

RESHAPE YOUR AGENCY. ENERGIZE YOUR WORKFORCE.



Transformation IQ: A Better Way

Too often, reorganizations are painful, difficult experiences for everyone involved. Usually, it's because leaders are simply moving boxes around the organizational chart rather than thoughtfully considering the organization's mission and aligning staff capabilities and interests with it. Making the wrong choices can be costly, cause grievances, and may be worse than doing nothing at all.

Successfully restructuring an organization takes vision and confidence. Intentional, transparent choices help employees feel engaged throughout the entire process. Transformation IQ helps you take care of your people while optimizing your positions. Our objective third-party support reduces the tension and stress of restructuring.

How HR Solutions Can Help

Transformation IQ changes the restructuring dynamic by aligning objectives, mission goals, and employee interests (I) and qualifications (Q) using a valid, informed, and effective process. We use data-driven methods to assess your organizational and operational needs and gain a complete understanding of individual employees. Transformation IQ is the better way to reorganize and optimize your workforce.

Data-Driven Insights

Transformation IQ provides the framework, process, and tools to get the right people with the right skills in the right place to reach your mission goals. Our industrial-organizational psychologists and HR consultants use Government reorganization research, extensive experience, and data-driven methods to assess employees' interests and qualifications. From this information, we create defensible position placements aligned with your reorganization objectives.

The streamlined process includes an online multipart assessment measuring interests and qualifications, which leads to more effective talent placement recommendations. We facilitate sessions with executive leadership to finalize placements and prepare supporting materials for reorganization communications, including organization charts.

- **Identify Potential for Success:** Customize multifaceted assessments to get a complete view of employees and their capability to succeed.
- **Measure Abilities:** Capture rigorous, objective data on essential judgments and behaviors.
- **Reorganize With Confidence:** Identify the right employees with the needed skills and matching interests for identified business needs.



Focus on employees to restructure, realign, and optimize





Manage Change, Engage Employees

The climate and practices developed during a reorganization can have long-lasting impacts on how you achieve your goals and mission. Undergoing dramatic change requires strong leadership support and consistent involvement. Employees need to understand the changing nature of their organization and the way their work will be restructured. To keep your organization performing at the highest possible level, we assist you in developing a comprehensive change management strategy.

Transformation IQ services include:



Communication Support

We share the vision and process with your employees from the onset of the transformation through implemented changes. We help you draft communications that keep employees informed, engaged, and productive throughout the transformation process.



Mission-Focused Strategy

Deploying our evidence-based assessments is foundational to a transformation that is valid, defensible, and mission focused. We take the conjecture out of reorganization. After assessing your business and workforce requirements and goals, we offer clear recommendations for your organization to achieve its mission.



Employee Engagement

Positively engaging employees and dispelling uncertainty are key tenets of change management. Experience shows that the gaps between old and new behavioral paradigms can leave an uncomfortable void. We work with you and your employees on normalizing new patterns and processes until your transformed organization is fully operational.

Efficient and Cost-Effective Transformation

Restructuring projects have deadlines and demand tangible results. Executing a transformation on time and within budget is often the first critical milestone of your journey. We can get you there more quickly by eliminating competitive procurements and using our interagency agreement process to secure your end-to-end change management initiative.

Experience a better way to transform your organization.

Get started by visiting the Workforce Restructuring section at opm.gov/HRS, or contact us at HRStrategy@opm.gov for a consultative discussion about your needs.

Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle, and the only Federal organization entirely focused on making people and organizations better. Because of our mission focus, “by government, for government,” we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, Federal compliance, and speed of access, we are the right choice for your transformation IQ needs and more.



HR Strategy and Evaluation Solutions

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