



Golden Key Group
Capability Briefing





Golden Key Group believes that the American people deserve the highest possible level of service from their government.

- We are passionate about what we do because we believe we can make a difference
- We are committed to the ideals of public service and supporting today's civil servants
- We are dedicated to sharing our knowledge of how to obtain optimal organizational performance and efficiency

Quick facts:

- Incorporated in 2002
- CVE verified SDVOSB (Renewed Sep 2013)
- Experience in serving over 23 Federal Departments and Agencies
- A focus on long-term client relationships

GKG Brings:

- ◆ Working knowledge of the VA's mission, structure, strategic objectives, and workforce
- ◆ Full complement of well-balanced professional and technical resources to meet VA organizational needs
- ◆ Deep and Agile talent pool to support VA's needs regardless of program area and/or geographic location



Human Capital Management: Provide a complete suite of human capital services in support of the organization's need to build and retain a highly competitive workforce.

Federal Human Resources: Provide complete, HR life-cycle operational support services utilizing both onsite and offsite personnel locally, regionally, or nationally dependent on customer requirements.

Program Management Support: Provide subject matter experts with experience in tailoring industry best practices to successfully implement our customers' strategies, campaigns, initiatives, and programs with definable and measurable results.

Business Process Improvement: Provide experienced consultants specializing in project design support, facilitation, process-analysis tools, practices, and training to ensure the success of our customers' business process improvement and re-engineering programs.

Learning and Development Solutions: Provide the knowledge and expertise needed to assess our customers' learning and development environment, and provide quality learning solutions in a wide array of blended platforms.

Executive and Diversity Recruitment: Provide senior level executive recruitment professionals, who are experienced in identifying and recruiting well-qualified, diverse candidates able to fill senior executive, or hard to find, highly specialized positions within your organization.



Examples of Our Support

- ◆ Developed VA's new SES Performance Management Program
- ◆ Executive Search services at the SES level, including placement of Mr. Barclay Butler as the Executive Director of the IPO
- ◆ Successful Training delivery over the last 30 months
 - More than 220 classes for the VA in 90 different locations
 - Student scheduling Help Desk Support
- ◆ TASCO BPA contract to supply temporary personnel in Regions 2 and 10

Human Capital:

- Retirement at all levels is resulting in huge workforce competency gaps, and the loss of institutional knowledge (the Brain Drain)
- Economic uncertainties will continue to influence all workplaces for years to come

Human Resources:

- A more complex legal environment and changes to employment laws are influencing employee rights and employer legal compliance, making the need for a more skilled workforce even more critical
- Developing the next generation of corporate leaders will place increased demands on the need for training

Program Management:

- 2014 we will see the federal government, through the Office of Federal Procurement Policy (OFPP), take action to bolster the quality of the PM certification
- A continued lack of project oversight (IV&V) by qualified professionals, will cause projects to continue to fall short making them irrelevant to an organization's mission

Business Process Improvement:

- The Federal Government ranks highest in repeating the same mistake and expecting different results, which results in excess spending and waste
- The need for professionals who understand change management, including effective communications will become paramount to an Organization's existence

Learning and Development Solutions:

- Leadership development and Executive Coaching will become the most highly demanded learning requirement over the next 5 years
- The gap between talent, skills and job requirements will continue to expand for the foreseeable future

Executive & Diversity Recruitment

- Targeted recruiting reduces hiring costs and time to hire, throughout all levels of an organizations
- To compete with the private sector the Federal Government will be forced to update the way it identifies and hires talent





“The **Golden Key Group** provided a cadre of competent and capable senior HR professionals that performed the position classification services described above in this document. Each member of the Golden Key Team brought unique skill sets and experience that contributed to the overall effort and successful completion of the project. Golden Key’s Management Team was very involved in the project from beginning to end and provided excellent customer service to me, the client. The open lines of communication between the team and myself were great and a welcomed asset. **I would definitely recommend the Golden Key Group.**

- Brian H. Wedding, Senior HR Specialist & COTR, Department of Labor, Mine Safety and Health Administration

I have the utmost **Confidence** in the classifiers supporting us, and know they can handle any issue.

- Leslie McGlothlin, Senior Classification Specialist, Department of the Army, Northeast Civilian Human Resources Agency

Golden Key Group really helped us and made a **Real Difference** in the Northeast!

- Sally Smoot, Deputy HR Director and COTR, Department of the Army Northeast Region, Civilian Human Resources Agency

Golden Key Group has provided to EPA exceptional service with respect to this HR support contract. The personnel performing the specific tasks in the Statement of Work are highly skilled for the task they perform. We could not ask for better. Golden Key provides an excellent service at a reasonable cost to the government. I would **Highly Recommend** them. We are happy to do business with this company.

- Rosyletta Simms, Environmental Protection Agency, Director of Executive Resources & COTR

NAICS Codes:
541612
541611

DUNS:
111187295
CAGE Code:
1YRN9

MOBIS-GS02F0214X
738X-GS02F0143X
TAPS-GS07F0458X

Veterans First
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TASCO BPA: VA11913A0005

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GKG has been verified as an SDVOSB by the Center for Veterans Enterprise (CVE), making us eligible to participate in the Veterans First Contracting Program, which allows for limited competition or Sole Source contracting opportunities throughout VA for SDVOSBs.

