



BETTER PEOPLE. BETTER PROCESS.

ORGANIZATIONAL CAPABILITY OVERVIEW

Performance Principles (PP) is a human capital, performance and business process improvement consultancy. To increase our client service offering we partner, team and conceive joint ventures to provide training design, delivery and organization development, diversity, equity and inclusion, executive coaching; all-hazards emergency management, health security preparedness, response and recovery services, behavioral assessments; and human resource management consulting to government agencies. We use a proven four-discipline (4d) consulting process to close gaps between leaders' intentions and their actions. Our customized processes work interactively and progressively to help individuals, teams and organizations achieve improved performance outcomes.



1

DEFINE FUTURE STATE

Establish a vision, objectives, goals, and strategy to reach the future state.

2

DIAGNOSE CURRENT STATE

Assess current performance capabilities and organizational capacity.

3

DETERMINE PERFORMANCE GAPS

Identify critical skills and behaviors that derail performance.

4

DELIVER IMPROVED PERFORMANCE

Develop a practice that incrementally improves performance.



PERFORMANCE PRINCIPLES

CAPABILITIES

Organizational Culture

- Culture Audit, Design & Shift
- Employee Engagement
- Change Management
- Diversity, Equity & Inclusion Assessment and Training

Strategy & Execution

- Data-driven Strategic Planning
- Execution Framework
- Key Performance Indicators

Business Process Improvement

- Data-driven Performance Strategy
- Performance Management
- Process Improvement Facilitation
- Lean, Kaizen & Six Sigma

People Development

- Workforce Planning
- Talent Acquisition & Development
- Competency Modeling
- Customized Training & Coaching
- Executive Coaching & Advising
- Team & Workground Facilitation
- Conflict Navigation
- Succession Planning

PREVIOUS BUSINESS CASES

US DOT PHMSA – Civility, Diversity & Inclusion Facilitation & Training Services

Provided consulting, training, facilitation and coaching to US Presidential Appointees and members of SES on best practices to improve diversity outcomes for cross functional workgroups using a 14-week Lean Improvement methodology. Outcome: Completed 16 Process Improvement Initiatives resulting in significant improvement in inclusion, equity, engagement, and operational effectiveness.

US DOT PHMSA – Leadership Development & Training, Organization Consulting

Designed the Agencies first cohort-based leadership development program. The program has successive multi-month levels of instruction (Basic, Intermediate, and Advanced Courses, culminating with a Capstone Project) designed to internally groom talent with agency specific competencies and ensure viable succession.

Outcome: Graduated 45 participants resulting in 10 promotions or career mobility assignments. Completed Level 2 Program Evaluation of the Courses.

NASA – Change Management, Executive Coaching & Succession Planning

Facilitated and designed an organizational restructuring for the Office of the Chief Financial Officer at a NASA Facility. Core task included conducting focus groups, personality assessments, executive coaching, and leadership development training.

Outcome: The office identified an internal successor for its next Chief Financial Officer of the department, reorganized teams, and restructured process workflows.

Previous Federal Clients: US Census Bureau, FAA, DOT, NASA, PHMSA, DOD (Army and Navy), OPM

KEY CONTACTS

Carl C. Jefferson, PH.D.
Program Manager
cjefferson@tppsolutions.com
770-880-3020

Mr. Stephone Watson, MA
Contracting Manager
swatson@tppsolutions.com
770-655-4115

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LOCATIONS

SOUTHEAST HQ:
1732 Pryor Rd., STE 808
Atlanta, GA 30315

WASHINGTON, DC METRO:
6579 Quiet Hours STE T2
Columbia, MD 21045

<http://www.tppsolutions.com>