



Holistic Human Performance Alliance

Turning Visions into Reality

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HHPA Consulting Transition and Change Project Management Services

HHPA Consulting is an excellent choice for augmenting your *employee assistance programs*.

HHPA Consulting helps organizations implement transformational transitions such as strategic growth or restructuring plans, organizational improvement transitions, new process implementations and efficiency improvements, and capability transitions such as internal role changes and talent development. We help organizations provide by holistic employee development by augmenting employee assistance programs. We help individual clients get the most from their career transitions, including when they join or leave an organization or face new challenges within their current career or job.

We are certified consultants and facilitators with over ten years experience in designing conducting formal and informal training, hosting meetings and forums, and managing transition and change programs in the workplace. We have over 15 years of management and direct supervisory experience. We hold graduate degrees in education, management and science (specifically, PhD in Education and PhD in Physics) and find ways to bridge these disciplines in our holistic approach to business.

We are trained professional coaches who utilize a combination of ontological and accomplishment coaching styles. We work with clients one on one and have worked with small groups who have a common development goal. We are compassionate and sensitive to the needs of the individual's, the organization, and community and treat these as a whole system.

HHPA Consulting uses the ADKAR model to identify gaps in an organization's change transition management process and to provide effective coaching for employees and management. The ADKAR model is a non-proprietary structured approach to manage change and transition processes. HHPA's aim is to leave the organization in a more self-sufficient position by guiding and teaching management to apply the change model as needed on a variety small or large scale.

HHPA uses the ADKAR model in a holistic approach to manage transition as follows:

- **Awareness:** Identify and consider the needs of all stakeholders in the transition process (employees, management, internal culture, customers, suppliers, local and global community).
- **Desire:** Assess stakeholder's strengths, current skill set, resistance, and needs
- **Knowledge:** Help stakeholders transition through the change process by using a combination of consulting, training, and coaching to set a sustainable pace, removing blocks to creativity, neutralizing fear through communication and knowledge sharing
- **Ability:** Create alternatives, opportunities, and possibilities by tapping into unused assets in body, mind, and spirit connection
- **Reinforcement:** Develop a successful action plan for personal and professional advancement before, during, and after the transition period. Creating alignment and connections of people, processes, and systems to ensure sustainability.

We are skilled at writing resumes, cover letters, assisting with synthesizing job and industry research. We help individuals process through the transition by utilizing structured non-violent communication aimed at accepting transitions as a natural process, clarifying lessons learned, and seeing the opportunities ahead, and creating new possibilities that inspire the individual to take action. We help the organization be supportive and encouraging to employees while at the same time preparing for the change such as job analysis and redesign, cross-training of remaining employees, closing gaps in new hire and orientation programs, and ensuring alignment to a clear vision.

We use a variety of tools to assess the individuals' skills and competencies, assist with resume development, incorporated interactive interviewing and negotiation techniques to highlight the individuals' strengths. We want the individual to understand the interview process as an opportunity to be selective about how well the job and business environment will fit their goals and work style.

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