



CAPABILITIES STATEMENT

JBJ has been in business since 2004 and have over 150 years of combined experience providing expertise in workforce development, change management, organization development, emerging technology, learning design, DEI and training. JBJ innovative solutions resulted in minimizing turnover, increasing the adoption of technology, and improving employee efficiency that is a direct correlation to saving time and money. JBJ has a diversified past performance which includes procurements in the federal, state and commercial workforce.

Core Competencies

Management Consulting

Organization Development
 Business Process Reengineering
 Change Management
 Diversity Equity and Inclusion
 Workforce Development
 Emerging Technology

Communications Management
 Learning Design, Delivery, and education services
 Science Technology Engineering Arts Math (STEAM) education support
 Behavioral Based Assessments to include 360 leadership



Past Performance	Differentiators
<p>Department of Veterans Affairs (Performed on various contracts as a Sub and Prime) – Leveraged ADDIE to develop workforce development training that minimized union grievances and improved AES scores, Implementation and Change Management support that increased adoption of technology and enhanced ROI.</p> <p>Mazor Robotics Inc (Prime) – Introduced behavioral assessment tools that supported recruitment and performance management, increasing sales revenue and minimizing turnover.</p> <p>Federal Reserve Bank Chicago (Prime)– Workforce Development Training and Coaching that increased efficiency, effectiveness, and accountability.</p> <p>Greater Richmond Transit Company (GRTC) (Subcontract) – Provided training, change management support to Oracle Cloud implementation effort.</p>	<p>Hands on approach, customer centric and adaptable.</p> <p>PhDs in Organizational Development (OD)</p> <p>Team has more than 150 years of combined experience in organizational development and training, and our trusted advisors have an average of 20 years of OD experience.</p> <p>We leverage and follow PMBOK, CMMI SVC and ISO 9000 frameworks</p> <p>Graduate of Veterans Institute of Procurement</p> <p>Certified BlockChain consultants</p> <p>Prosci Change Practitioner</p> <p>Accept Credit and Purchase Cards</p>
Company Data	Pertinent Codes
<p>SBA 8a certified, entry date 15 Mar 2017 exit date 15 Mar 2026; SDVOSB VA-CVE certified; 8a Stars III Prime Contract Holder – GSA contract 47QTCB22D0584 Last Verified: 12/17/2019; Expiration Date: 12/17/2022</p>	<p>DUNS - 785017901 CAGE Code - 4JXG3 UEI - H1YBTSBNRLE9 NAICS (541611, 541512, 561311, 561320, 611430, 611730)</p>



GRTC is requiring that responding vendors propose a complete ERP solution, including software, hardware specifications, project management, and other technology services for the entire scope of the project that may or may not include components owned by the vendor.

Challenge – Client had a legacy system which limited efficiencies and duplicated efforts.

Solution – JBJ provided process change management solutions, developed training to increase resistance management, supported business process review and update, and provided communication plan to help with change management.

Client Results – Successfully helped to implement new Oracle cloud system which allowed the agency to maximize utilization, decrease resistance which increased adoption of the new system, and increase the awareness of why the new system.

Challenge - Improper implementation of Business Intelligence Solution (BIS) that had an impact on org human performance and employee satisfaction for a 200 employee agency. Intent of BIS was to collect data used to support leadership decision making to improve human performance outcomes.

Solution - Provided OD interventions to include stakeholder analysis, current state and desired state awareness, impact analysis, quantitative and qualitative surveys and discussion groups for a one year project in 2017

Client Results – Gathered quantitative and qualitative data to provide recommendations in the form of three deliverables Organizational Process Definition Report served as a detailed study of the current work processes in the agency, related modalities and included high-level process diagrams, process maps, and workflows.

Current Process Analysis Report served as a catalog of challenges, constraints, and conditions that impacted current work processes and included a detailed problem analysis, a cause and effect chart, and a root cause analysis regarding the agencies business processes and applications.

Organizational Workflow Report served as a detailed approach for how the agency can re-engineer work processes initially explored in D1 such that they evolve into processes that are consistent with the goals of the organization and employee behavior. This deliverable included a gap analysis and operational plan that encompassed:

Interdependencies, milestones, and risks

Description of anticipated impact of change to performance, clients, and customers

Challenge – A USA based medical device institution with 300 employees having challenges with turnover, group dynamics, and professional development that were causing them to lose money on projects, risk management, high turnover and low employee satisfaction.

Solution – Collaborated with client and utilized behavioral based assessments to assist with job fit, managing performance and succession planning.

Client Results – Assisted with augmenting their hiring process for sales personnel which resulted in a 10% decrease in turnover and 15% increase in sales, [view this link for more details](#).

Challenge – Client was having issues with DEI recruitment, employee retention, onboarding, communication, corporate responsibility, customer/member experience, and supplier/vendor diversity.

Solution – Provided DEI interventions to include Data collection and analysis to determine the need for change; Strategy design to match business objectives; Implementation of the initiative; Evaluation and continuing audit of the plan.

Client Results – Enhanced diversity, equity and inclusion (DE&I) initiatives for both compliance obligations and to increase the overall bottom line with a more diverse, equitable and inclusive workforce with regard to representation, recruitment, turnover and employee engagement.

Challenge – Due to lack of trust in most systems because of fear of retaliation through data collection, stakeholders' survey and focus group participation is minimized.

Solution - Provided emerging technology solution that utilizes, distributed ledger, artificial intelligence, and machine learning to assist with survey dissemination, data collection and data analysis. Using data collection methods that are secure, protect the user identity, and engage users using brand integration to leverage existing trust by using the system as that trust cycles through stakeholders. The solution is integrated with several existing platforms so it can connect with existing data that has already been developed.

Client Results – Increased survey participation by 20-40% which increased the accuracy of the survey results

