



Evergreen Solutions, LLC

Partners in Public Sector Change



HUMAN RESOURCE CONSULTING — *Efficient and Effective | Strike a Balance*

Human resource managers nationwide are striking that delicate balance between administrative effectiveness and organizational efficiency by partnering with Evergreen Solutions. They have relied on our experts to develop valuable, strategic, and practical solutions for more than 20 years.

Compensation and Classification Studies

- Create internal and external equity within employee classification and compensation
- Update and create job descriptions to accurately reflect the work performed
- Recommend specific implementation plans at all levels
- Provide and demonstrate the necessary tools to maintain the system over time

Performance Management and Evaluation

- Create a culture of fairness, commitment to excellence, and trust between labor and management
- Implement a continuous review and feedback system that links to daily performance
- Use technology to supplement, not replace, the employee feedback process
- Provide tangible and measurable information for employee feedback
- Design a training process for supervisors and managers to use regularly
- Create a system that allows manager to have meaningful interaction with employees

“Change is the law of life.
And those who look only
to the past or present are
certain to miss the future.”
- John F. Kennedy

Human Resource Auditing

- Review the operational efficiency and effectiveness of the entire HR function
- Analyze the current operations, processes, and outcomes of the department
- Assess overall employee satisfaction
- Provide specific recommendations for improving efficiency, effectiveness, and customer satisfaction
- Deliver a plan to implement improvements timely and cost-effectively
- Define how improvements will be monitored over time

Strategic Planning

- Align the organization’s direction with its vision, mission, and constituents
- Assist the organization with deciding where it wants to be
- Help determine how to get there
- Provide benchmarks and other milestones to monitor success

Specialized Training Assessments

- Conduct reviews to ensure the presence of necessary employee competencies
- Review the link between training and performance outcomes
- Align training offerings with real organizational needs
- Assess Return on Investment for training offerings

Workforce Planning

- Pinpoint key jobs, competencies, and profiles essential for achieving strategic goals
- Identify existing key competencies for each job
- Assess the gap between current and desired competencies
- Map out strategic workforce plan to bridge gaps
- Align existing resources with projected needs

Human Resource Information System

Project Management

- Assist with the HRIS purchasing processes
- Provide project management support for successful implementation
- Review current systems for areas of improvement
- Provide change management support during implementation

CORE SERVICES

Proven Expertise

- 75+ Years Cumulative Experience
- 150+ Public Sector Clients
- Thousands Of Implemented Recommendations
- Offices throughout the United States



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What You Can Expect from Your Partners in Change

Working with outside HR consultants doesn't have to feel like working with outsiders. You can expect us to easily integrate into your organization and to respect the schedules, core functions, and concerns of your most important resource—your people.

Having been public employees ourselves and having conducted hundreds of studies nationwide, our consultants have deep and broad expertise in effecting positive change in the public sector. Please visit us online to learn more about our backgrounds.

How We Work

Because each client and project is unique, our methodology adjusts accordingly. But our core principles do not change because they always work:

Communication

Expect us to clearly, consistently, and proactively share relevant information with all project team members and stakeholders. We ask the same in return to ensure successful project completion.

Technology

To maximize efficiency, we leverage the latest technologies and offer all work in progress and final deliverables online. We realize that technical skills vary, so we will collaborate on any level you request.

Deliverables

We understand that one size does not fit all. You will be presented a range of alternatives from which to choose the best solution for meeting your business and human capital needs.

Please contact us or visit us online for consultant bios, case studies, client list, and additional service offerings.

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W/MBE Certification

Evergreen Solutions is a certified woman-owned business in the following states:

- California
- Florida
- Maryland
- North Carolina
- Pennsylvania
- Texas
- Virginia
- Washington