

**“ENSURE YOU ARE
DEVELOPING THE
RIGHT PEOPLE FOR
THE FUTURE”**

TRAINING COURSES

GAINING EXECUTIVE COMPETENCIES

ECQ WRITING

HUMAN CAPITAL STRATEGIES FOR
EXECUTIVES

POLITICAL SAVVY CAREER
STRATEGIES

INTERVIEWING FOR EXECUTIVE
POSITIONS

INTERVIEWING FOR MANAGER/
PROGRAM MANAGER POSITIONS

SURVIVING STRUCTURED INTERVIEWS
AND ASSESSMENT CENTERS

ETHICAL VIRTUOSITY

**TRAINING COURSES TAILORED TO YOUR
AGENCY NEEDS**

- From 2 Hour Presentations to 2 Days Hands-on Skill Building Seminars
- Tailored to ANY Grade Level and Audience
- OnSite or Online Distance Learning



HUMAN CAPITAL SERVICES

- Strategic Planning
- Human Capital Plans/ Succession Plans
- Workforce Analysis
- Skills Assessment
- Diversity Planning, Analysis and Adverse Impact Analysis
- Workforce Restructuring, Outplacement, RIF Consulting
- Contingency Planning
- Hiring Methods, Policies, Recruitment Strategies
- Candidate Evaluation Methods
- Job Analysis
- Pay and Compensation Including Pay Banding and Alternative Pay
- Classification
- Performance Plans
- Conduct, Discipline, Dispute Resolution
- Training HR Staff on Federal HR Competencies
- Research and Technical HR Advice

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**DEPUY
HR ASSOCIATES**

EXECUTIVE HR SOLUTIONS FOR THE
FEDERAL GOVERNMENT



**PROVEN
PROGRAMS
SERVICES
AND
TRAINING
ACROSS
THE
SPECTRUM
OF
GOVERNMENT**

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Tailored Executive Solutions

RIGHT PEOPLE-RIGHT LEADERS RIGHT TIME-RIGHT METHODS

Improve your Agency's:

- ✓ Succession Planning
- ✓ Human Capital Strategies
- ✓ Ability to Assess Candidates
- ✓ Workforce Career Ownership
- ✓ Career Empowerment
- ✓ HR Processes/Competencies of You HR Staff

**Trained
1,000+
Executives &
Mid-managers**

**ECONOMICALLY DEVELOP
YOU WORKFORCE NOT JUST
THOSE IN LEADERSHIP
PROGRAMS**



RIGHT JOB-RIGHT FIT-RIGHT CAREER PATH-RIGHT CAREER DEVELOPMENT

Improve your personal understanding of:

- ✓ How to Successfully Compete for All Positions, Including SES Positions
- ✓ Writing Successful ECQ Packages
- ✓ Leadership Career Paths
- ✓ How to Gain Leadership Competencies
- ✓ Personal Ethics and Accountability
- ✓ How to make Savvy Career Choices

EXECUTIVE ASSESSMENT

- ✓ LPI 360° Assessment
- ✓ MBTI® Assessment for Individuals, Teams, Organizations
- ✓ CPI® 260
- ✓ Leadership Development
- ✓ Team Building

IMPROVE YOUR PIPELINE!

**“A WELL INFORMED AND SAVVY
MID-LEVEL MANAGER CAN
DEVELOP INDEPENDENTLY
WITHOUT THE EXPENSE
OF A
FORMAL CDP”**

EXECUTIVE RESOURCES CONSULTING

- ✓ Hiring
- ✓ Candidate Assessment
- ✓ Recruiting Strategies
- ✓ SES Classification
- ✓ Consultation on SES Policies & Best Practices
- ✓ Writing SES Allocation Justifications
- ✓ SES Performance
- ✓ Writing Presidential Rank Award Nominations

EXECUTIVE COACHING

- ✓ Coaching Candidates in Writing Executive Core Qualifications
- ✓ SES Candidate Development Program Participants
- ✓ Coaching SES CDP Participants
- ✓ Coaching Executive Career Strategies

**Coached
200+
Successful
SES clients**

CLIENTS

NGA, NIH, DOL, HUD, VA, HHS, DOE, AG, DHS, PBGC, CNCS, FEC, NASA, DOD, USDA, OPM & EPA

GEORGETOWN SEMINAR, EXCELLENCE IN GOVERNMENT, NATIONAL ASSOCIATION OF HISPANIC FEDERAL EXECUTIVES, GRADUATE SCHOOL/USDA