



IMPROVING ORGANIZATIONAL HEALTH & PERFORMANCE

We understand that human resource (HR) leaders are interested in measuring, monitoring, and improving the agency’s organizational health and performance. Our **Workforce Analytics and Technology Solutions (WATS)** team has extensive experience supporting HR leaders across human capital functions and activities, such as human capital planning development, workforce planning, action planning, and data management and application. Through our subject matter expertise (SME) and suite of human capital management solutions, GovStrive is positioned to support agency leaders in analyzing key metrics on retention and recruitment, employee perceptions of their work environments and work units, and how day-to-day work aligns with the strategic vision, mission, and goals of agencies. Our team leverages these data-driven insights to help agencies develop healthy and high-performing organizations that support employees and customers.

OUR SOLUTION: HOW FEDSUITE CAN HELP YOUR ORGANIZATION.

WATS has developed a human capital ecosystem comprised of proprietary software-as-a-service (SaaS) solutions, empowering HR leaders to make strategic decisions to support an agency’s mission and achieve organizational objectives. Our FedSuite applications are **FedViews**, **FedChart**, and **FedLens**. Paired with GovStrive subject matter expertise, our cloud-based FedSuite applications can provide agencies with the resources and guidance to assess organizational health and create measurable targets to address opportunities for improvement.



FedViews combines Federal Employee Viewpoint Survey (FEVS) results with HR data to evaluate employee perceptions of their work, leadership, and environment. FedViews allows agencies to develop, implement, and track action plans to improve the work environment based on FEVS results.



FedChart uses agency position data to create an interactive map of organizations, allowing leaders to review encumbered and vacant positions, process position requests, and engage in scenario-based position management.



FedLens uses agency HR and publicly available data to provide data-driven insights for strategic human capital management. Leaders can use FedLens to review headcount and employee demographics across organizations, review hiring/separation trends, and anticipate employee attrition.

Fostering an agency work environment that is focused on **organizational health and performance** is vital to attract top talent, bolster employee engagement, and retain a high-performing workforce. **Request a demo of our FedSuite applications today.**



WORK ENVIRONMENT ASSESSMENTS: GET EMPLOYEE FEEDBACK TO IMPROVE THE WORKPLACE

Work environment assessments give federal agencies the tools to continuously improve workspaces. This is achieved using rigorous surveys, focus groups, standard reports, and data-driven action plans – all tailored to an agency’s strategic goals. We offer a comprehensive survey designed to fit any agency’s needs, with rapid deployment, large-scale delivery, and open-ended feedback derived from the data analyses. This includes diagnostic metrics and reporting, an action planning framework and consulting, and optional pulse surveys to track progress – all of which are crucial to enhancing the work environment and improving retention.

WHAT CAN BE DONE FOR EVERY ASSESSMENT?

- Survey development based on agency requirements.
- Peer-reviewed research and agency validation.
- Field testing for quality assurance.
- Survey administration to the workforce population.
- Communications and support for survey participation.
- Participation monitoring to ensure high response rates.
- Analyses and reporting on survey data outcomes.

LEARN ABOUT EMPLOYEE EXPERIENCES IN DIFFERENT WAYS.



Work Environment Assessments



Stay Surveys



Exit Surveys



Pulse Surveys



Training & Development Assessments

Leverage assessment data to inform data-driven decisions with our proprietary action planning framework, helping agency leaders improve the work environment through **research, development, implementation, and evaluation.**

GET A CLOSER LOOK WITH FOCUS GROUPS & INTERVIEWS

Get a better understanding of the assessment and survey data gathered through **focus groups** and **interviews**. Our team has worked with federal agencies in workplace climate projects to facilitate large-scale focus group sessions and interviews with employees in a variety of contexts. These methods offer a deeper dive into aspects of the workplace climate based on agency needs.

FLEXIBLE DELIVERY & FACILITATION

Focus groups and interviews can be delivered in virtual and in-person settings for additional flexibility in planning and scheduling.

DELIVERABLES

Our team will develop approved discussion guides and visual aid materials, which draw upon findings from a baseline review of historical agency data. Additional support will also be provided to encourage employee engagement and participation in focus groups and interviews.



INVENTORY TRACKING & MANAGEMENT: OFFERING DIFFERENT WAYS TO VIEW THE DATA

Federal HR teams perform high volumes of HR and hiring activities every year using multiple systems of record that do not interact with each other. This produces challenges like process inefficiencies and the lack of overall visibility. With the demanding need for leadership to know the timeliness and volume of Human Resource Management (HRM) actions, we help provide agencies with greater insight into HR processes. Our Dashboard Support Team leverages agency data to produce a robust tracking solution, allowing for visibility into the current status and key performance indicators of the organization. Our solutions are configured to show different views tailored to each set of stakeholders. **Tracking Solutions and Dashboard Support Services** empower organizations to effectively manage and analyze data to drive strategic decisions across the agency.

GovStrive offers several modern tracking and reporting solutions that align with Office of Personnel Management (OPM) guidelines and center the needs of the agency.



CENTRALIZED REPOSITORY

A centralized data repository can be created to produce unified reports and dashboards, offering insight into timeliness and operations. As a solution, **Inventory Tracking Reports (ITRs)** are a standardized approach to data tracking and effective reporting. This will serve as a single, authoritative source for all hiring or HR-related data, consolidating information from different existing sources to ensure that all stakeholders have access to the same information.



INDEPENDENT TRACKING SOLUTION

Federal systems do not always capture critical data and process elements used in managing workloads. **Independent Inventory Trackers** serve as a key tool to monitor the series of steps needed for applicants to move through the process. This allows for the assessment of all internal tracking records to identify opportunities for enhancements. Our team has successfully supported agencies in the standardization of processes and ways in which data are tracked and reported.



DASHBOARDS & REPORTING

HR dashboards provide the agency with an organized approach to managing the workload. Our team uses data analytics in partnership with dashboard stakeholders to define and map standardized processes, identify gaps in tracking processes, and confirm the accuracy of data reporting prior to deployment. We develop dashboards to ensure that processes and data are driven by strategic decisions that align with agency goals.



SPECIALIZED DATA REVIEW & ANALYSIS

As the HR climate shifts for federal agencies, there is a critical need for rapid reporting and analysis. Our team can develop specialized analyses to investigate more deeply into perceived issues related to work units within the agency. To support agencies with the mass hiring of multiple positions across various authorities and recruitment events, GovStrive can deploy a **Hiring Onboarding Timetable** that aligns to the OPM/Agency Hiring Trail to ensure the right people are onboarded.



OUR APPROACH TO WORKFORCE PLANNING

Workforce planning at GovStrive takes on a phased approach to capture the full breadth of work being performed within the organization, identify the roles executing that work, and determining the number of full-time equivalents (FTEs) necessary to complete that work in the future. This allows organizations to evaluate the cost of workforce necessary for the anticipated workload and to budget accordingly.

PHASE 1: CURRENT STATE ASSESSMENT

Establish an understanding of the organization’s workforce, the funded positions within the organization, and the organization’s capacity to accomplish the work.

We will work with agencies to identify key functions of the work being done, and the positions that support it.

- Develop and clean organizational charts
- Analyze the current workforce
- Quantify the existing workload and align the workforce to the work being done

PHASE 2: DEFINING THE FUTURE STATE

Determine if the organization can meet the future workload demands, or whether changes to the organization would optimize structure and ability to perform the necessary work.

Our team helps agencies anticipate future workload and the workforce required to meet that future.

- Analyze historical workload and capacity
- Forecast anticipated workload and estimate the FTEs required to meet the future of work
- Determine the right mix of positions for future work based on occupational series, grade, and supervisory status

MAP WORK PROCESSES

CONFIRM WITH AGENCY LEADERS

GATHER WORKLOAD DATA

ANALYZE & FORECAST WORKLOAD

ESTIMATE REQUIRED FTEs

DELIVER REPORT & BRIEFING

PHASE 3: HUMAN CAPITAL PLANNING

Optimally structure the organization to perform the anticipated work and implement strategies to obtain and maintain the workforce needed for success.

Data are reviewed to provide recommendations on improving efficiency and workload management.

- Implement organizational strategy to determine options for reorganization and realignment
- Implement workforce strategies aimed at incentivizing retention and reducing attrition

PHASE 4: CONTINUOUS MONITORING

Reevaluate the data and strategies on an ongoing basis to ensure human capital planning is being done proactively, and not reactively.

Our team will support in the monitoring of workflows and process improvements to best meet organizational needs.

- Establish routines to revisit the assessment and analyses, confirming the accuracy of the workload
- Maintain accurate organizational and position data