



our mission

The mission of the Human Resources Workgroup is to work with clients to develop HR solutions designed to maximize the bottom line through improved workplace productivity and quality, enhanced employee satisfaction, sensitivity, and motivation, innovative leadership and communication, and the development of a respectful and professional working environment. **What's your missing HR piece?**

:: Change Management ::

Optimus directs and advises clients on change management efforts. We work with clients to assess an organization's change readiness, **build the business case** for change in terms the employees will understand and accept, develop an over-arching **change strategy** and the action plans to drive the change, **coach and mentor** executives and change agents on how to be effective in their roles, and properly align the change management strategy with newly developed Communications, HR, and Training Plans.

:: Diversity & Leadership Training ::

Optimus offers training programs designed to **promote awareness, develop leadership, build skills, and sensitize behavior**. Our Diversity & Leadership Training services include Diversity Awareness Training, Organizational Cultural Diversity & Sensitivity Assessments, Strategies for Initiating a Diversity Plan, Diversity Skill Building, Communications Skills, Sexual Harassment Training, Leadership Partnering and Skill Building. We also offer side by side coaching and issue resolution.

practice areas

- ° Change Management
- ° Staff Development Planning
- ° Diversity & Leadership Training
- ° Benefits Program Development
- ° Performance Evaluation Programs

The link between people and performance is startling...

Workplaces scoring in the top quarter for HR Quality were:

...50% more likely to have lower turnover.

...56% more likely to have higher-than-average customer loyalty.

...38% more likely to have above-average productivity.

...27% more likely to report higher profitability.

:: Benefits Programs ::

Optimus provides complete employee benefits program consulting including **compensation planning strategy**, performance management, incentive compensation, development of benefit products, online & offline benefits communication, **benefits compliance**, and compensation surveys designed to help clients effectively **maximize** their financial and human resources.

:: Performance Evaluation ::

How well is your staff really doing? Optimus offers a wide range of customized evaluation programs designed to give managers the information they need to make key decisions. Through Knowledge Testing, **360 Degree Feedback Programs**, Employee Opinion Surveys, Customer Satisfaction Surveys, and **Skill Simulation Assessments**, Optimus helps clients truly understand their team's hard and soft skills and works with clients to develop programs to address the results and maximize value.

:: Staff Development Planning ::

Through a comprehensive analysis of your organization, interviewing, assessment of goals, examination of your compensation, benefits, and incentives systems, training, and mentoring development, Optimus will work hand in hand with you to craft an innovative HR plan to **reduce staff turnover, improve employee satisfaction, improve client satisfaction, and improve the bottom line** all at once.

our value

- ° **Uniqueness.** The Optimus HR approach represents a comprehensive and thoughtful perspective on human resource development.
- ° **Integrated Solutions.** Our HR solutions are end-to-end and designed to coordinate with and complement existing resources.
- ° **Efficiency.** Our approach saves clients the time and cost of assembling a team, building, evaluating and refining solutions.
- ° **Closed Loop Designs.** Optimus is a one-stop shop for solution development. Optimus can implement the plans we develop for you.
- ° **Experience & Specialization.** We are an experienced and balanced team of HR, Strategy, and Innovation specialists.
- ° **Straightforward.** Our work is designed to be straightforward, easy to understand, and actionable.
- ° **Support and Service.** Our client relations processes are designed to emphasize communication, value, and quality.