, but are not limited to:

- management skills
- team building and facilitation
- project management
- leadership skills and executive coaching
- stress and time management skills
- train-the-trainer
- outplacement/career transitions
- harassment-free workplace
- supervisory skills
- competency-based curriculum development

*"I just finished looking at the draft training manual. Wow! I'm sure there will be a few tweaks, but I really think you "hit it out of the park" - transitioning us to a competency-based learning system. Thanks."*

*Nancy M. Vepraskas, SPHR, CCP, Vice President of Human Resources  
U.S. Automotive Parts Group, Genuine Parts Company*



# viHRa™ ! (pronounced "Vera") VIRTUAL HR ASSISTANCE

viHRa™ is a "help-desk style" service providing easy access to quality HR expertise. A perfect solution for small business needs! Our management support can be applied to challenges such as policies/procedures, employee relation issues, HR audits, employment compliance requirements, and staff engagement and training:

- use hours as-needed
- ideal for short-fuse issues
- cost-effective
- saves time and money
- quick response – within 24 hours
- corporate and field operations support
- reduces risk of employment law violations and discrimination lawsuits
- outsourcing partner
- customized approach fits your culture

*"EMI has been an invaluable partner to UAI with regards to quality HR and OD support. You take the time to fully understand our needs, are detailed and timely in your recommendations, and deliver solutions that make a positive impact on our operations."*

*Mark Perkins, President, United Acceptance, Inc*

## viHRa™ Ready When You Are:

- "What should I consider before taking action to terminate an employee?"
- "Can you help create an Employee Handbook?"
- "What are the pros and cons of changing our vacation and sick time policies?"
- "Can you conduct an HR Audit?"
- "As a federal contractor, what do I need to do about affirmative action requirements?"



# Partial Client List

Air Quality Sciences, Inc.

AT&T

CAPE

Child Development Association

Core Studios

Defense Acquisition University

Department of Treasury

Department of Agriculture

Department of Justice

Equifax

Federal Aviation Administration

First Capital Bank

Georgia Power Corporation

Genuine Parts Company—NAPA and SP Richards

Reinhardt College

Southern A&E

Small Business Administration - Regions IV and VI

United Acceptance, Inc.

Call for references. Visit our website ([www.evolutionmgt.com](http://www.evolutionmgt.com)) for case studies.

EMI clients include public, private and non-profit enterprises.



## **MISSION:**

To provide collaborative consulting services that result in a customized pathway to increased performance and profitability.

## **VISION:**

To be a global business partner known for cultural evolution.



### Career Transition Options

Attorneys & HR Managers declare these a "must have" component to any HR strategy!

- Workbooks**
- Workbooks & Personal Coaching**
- Group Transition Workshops**
- One-on-One Personalized Coaching**

Another outstanding publication:

*Learning To Live With Downsizing*

For more information about our services and products, please contact us at:

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**Or visit our website at: [www.evolutionmgt.com](http://www.evolutionmgt.com)**