



We put the science in the art and science of people problems.

Our clients include:



**Your competitive advantage is your people. Isn't it time you focused on their level of engagement, growth and development?**

"The only soft area left in organizations is the largest expense item: your people,"

- JOHN SULLIVAN, SAN FRANCISCO STATE UNIVERSITY

The Center for Human Capital Innovation (CHCI) is a human capital management firm dedicated to improving organizational performance across the federal government and the private sector. Years of research and collaboration equipped CHCI with an extensive database of substantiated methods and ideas from a field of the brightest thought leaders in talent management. Those insights, coupled with our deep and comprehensive understanding of human capital management, result in measurable, real-world strategies that help organizations attract and retain high-performing people, build a diverse and inclusive workplace, and leverage individual and team performance throughout the enterprise.

We can help you increase the effectiveness of your leaders and employees and improve the quality of your decision-making capabilities to achieve improved organizational performance and a strengthened bottom-line.

# CHCI can help your workforce be resilient and adaptive in a time of rapid change. We provide:

**People Analytics** People analytics supports leaders in their data-driven decision-making with the use of organizational resources. CHCI analysts are experts in quantitative and qualitative research methods. Many firms can help you gather human capital data about your workforce; we help organizations ask future-forward questions. CHCI spends a disproportionate amount of time making sure we get the question right before we begin working. Human capital analytics paired with training and development that addresses the correct question is critical for your workforce to move with agility into a changing future.

**Executive Coaching** CHCI provides a team of highly trained, experienced, certified executive coaches to support the developmental needs of executive leaders, managers, and supervisors to support improvements in organizational performance. Through one-on-one professional development, executive coaching enhances the capabilities of senior executives and increases the pools of highly-qualified candidates available to promote to the next level.

**Human Capital Consulting** CHCI provides experienced senior consultants, subject matter experts and multi-functional teams to support your problem-solving and decision-making needs. CHCI can facilitate your team through the process or provide a CHCI led-team to work with you. CHCI uses critical reasoning and creative thinking techniques to define and analyze a problem to recommend the best solution. CHCI then helps convert the decision into action and measure its effectiveness over time with a focus on improving organizational performance.

**Training & Education** CHCI provides training and education to support your employee and team development needs. Our approach allows for extensive client and stakeholder collaboration, rapid prototyping of training materials, and product improvements through gathering and incorporating continual feedback.

**Leadership Development** We create a custom blend of learning activities that are built exclusively to elevate your leaders' ability to drive results and impact productivity. The CHCI Performance Leadership Program is affordable, scalable to a leader's needs, aligned with an organization's mission and strategy, and designed to generate measurable outcomes. The course includes a custom blend of monthly facilitator-led interactive live sessions, individual assessments/feedback and small team outcome-driven assignments.

## Get in Touch

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