



HUMAN RESOURCES SUPPORT FOR PRIVATE COMPANIES AND FEDERAL AGENCIES OF ALL SIZES

A DATA-DRIVEN APPROACH TO HUMAN RESOURCES SUPPORT (TALENT MANAGEMENT) EXCELLENCE.

Private companies and federal agencies of all sizes rely on ProSidian to create sustainable advantage across the Human Resources Organization. With access to APQC's Process Classification Framework (PCF), we allow organizations to speak a common language about functions, processes, and activities.

Our Human Resources PCF outlines all of the processes practiced by most organizations, categorizes them, and aligns them according to a hierarchical numbering system.

ProSidian is your expert for evidence-based, unbiased research and powerful tools to reach your organizational goals that create sustainable advantage. We create a *Structured Approach To Strategic Solutions* and help private companies and federal agencies to:

- Organize improvement efforts,
- Define processes that need to be improved,
- Benchmark internally & with other organizations,
- Align IT roll-outs and updates for similar processes across the organization,
- Discuss organizational performance using the same terminology across business units and departments,
- Better understand how the business works, and
- Organize enterprise content and knowledge.

Our Engagement Teams help develop organizational strategy and deliver greater value through streamlined Human Resource operations to through our expertise, insights and counsel. Through ProSidian, you can gain access to:

- Research and data for a fact-based approach,
- HR benchmarks and best practices,
- Outsource benchmarking activities, and
- Leverage thought leadership to enhance organization knowledge and development.

PINPOINT AREAS FOR ORGANIZATIONAL IMPROVEMENT

ProSidian uses robust tools and solution sets on client engagements that accesses metrics to identify gaps, set baselines, and support our recommendations. Our data-enhanced approach helps access validated, relevant metrics and best practices relating to FTEs, costs, cycle times, and more through several options:

Rapid Performance Assessments: Quick, effective, validated data to identify performance gaps. Through an integrated assessment of high-level key performance indicators (KPIs), ProSidian can deliver analysis and reports for clients including metrics with industry, revenue, and geographic comparisons.

Open Standards Benchmarking: We help clients with a detailed assessment of competitive positioning and develop a road map for improvement. Our integrated system allows ProSidian to collect and analyze data to create a robust benchmarking report to identify, quantify, and close any performance gaps.

Benchmarks on Demand: ProSidian can make available custom benchmark data segmented by industry, agency, revenue, geography, business model, and more with calculated metrics from available process areas or categories in summary (aggregated) or individual (disaggregated) form.

WORLD-CLASS DATA + ORGANIZATIONAL INSIGHT = BEST-IN-CLASS SOLUTIONS

ProSidian provides access to a continuously updated Knowledge Base, a database of case studies, frameworks, maturity models, and white papers. We analyze organizational data from private companies and federal agencies of all sizes with insight from best in class Human Resources Function Process Classification Frameworks (PCF) to create tangible results.

Save the time and expense and increase focus on delivering your mission and vision by tapping into insights and advice supported by ProSidian's Process Classification Framework (PCF) in key areas including:

- Financial Management,
- Human Capital Management,
- Information Technology,
- Innovation & Thought Leadership,
- Knowledge Management,
- Marketing And Outreach,
- Product Development, and
- Supply Chain Management.

ABOUT PROSIDIAN CONSULTING

ProSidian is a management and operations consulting firm with a reputation for its strong national practice spanning six solution areas including Risk Management, Energy & Sustainability, Compliance, Business Process, IT Effectiveness, and Talent Management.

We help clients improve their operations. Launched by former Big 4 Management Consultants; our multidisciplinary teams bring together the talents of nearly 190 professionals nationally to complete a wide variety of engagements for private companies and government agencies of all sizes.

Our Services are deployed across the enterprise, target drivers of economic profit (growth, margin and efficiency), and are aligned at the intersections of assets, processes, policies and people delivering value.



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BUILD WORLD-CLASS AWARENESS AND OUTREACH

Position your organization as a leader in the field by contributing your authored research to our Knowledge Base or research in preparation for Congressional Testimony. Leverage the trust of a third-party service provider for your organization's content and gain exposure as a thought leader in Human Resources.

We expand your outreach and feature your subject matter experts by serving as a research champion in a best-practice research study, a companion service which can be made available.

OTHER SERVICES AND BENEFITS

Let ProSidian handle the legwork to gather and validate data and deliver metric reports that meet the strategic needs of your Human Resources Organization. This allows you to focus on core strategic tasks—deliver the services that drive Agency or Department results and value. ProSidian provides Human Resources clients preferred access to:

- Custom research and solutions,
- Collaborative research (sponsor or research champion),
- Content and benchmark licensing,
- Advisory services and training, and
- Information services

LEVEL	OPEN STANDARDS BENCHMARKING	RAPID PERFORMANCE ASSESSMENTS	HUMAN RESOURCE BENCHMARKS
DATA LEVEL	Detailed metrics for each functional area	High-level KPIs only	Detailed metrics for each functional area
EFFORT LEVEL	Comprehensive Assessment	Shorter Assessment	Licensed access to data base on specific needs
DELIVERABLES	Robust report with industry, cross-industry, revenue, and geographic peer groups	Summary report with industry, cross-industry, revenue, and geographic comparisons	ProSidian provides the data based on your specific peer group requirements

GET HUMAN RESOURCES SUPPORT STARTED TODAY

There are no shortages of issues that keep business leaders awake at night. Whether it's finding sustainability and addressing competitive forces or identifying positions between strategic scope and strategic strength; No Doubt About It, The Organization With The Best People Wins. But perhaps no other topic creates the degree of concern - both short and long term - than a structured approach to Human Resource Management.

ProSidian is a leading resource for performance analytics, best practices, process improvement, and knowledge management. ProSidian specializes in the following disciplines: Risk Management | Energy & Sustainability | Compliance | Business Process | IT Effectiveness | Talent Management

Our access to research studies, benchmarking databases, and Knowledge Base provides clients with intelligence to transform their organizations. A management and operations consulting firm, ProSidian serves Fortune 1000, government, and nonprofit organizations.

For more information about our Human Resource Services and other areas, visit www.ProSidian.com or contact us at: solutions@ProSidian.com or +1-800-597-6904.

INVEST IN HUMAN RESOURCES: Business leaders and academics agree – only by having the right people at the right positions can your organization reach its potential. This means investing in Human Resources management to empower your people to make the best decisions and drive innovation while maintaining compliance, quality, and performance.

EMPOWER HUMAN RESOURCES: Knowledge truly is power. Whether it's finding sustainability and addressing competitive forces or identifying positions between strategic scope and strategic strength; No Doubt About It, The Organization With The Best People Wins.

DELIVER HUMAN RESOURCES EXCELLENCE: ProSidian delivers HR Solutions through powerful tools and experienced experts. We deliver measurable results and create a positive return on investment in human capital using frameworks derived from leading research and best practices.

CONTACT PROSIDIAN FOR HUMAN RESOURCES SUPPORT: Working with our clients, we draw upon a diverse group of resources, bridging academic, research, business, government, and theory with real-world business applications.

OUR SOLUTIONS INCLUDE: Risk Management | Energy & Sustainability | Compliance | Business Process | IT Effectiveness | Talent Management

