

THE STRATEGIC APPROACH TO HR IN THE PUBLIC SECTOR

ORGANIZATIONAL PERFORMANCE FUELED BY EXPERTISE, INSIGHT AND INTEGRATED HR SOLUTIONS

At CPS HR Consulting, we strategically increase the effectiveness of human resources to improve the organizational performance of our public sector clients. Leveraging our deep expertise and unmatched perspective, we guide clients in the areas of organizational strategy, recruitment and selection, classification and compensation and training and development.

THE RIGHT PERSPECTIVE & EXPERIENCE

CPS HR Consulting is a client-centered human resources and management consulting firm specializing in government and non-profit clients. As a self-supporting public agency ourselves, we understand the unique needs of the public sector and have served as a trusted colleague to clients across North America for more than 30 years. Our client list includes federal, state, county and city governments, special districts and non-profit organizations.

We combine this understanding and experience to deliver breakthrough solutions that dramatically transform public sector agencies to positively impact the communities they serve.







INTEGRATED HR SYSTEMS

CPS HR offers a comprehensive range of competitively priced services, any of which can be customized to meet your organization's needs. Our systematic approach to human resource management ensures that the solutions, strategies and methodologies we implement improve your organization. Ultimately, your organization will have the optimal alignments of people, processes and culture, all oriented toward improving organizational performance.

ORGANIZATIONAL STRATEGY

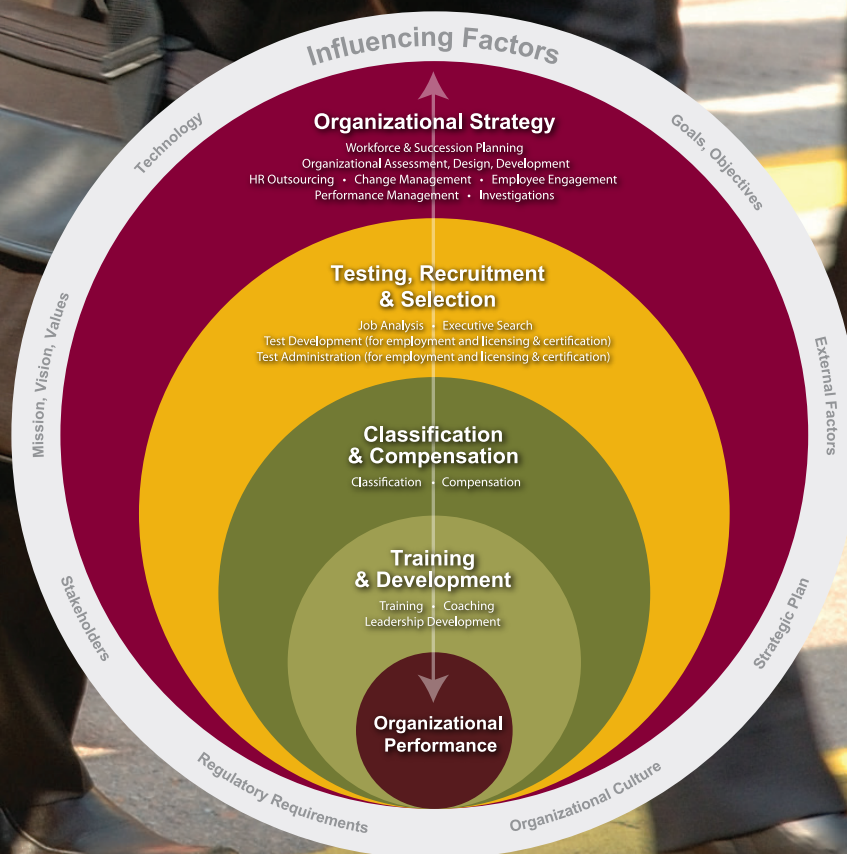
Because each agency has unique challenges, we tailor our services to meet your program's specific needs. Our consultants provide the following organizational strategy services:

- Workforce & Succession Planning
- Organizational Assessment, Design and Development
- HR Outsourcing
- Change Management
- Employee Engagement
- Performance Management
- Investigations

TESTING, RECRUITMENT & SELECTION

Our recruitment services include executive search, job analysis studies and test development and administration. We provide a comprehensive range of recruitment services to ensure that you hire the most qualified individuals for your team.

- Job Analysis
- Executive Search
- Test Development (for employment and licensing & certification)
- Test Administration (for employment and licensing & certification)



CLASSIFICATION & COMPENSATION

CPS HR provides a full range of studies to ensure that individuals or groups are classified appropriately for the work they're performing – and that they're being rewarded appropriately through compensation and benefits.

- Classification
- Compensation

TRAINING & DEVELOPMENT

We offer a comprehensive range of career development courses for both organizations and individuals on a wide variety of topics such as communication skills, leadership skills and personal development skills, to name a few. The CPS HR experts can even assess your current training plan and recommend a strategy to improve your team's success in the public sector.

- Training
- Coaching
- Leadership Development

STRAIGHT FROM OUR CLIENTS

"After a decade of working with CPS HR, I've become accustomed to excellent service. I value the prompt, friendly and expert service."

"Outstanding in every way!"

"The results we achieved with CPS HR were far beyond our expectations and certainly a great return on our investment in its services. The depth of knowledge in local government, combined with the exhaustive analysis and reporting and the straightforward approach to recommendations, provided the county with an exceptionally valuable and practical plan. I wholeheartedly recommend CPS HR for any organization."

"The deep insight and dedication of the CPS HR group made our study possible. Taking our concept and turning it into tangible ideas along with comparison to the status quo was well worth it! Both of the consultants who worked on our project had numerous years of related experience, and, as a result, their perspective offered many ideas for best practices."

"The CPS HR consultants have been highly professional, were quickly able to understand the organization's needs and provided well-thought-out services that have been readily embraced by the organization. The organizational assessment and development work has been superb."

"Great customer service from start to finish. CPS HR is truly one of the most professional and friendly companies I've dealt with in some time. The consultant made the promotion process fun, yet kept things on track and professional throughout the entire process."

"It was a great pleasure working with people who know what they are doing. It really relieved a lot of the stress in pulling together a meticulous process such as Fire Promotional testing."

"Our consultant was exceptional. She was professional, commanded the attention of a challenging group and truly was a subject matter expert."

"They bring a wealth of knowledge and experience to the project and staff at all levels in the agency. I have already recommended CPS HR in several different forums regarding Workforce Planning in state government agencies. It is a growing realization that this is a necessity in human services but very few have a full understanding of what it is and how to do it. It is my belief that these outside experts give you the realistic view of what a comprehensive project Workforce Planning is – it is about a new way of doing business."

ABOUT CPS HR CONSULTING

Established as a self-supporting public agency in 1985, CPS HR Consulting provides a full range of human resource products, services and consultation to public sector and non-profit clients.

- 80 full-time employees
- 200+ project consultants
- 1,200+ public and non-profit clients throughout the U.S. and Canada

LOCATIONS:

Sacramento, CA (HQ) • Austin, TX



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