

Established in McLean, VA 1991

SEI-CMMI ML 3 Certified | VA & MD Certified MBE

SBA Certified SDB & 8(a) | GSA MOBIS, Seaport-e, CIO SP3 IDIQ (NIH)

ISO 9001:2008 Certified | ISO 20000 (ITIL Based) Certified

Cost-based Customer Satisfaction 98%



## CORE CAPABILITIES

### Human Capital

- Competency Modeling
- Selection and Promotion
- Workforce Planning
- Performance Management

### Organization Assessment & Change

- Organization Diagnosis
- Business Process
- Re-engineering
- Organization Redesign
- Job Redesign & Classification

### Methods

- Program Evaluation
- Surveys
- Literature Reviews
- Focus Groups
- Interviews
- Best Practices

### Leadership Approach

- Communication: A Two-Way Process
- Managing Time & Stress
- Managing Individual Decisions
- Problem Solving
- Motivating & Influencing Others
- Setting Goals & Articulating a Vision
- People Skills
- Team Building
- Managing Conflict

### Distinguished Clientele

The World Bank

NIAID, National Institute of Health

NASA

The Office of Personnel Management

US Department of Treasury

## ORGANIZATION DEVELOPMENT & LEADERSHIP

Adnet uses a structured approach to assist clients in shifting/transitioning individuals, teams, work units and organizations from their current state to a desired future state.

Our team at Adnet can successfully design a change management strategy that aligns your groups' structure, processes, jobs and communications with your goals, while integrating your teams and managing their training. We consistently make use of performance metrics, such as effectiveness, operational efficiency, employee commitment and communication effectiveness, to design appropriate strategies to avoid change failures or solve troubled change projects. We will learn about the dynamic of your organization and work within the realms of a variety of organizational structure. The interactions between components of the structure involved in organizational changes are shown below.



You must adopt changes through an understanding of your most valued asset: people. It is essential for survival in this world fueled by the infusion of new technologies and increasing competition. We systematically develop a plan for your workforce to seamlessly adopt changes, particularly in the context of the fast changing challenges faced by technology companies. Using this systematic approach, your organization can implement the changes in stages to bring about substantial and sustainable change and keep up with inevitable challenges of dynamic demand from your competition.

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