



# Organizational Development

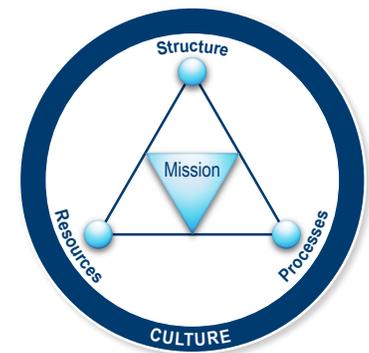
*Agile and consistent delivery.*

## Align Your Organization to Your Mission.

As government executives are asked to deliver more results with fewer resources, organizational efficiency, clarity, and consistency are of vital importance. Clearly defined objectives, roles, and operational procedures must be aligned to fully support the organization. Deliberative design based on these elements drives effective government.

M Powered Strategies studies every aspect of the client organization, from staffing and process flow to mission and culture. We help our clients define the change they need, map the way forward, and embed change within their organizations. We assess the as-is state of the organization in order to design a to-be state that will achieve a more productive organization. Our team works closely with the client to diagnose needs, assess capabilities, and create a detailed map to get to the desired state as smoothly and as effortlessly as possible. During the implementation process, we keep the client informed and up-to-date, and welcome their input every step of the way. With the new design in place, we monitor pre-determined success criteria and provide the necessary training to ensure its enduring success.

At M Powered Strategies, we understand that people and culture are the main drivers of organizational effectiveness. By focusing on the people who make the organization function; establishing roles, responsibilities, and priorities; and by streamlining the processes which support the organizational mission, the M Powered Strategies team helps lead the way to increased organizational efficiency.



### Our Specialties

- Organizational Change Management
- Competency Development and Training
- Process Design
- Strategic Planning
- Leadership Development
- Workforce Planning
- Knowledge Management
- Requirements Gathering
- Stakeholder Collaboration
- Charter Development
- Creative Problem Solving
- Capabilities Assessment
- Program Implementation
- Project Facilitation

## Strategic Results

- **Comprehensive recommendations and measureable implementation** approach with clear milestones and deliverables
- **Enhanced organizational performance** through increased efficiency of resources and more mission-oriented alignment
- **Well-defined success criteria** to measure progress and report results
- **Sustainable programs and projects** directed toward the greater executive strategic vision

# The M Powered Strategies Organizational Development Methodology

Our organizational development approach defines and rolls out change in four phases:

## 1. Assess

M Powered Strategies diagnoses the current, “as-is” state of the organization by conducting stakeholder interviews, analyzing existing organizational documentation, and measuring findings against organizational best practices.

## 2. Design

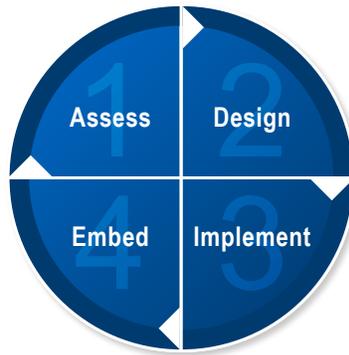
We work with the client sponsor to define the desired optimal state of the organization and work together to map out the best way to get there.

## 3. Implement

Once the design is approved and a roadmap drawn up with a workable timeline, our team works with the client to re-align the organization accordingly, instituting new processes, and providing skills development to staff members as needed.

## 4. Embed

M Powered Strategies follows up by monitoring success criteria to ensure that the changes become a permanent part of the organization moving forward.



## GSA Schedule Contracts

### MOBIS

Mission Oriented Business  
Integrated Services

GS-10F-0381R

874-1 Consulting Services

874-2 Facilitation Services

874-7 Program and Project  
Management

### AIMS

Advertising and Integrated  
Marketing Services

GS-07F-0490Y

541-4A Market Research  
and Analysis Services

541-5 Integrated Marketing Services

GS-07F-0491Y

AIMS Set Aside for Small Businesses

541-3 Web Based Marketing Services

541-4D Conference, Events, and  
Trade Show Planning Services

## Other Contract Vehicles

### CIO-SP3

Chief Information Officer  
Solutions and Partners

### T4

Transformation Twenty One

Total Technology

## The M Powered Strategies Advantage

- Our team is made up of **experienced and professional** Organizational Development consultants with certifications in Mediation, Facilitation, Project Management, and Managing Workplace Conflict.
- Our **comprehensive view** enables us to examine all aspects of the organization, including human capital resources and organizational structures, processes, and culture, so that newly implemented changes achieve the desired result and have staying power.
- In developing solutions, our design process takes into account the **whole organization** to ensure all dependencies and drivers of change are accounted for.
- By employing a **full suite of methodologies** – project management, business process re-engineering, and facilitation — we are able to bring about mission alignment, which in turn fosters efficiency and stability within the organization.

## NAICS Codes

512110	512191	541430	541511
541611	541612	541613	541618
541690	541810	541820	541850
	541890	541910	541990
		561920	611430

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