



# Workforce Transformation

**Skilled people, aligned with an inspiring vision, will create lasting, positive change.**

Workforce Transformation. It sounds like a huge endeavor. But at its core, it's about assessing and developing the talent within your organization and ensuring the right people with the right skills are in the right positions to deliver on your mission. It involves engaging your talented staff and creating opportunities for them to envision and execute solutions to your organization's most complex challenges.

Workforce Transformation is about helping organizations evolve — *for the better*. Without question, doing it is hard; and it takes more than the right tools, or expertise, or processes. It requires thinking differently about your challenges and how to approach them.

As you look to the future, do you have the right mix of talent, diversity and engagement to achieve your vision?

- Are you clear on the strengths and gaps in your current workforce?
- Are you providing the support and skill-building for them to thrive?
- Is your culture an inclusive one where new ideas can grow; is your team empowered to take on tough challenges?
- **And what specific actions or programs would result in new levels of performance?**

**Imagine a partner** who can help your organization navigate workforce change and all of its components – including talent and cultural assessment, employee engagement, leadership strengthening, team effectiveness and performance management. Our clients trust us to create workforce transformation programs that have meaningful and lasting impacts well beyond the initial investment. They benefit from our specialized expertise at the intersection of talent, education, workforce systems, industry, advocacy, policy and government.



## What We Believe

Workforce Transformation projects often begin as broad challenges, such as, “we need stronger leadership”, or very specific ones, like “we need better on-boarding materials”. We go deeper to diagnose the root issue, identify gaps and develop a tailored program that will deliver the results clients are looking for, because we know:

- ▶ Aligning roles, skills, processes, metrics and incentives to achieve optimal business performance is an organization’s greatest leadership challenge.
- ▶ Workforce Transformation is a critical path to addressing larger, cultural or endemic issues.
- ▶ When employees are engaged and equipped they do their best work on your organization’s toughest challenges.
- ▶ Leaders must articulate a compelling shared vision before they can be expected to effectively transform the organization.

## How We Work

Wheelhouse Group clients say working with us is easy. We serve as an extension of your team, helping you manage and deliver on internal strategic priorities. We work efficiently and effectively, demonstrating a clear purpose and value. We work creatively to align people, actions, and results — driving both buy-in and adoption— and building on decades of experience in successful workforce transformation initiatives.

## Who We Are

We’re seasoned, senior-level consultants who are both strategists and doers. We help organizations and their people navigate, thrive and excel at change.

*What We Do:* [Stakeholder Engagement & Communications](#), [Organizational Change Management](#), [Workforce Transformation](#), and [Business Optimization](#)

*Where We Focus:* [Technology Adoption](#), [DevOps Culture Building](#), [Customer Experience](#), [Cloud Adoption](#), [Cybersecurity Mindset](#), and [Artificial Intelligence Integration](#)

## Recent Impact



Wheelhouse Group is providing workforce planning and development support to the **Department of Labor Office of Disability Employment Policy**, helping them accomplish their mission of increasing the employment of people with disabilities. We specialize in innovative solutions to break down employment barriers to underrepresented communities, to increase inclusion and to develop the nation’s workforce. We provide expert guidance, project management, communications support, comprehensive technical assistance and training.



For the **Federal Aviation Administration (FAA)**, Wheelhouse Group provides a range of critical workforce transformation services. These include employee engagement, strategic workforce planning, team building, workshop design and facilitation, cultural assessment and best practices development. Our team developed an operational workforce planning toolkit, numerous executive communications, and a change management plan for the deployment and adoption of a workforce planning technology solution.

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*Founded in 2003, Wheelhouse Group is an SBA-certified woman-owned small business (WOSB).*

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