

INTEGRATED TALENT MANAGEMENT



HUMAN RESOURCES HAS TRANSFORMED. THE DEPARTMENT HAS TAKEN A FRONT SEAT AND REQUIRES TOP-SPEED TECHNOLOGY TO SUCCEED. ITC IS ALREADY THERE.

Today's HR department is more strategic than ever, directly affecting the bottom line. Organizations in the Federal Government recognize that people are the most important assets. To enable HR to attract, develop, and retain the strongest talent with limited resources, the right software solution is critical. The Human Capital Management (HCM) Systems are focused on achieving results, yet a complete solution hasn't been available. Until now.

OUR APPROACH

ITC can help turn a transactional HR department into a strategic one. With our robust expertise in Federal HR and leading human capital COTS toolsets, we have formulated a talent management approach to attract, develop, appraise, reward and compensate the right employees, with the right competencies and skills. This is true talent management – and it's the core component of the HCM framework.

Third party products such as Monster, Saba, PeopleSoft and more do a fair job at supporting staff acquisition, learning and development, and performance management. But they don't enable employees to manage their own careers while furthering the company's mission. We do. IT Concepts consultants understand that in order to achieve the mission of federal agencies forecasting, acquiring, developing, and sustaining talent are essential. We provide human capital services to help our clients maximize the value of investments made in their people and Human Capital Systems.

Our consultants have experience in HR Operations and Technology, including Learning Management, Recruiting,

HR Processing, and Performance Management Systems. We provide a strategic full-cycle approach to human capital management – hire, develop, manage and retain the very best in human capital.

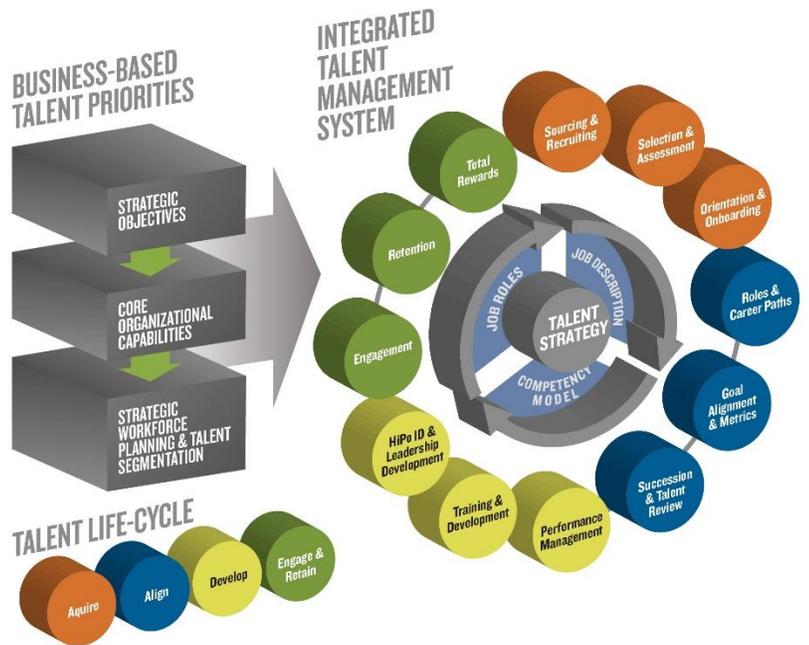


OUR SUCCESS

We understand that in order to win in today's highly competitive landscape, it takes a comprehensive solution to deliver the right results. Our full-cycle approach of talent management will align employees with strategic organizational goals. This not only helps you maximize the value of investments made in your workforce and human capital systems, but it will launch the success of your organization.

The ITC Team is assisting the Office of Human Resources (OHR) and Training, Education & Development Office at the Defense Intelligence Agency to develop an environment linking employee development plans and associated occupational competency models so that learner competency progress is monitored and recorded in the Human Resource and Training systems.

Additionally, our team assisted in designing and implementing the new Performance Management program that ties organizational and individual competencies, performance expectations and goals, and management reviews and ratings. With the goal of driving organizational change and improving employee commitment and satisfaction, we provide the change management strategies and infrastructure needed to deploy the performance management program at DIA.



EFFECTIVE TALENT MANAGEMENT TIES MISSION, ORGANIZATION AND EMPLOYEES

The growth of talent management has increased the granularity and attributes of the information related to employees, the work they accomplish, and their job/position. These data points have become increasingly essential for organizational planning and strategy. ITC understands comprehensive Talent Management requires integration and communication between existing Human Resources and Learning & Development functions.



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