



# ***Evolution Management, Inc.***

*Transforming Human Behaviors  
through Cultural Evolution*

## ***2007 Capabilities Statement***



## Corporate overview

EMI was founded in 1994. We specialize in *Global Performance Solutions*, adding value by designing and implementing organization development, strategic human capital management, and training and development solutions to improve financial and performance effectiveness.

EMI clients include both public and private enterprises.





## **EMI Locations**

**1800 Diagonal Road  
Suite 600  
Alexandria, VA 22314  
703.647.6015**

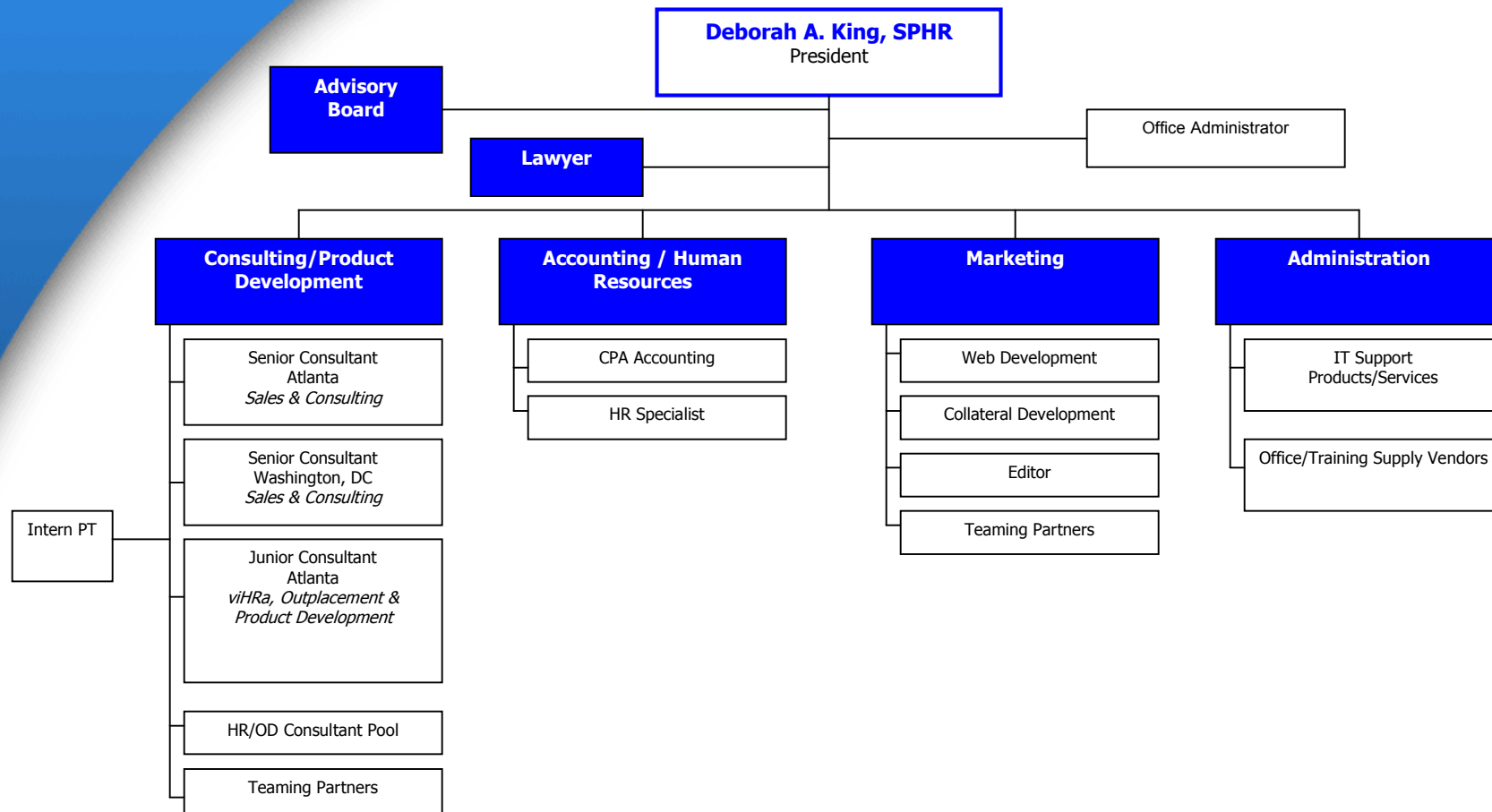
**4994 Lower Roswell Road  
Parkaire Commons, Suite 32  
Marietta, GA 30068  
770.587.9032**

**[www.evolutionmgt.com](http://www.evolutionmgt.com)**



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# EMI structure



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## Emi Mission & Vision

***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.



## Emi Values

EMI's success in project engagements is in large part due to our demonstration and commitment to:

Integrity  
Fairness  
Respect  
Creativity  
Collaboration  
Diversity

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## RESOURCE SOLUTIONS

### **EMI solutions are customized to:**

- Align human capital needs with enterprise goals
- Integrate enterprise needs with strategic plans
- Transform current skills to future competencies
- Shift business models with virtual HR expertise



## EMI Core competencies

### Our Core Competencies include:

- Strategic Human Capital Planning and Management
- Organization Development
- Training



# STRATEGIC Human Capital Planning & Management

- Workforce Analysis
- Job Analysis and Position Descriptions
- Recruitment and Retention
- Performance Management
- Handbooks, Policies and Procedures
- Process Reviews and Audits



# STRATEGIC Human Capital Planning & Management

- Affirmative Action Plans
- Satisfaction/Attitude Surveys
- Mediation Services
- *viHRa*<sup>©</sup> Services (Virtual Assistance for Small Businesses)
- HR Data Privacy Audits and Training



# Organization Development

- Organizational Assessment
- Strategic Planning and Implementation
- Organization Redesign
- Succession Planning
- Change Management
- Facilitation/Training
- Leadership Development
- Executive Coaching
- Studies and Analysis

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# Training

- Management and Supervisory Skills
- Harassment-Free Workplace
- Team Building
- Stress and Time Management
- Project Management
- Outplacement/Career Transitions
- Leadership Skills and Coaching
- Conflict Management



## Benefits of Using EMI

- Significant HR/OD Experience and Knowledge
- “Small” Company Pricing with “Large” Company Performance
- Public and Private Sector Experience
- Collaborative and Whole-System Work Styles
- Diverse Professional Backgrounds
- Reach-back with Network of Professionals
- Creative and Innovative
- SHRM Certification





## CODES

**EMI offers services under the following codes:**

**SIC**            8732, 7641, 8742, 8748

**DUNS**           92-962-8089

**TIN**             58-2131277

**CAGE**           1ZAM9

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## NAIC CODES

- **541611-** Administrative and General Management Consulting Services
- **541612-** Human Resources and Executive Search Consulting Service
- **541618-** Other Management Consulting Services
- **541720-** Research/Development in the Social Sciences and Humanities
- **561110-** Office Administrative Services
- **561499-** All Other Business Support Services
- **611430-** All Other Business Support Services



## Purchasing information

### EMI offers the following procurement vehicles:

- **GSA**
  - MOBIS Contract #GS-10F-0459P
  - SINs: 874-1, 874-2, 874-3, 874-4 and 874-5
- **HRSolutions** – U.S. Army Program
- **Set Asides** - Other small business procurement methods, including small business, and woman-owned set asides



## Sample Clients – Public sector

- Federal Aviation Administration
- Small Business Administration, Regions IV and VI
- Defense Acquisition University
- US Department of Agriculture
- Department of the Interior
- Performance Institute (Instructor)



## Sample Clients – private sector

- Air Quality Sciences, Inc.
- Bellsouth
- CAPE Environmental Management
- Equifax
- First Capital Bank
- Georgia Power Corporation
- Genuine Parts Company- NAPA and SP Richards
- The Harland Company
- United Acceptance, Inc.

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## What Our Clients...

- "...Your efforts during these most trying times (downsizing) have been invaluable to our company, and most certainly to the individuals involved. Your professional and compassionate approach has enabled our employees to retain their dignity and,...provided them with useful tools...to move on with their lives."
  - Genuine Parts Company
- "The influence of your hard work and efforts on business operations has been noticeable in savings generated by more effective recruiting and hiring, targeted training, and reduction in regulatory non-compliance risk."
  - Cape Environmental Management, Inc.
- "...a very professional and informative workshop on Performance Management. The feedback which I have received is glowing. The workbook is easy to understand and will be an excellent resource."
  - LeasePlan, USA



## ...Say About Us

- "...Your project management training sessions geared to our particular operation and culture have resulted in an on-going training effort. Our company-wide sessions result in better communications and more detailed and professional feedback from our field employees. We continue to reap the rewards of your initial coordination and hard work."
  - Southern A&E
- "...you demonstrated excellent project management skills in the completion of our employee handbook and policy and procedure manual, and...proved to be an excellent facilitator during our work sessions."
  - United Acceptance, Inc.





## Contact Information

### Contact Us!



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**Evolution Management, Inc.**

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