



Evergreen Solutions, LLC

HUMAN RESOURCES CONSULTING

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

Classification and Compensation Studies

- Examine internal and external equity within employee classification and compensation
- Update and create job descriptions to accurately reflect the work performed
- Recommend implementation strategies
- Provide the necessary tools and instruction to maintain the system over time

Performance Management Reviews

- Automate and digitize performance evaluation administration (Job Performance Tracker)
- Utilize a fully customizable competency-based performance evaluation system
- Receive real-time insights into the evaluation progress and performance scores
- Maintain access to a digital evaluation archive
- Automatic invitations, and one-click email reminders so employees know when to complete their evaluation

Human Resources Department Reviews

- 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
- Deliver a plan to implement improvements timely and in a cost effective manner

Staffing/Efficiency Studies

- Document and review existing operations
- Interview key stakeholders
- Collect key performance indicators (KPIs)
- Link process information to outcome measures
- Estimate resource needs
- Collect data from peers
- Analyze staffing and KPI analysis outcomes
- Perform gap analysis and analyze efficiency

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

Strategic Planning

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

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Proven Expertise

- *More than 1,450 Public Sector Clients*
- *Thousands of Implemented Recommendations*