

Alinea Group



Corporate Capabilities





Overview: Competencies

Alinea Group provides applied human resource and research solutions for Corporate/Federal/DOD Enterprise. Alinea enhances organizational quality, offering the following cutting edge Industrial/Organizational psychology and Human Resource Management services:

- § Analysis and Design of Work
- § HR Planning
- § Recruiting
- § Selection
- § Training and Development
- § Compensation/Classification
- § Performance Management
- § Employee Relations
- § Evaluation Research
- § Survey Research
- § Psychological and Health Research
- § Statistical Analyses and Research Methodology

At the Baltimore Human Resources Center, an arm of the Office of the Secretary of the U.S. Department of Health & Human Services, we needed assistance with gauging and changing our organizational climate.

Alinea Group delivered top-notch organizational assessment survey work for us. They followed up with their survey work with timely, pertinent, and insightful suggestions for how we could implement positive organizational change. While impressed with their professionalism and technical expertise, what stands out the most about the experience with Alinea is their willingness to respond quickly and accurately to a variety of ad hoc requests that we made.

Communication and follow-up by Alinea is extraordinarily proactive and sets an extremely high bar for all other consulting firms to measure against.

I would enthusiastically recommend their services to any entity facing change management challenges.

Michael Culpepper-BHRC (Now Division Chief Air Force Systems Planning and Integration Office)



About Alinea Group

Who We Are:

§ Industrial/Organizational Psychological, Management and Human Resources consulting firm based in Washington, D.C. and San Francisco, CA

§ HR and Business Experts, Research scientists with decades of practical experience in the private sector, Federal civil service, and Department of Defense

§ Consultants to private industry, government, and non-profits in all phases of Managerial, HR management and organizational improvement

§ 8a/SDB Certified



In 2002, Pearson Corporation needed expertise designing and conducting behavioral, structured interview training. They also needed national representation to provide the trainings for new human resources managers. The Pearson HR managers were responsible for hiring thousands of new passenger and baggage airport screeners for the newly created Transportation Security Administration (TSA), an agency of the U.S. Department of Homeland Security. Through a competitive process, Pearson chose Alinea Group to manage the entire behavioral, structured interview program.

Alinea Group designed and implemented a program to train over 500 human resource managers for TSA hiring program. These new HR managers were responsible for the selection of over 50,000 new airport screeners.

Alinea Group was also commissioned to do a number of 'train the trainer' sessions to transfer the structured interview process and how to strategically use it during the fast-paced TSA hiring program. Subsequently, Alinea Group provided training on understanding the critical differences between Federal and private sector staffing to the newly hired private sector recruiters.

Greg Farrell, Director of Government Markets for Pearson, believes Alinea Group went above and beyond expectations, "We conducted a customer satisfaction survey with Pearson's human resource managers and Dr. Martin [of Alinea] and his team received very high and excellent comments and feedback on all measures of the structured interview program. We found Alinea to be very creative and innovative who were always trying to facilitate the best solutions to solve customers' problems."



About Alinea Group

What We Do:

- § Competency-based, whole person job analysis
 - § Pre-Employment Selection
 - § Employment Assessment
 - § Training
 - § Performance Appraisal
- § HR Systems
 - § HR Assessment
 - § HR Design
 - § HR Implementation
- § Survey Research (Internet, Paper collection)
 - § 360 Assessment
 - § Focus group Facilitation
 - § Organizational climate surveys
 - § Customer satisfaction surveys



Alinea Group provides expert consulting in areas few other firms can facilitate. Alinea recently performed customized research for the National Treasury Employees Union (NTEU). Assistant Counsel for NTEU, Robert H. Shriver, III, had a very specific purpose for contacting Alinea Group, "We were looking for expert assistance in a grievance-arbitration with a federal agency in which we challenged new educational requirements it was imposing on job applicants for certain positions. Alinea provided a comprehensive analysis of the validity of the educational requirements in a timely fashion. Alinea was also very responsive to our comments and concerns. Ultimately, we prevailed in the arbitration."

- § Evaluation Research
- § Return on investment
- § Global Orientation Evaluations
- § HR Initiative Evaluations
- § Change implementation
- § Organizational development



Representative Organizations Served

Private Corporations:

- § American Express
- § Nextel
- § EDS
- § Miller Brewing
- § NCS Pearson
- § Eight O'Clock Coffee
- § Management Concepts
- § ESF Summer Camps
- § DAI, Incorporated

Federal Agencies:

- § Department of Homeland Security
- § Health and Human Service
- § U.S. Navy
- § Housing and Urban Development
- § National Institutes of Health
- § Department of Transportation
- § U.S. Marine Corps
- § Department of Interior
- § Environmental Protection Agency

Another organization that turned to Alinea is the Leonsis Family Foundation. Chief Financial Officer for the Foundation, Ellen Kennedy Folts, was also very pleased with her company's results after working with Alinea Group, "We needed assistance developing an interview and selection process to award a college scholarship to at risk students. Alinea helped us by performing background research, submitting suggested criteria, and training us in the interview process. They did it in a way that was easy for us, and the school, to understand so we were all on the same page as far as how the scholarship recipient would be selected."

Non-Profit Sector:

- § Leonsis Foundation
- § National Treasury Employees Union

Academic Sector:

- § Howard University
- § San Francisco State University
- § Golden Gate University
- § California State University, East Bay



Pertinent Project Specifics/Expertise

Talent:

- § Staff Industrial/Organizational Psychologists
- § Professors of Business/Distance Learning
- § Talented Former Federal Employees
- § Constant Access to Project Management Team
- § Nationwide Training Network of Subject Matter Experts

Expertise: Competency Modeling

§ Alinea Group has expertise in competency modeling (CM), having worked with a wide range of both Federal and private organizations. CM is the core function of valid, defensible and effective human resource endeavors. Its key applications establishes and documents the appropriateness of employment procedures such as selection, training, and performance appraisals.

Alinea Group has extensive experience developing training and planning policy based on needs assessment and strategic business goals.

Alinea Group has provided the following organizations with training and policy developmental services:

- § Health and Human Services
- § Department of Homeland Security
- § American Express
- § NEXTEL
- § General Services Administration
- § National Treasury Employees Union
- § Housing and Urban Development
- § Immigration and Nationalization Service
- § USDA Animal and Plant Health Inspection Service
- § The Leonsis Foundation
- § EDS
- § ESF Sports Camps

We recognize that before a single course (class room or e-learning) is deployed, there needs to be a defined plan, an intelligent course of action, a solid deployment infrastructure, effective communications plans and channels, and support at all levels of the organization. As such, we plan to support the IRS in the achievement of these objectives through comprehensive analysis and planning and a sound and actionable execution strategy.



Expertise Continued...

Expertise: Training

- § Alinea Group provides complete design, development, and delivery of training services for Federal, private and military organizations. We follow a proven needs assessment model in constructing training programs, and can deliver training via including instructor-led classroom training, Web-based training (WBT), videoconferences, or virtual instructor-led training.

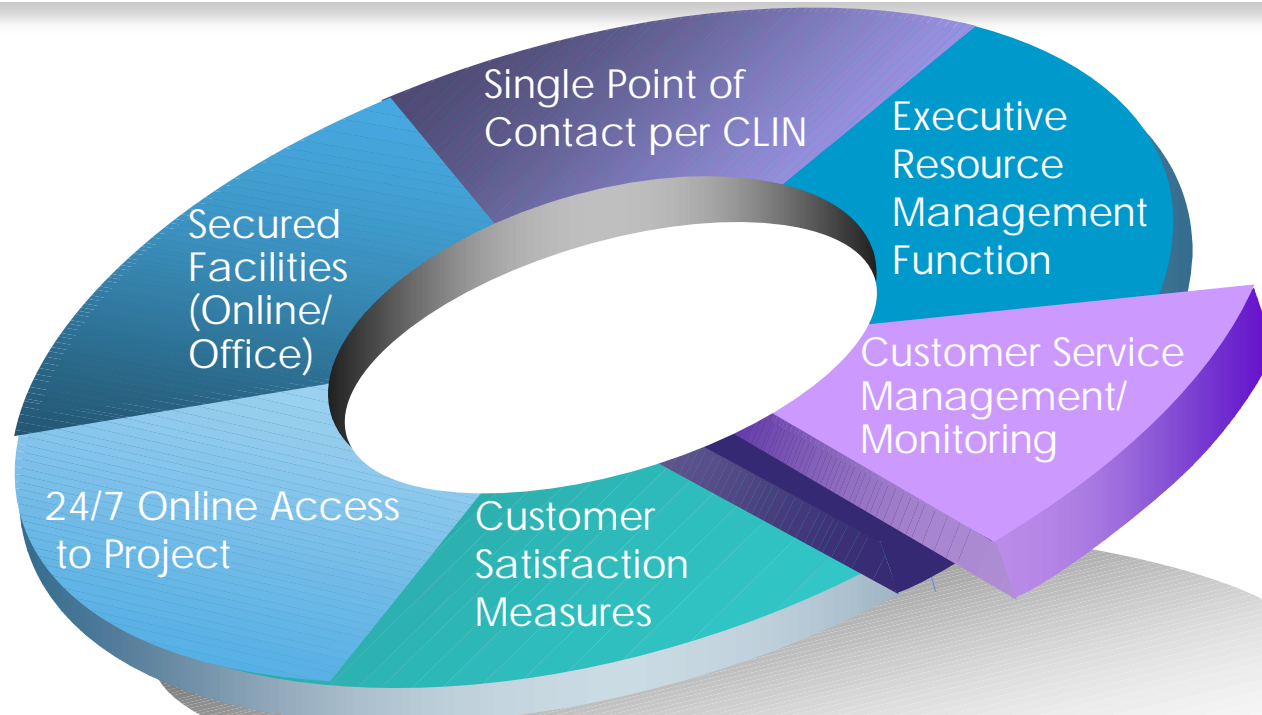
Administrative Support

- § Alinea Group ensures complete project support through a talented staff of administrative support. Alinea Group provides current administrative support to the following organizations:
 - § National Institutes of Health
 - § Health and Human Services
 - § Department of Interior

Alinea: The beginning of a new train of thought



Project Management System



Alinea Group can meet any organizational timeframe and work under a streamlined procurement process across the Nation. Our qualifications:

- § Alinea Group Staff maintain the highest professional and academic qualifications (Ph.D. and Masters).
- § Certified by the U.S. Small Business Administration as 8(a) Firm (number # 108804).
- § Central Contractor Registration (CCR): #1X8V9
- § Solid track record of experience with Private, Federal, Academic and Non-Profit Organizations.
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Professional Commitment

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Alinea recognizes that its success depends upon making clear contributions to the success of its clientele. Through its evolution from a survey research, selection and assessment firm to an research and application innovator, Alinea Group has never wavered from its fundamental belief that its success depends upon making a contribution to the success of its customers. As such, Alinea has maintained a standard of excellence through channeling university professors, senior managers, and broadly experienced consultants research, experience and knowledge into easily used tools for organizational growth.

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800/203-7055 Fax

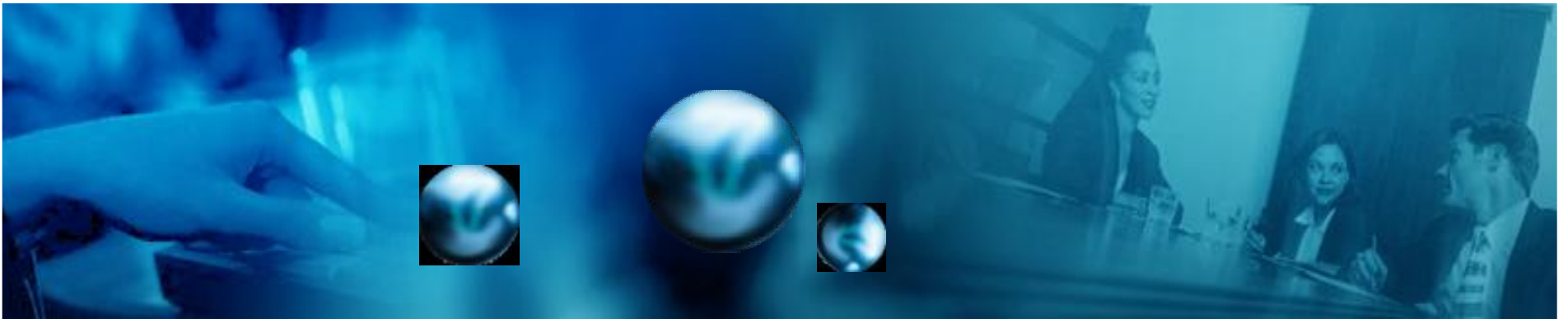
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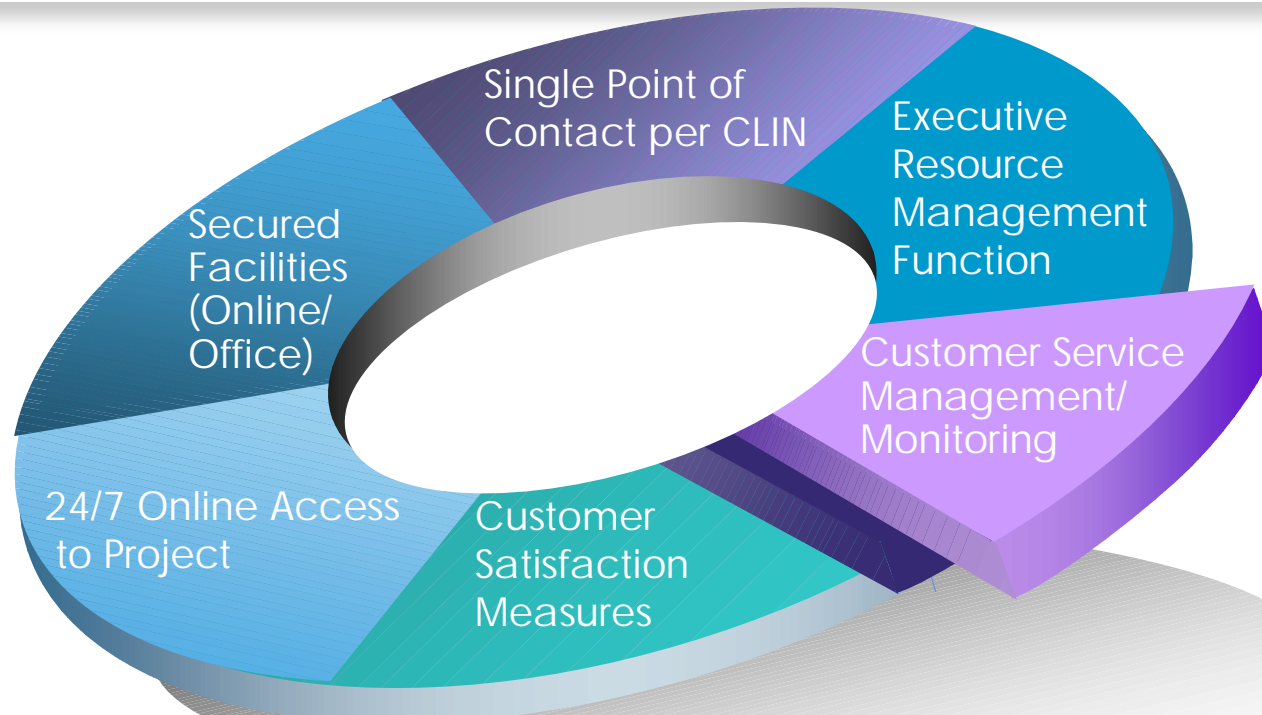
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