



The Center for  
**Organizational Excellence**

Let COE Help You

# Transform and Achieve

Organizational  
Effectiveness



Human  
Capital



Data  
Management



Information  
Technology



*“COE helped us focus on critical outcomes, hold people accountable, and achieve significant results.”*

—Top Executive Leader

# Lean Forward

## A Mission-focused Organization

For over 30 years, COE has been a trusted partner in helping organizations and programs transform to more efficiently and effectively accomplishing their mission. We help our clients achieve meaningful and measurable outcomes by designing and delivering consulting solutions in the areas of organizational effectiveness, human capital, data management, and information technology. We have traveled the globe to address their needs.

Founded in 1984, COE provides true value for clients in improving organizational performance and offers a great place for employees to work. It's that simple. COE functions based on a set of values that steers us in the right direction, always balancing the 3-legged stool of service to customer, staff, and company. We will not waste client money by performing in a way that does not add value. We have expert staff members who care deeply about the service we provide and the meaningful results achieved.

*“Overall grade is ‘E (Excellent).’ COE personnel were always friendly, professional, and competent. They exhibited great expertise and were responsive, cooperative, and flexible in accommodating our needs. All communications were open, clear, and timely.”*

**–Executive Office of the President**

*“COE provided an exceptional team of experts to support our needs. COE assessed our organization and provided us with very strong and strategic recommendations to improve the efficiency and effectiveness of our organization as we strive to better serve our customers.”*

**–Deputy Director**

*“Thanks again for the outstanding efforts on getting prepared and executing data management standardization, and integration across this large enterprise. We’ve gone from Forming, Storming, and Norming to ‘Performing’ in a very short period of time. I appreciate all of your efforts!!”*

**–Senior Executive**

*“COE has built a highly experienced, senior-level team for our enterprise system that uses proven processes and methodologies to deliver the best value, lowest risk solution. Highlights of COE’s solutions include a proven track record of supporting IT service requirements, knowledgeable staff, strong relationships with key stakeholders, and knowledge of systems.”*

**–Agency Manager**



# Valuable and Long-lasting Solutions

OE

Organizational  
Effectiveness



- Effectiveness Assessment
- Transforming Organizations
- Business Process Improvement
- Program Management Office (PMO) Support
- Strategic Planning
- Change Management

HC

Human  
Capital



- Strategic Human Capital Planning
- Workforce Planning
- Knowledge and Performance Management
- Training
- Surveys and Assessment
- Human Resources Operations
- Human Resources IT
- Leadership Advisory Support
- Change Management

DM

Data  
Management



- Data Planning and Development
- Data Analytics and Decision Making
- Data Infrastructure and Capacity Assessment
- Program Management Office (PMO) Support
- Data Integration
- System Integration and Data Access

IT

Information  
Technology



- Enterprise Systems Design and Development
- IT Program Assessment
- IT Program Management Office (PMO) Support
- Change Management
- Human Resources IT



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For more info, visit:  
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# Results Matter

## Representative Clients



“The program has been literally transformed! Nobody wants to work for a program that is dysfunctional. The Director is pleased that we were able to turn it around, and we owe it all to COE. Your advice, all of it, was spot on.”

—Program Manager

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