



Human Capital Services



Is your company struggling with attracting and retaining talent necessary to grow the business?
Is your company lacking a pipeline of “next level” leaders to drive the future of your business?
Does your company face challenges in successfully driving organizational change?
Are you getting the ROI from your investment in your people?



The WMEP’s Human Capital Services experts partner with you and your team throughout the full employment life cycle to create processes and programs that help you identify, attract, motivate, develop, and retain individuals capable of making a significant contribution to your organization’s success.

HR professionals understand that the talent shortage is once again upon us – and proactive companies are mobilizing now. Significant cuts in senior and mid-manager roles during the Great Recession have led to a heightened need for strategic succession planning.

The WMEP approach to talent and workforce effectiveness focuses on diagnosing critical workforce skills and competency gaps through:

- Strategic workforce planning
- Identifying key and core positions
- Developing succession plans
- Building HR programs to deliver on the business needs driven by talent shortage requirements
- Building the employee value proposition and employer brand
- Building plans for redeploying staff within the organization to optimize workforce talent
- Creating a high-performing culture that drives business success

We also pay significant attention to the employee experience – through the design and implementation of strategically-relevant, performance and rewards-driven human capital programs that result in greater employee engagement and retention.

Human Capital Services

Key services include:

- Talent Management/ Workforce Planning
- Employee Engagement and Retention
- Succession Planning
- Organizational Design
- HR Operations and Optimization
- Leadership Development
- Employee Training & Development
- Performance Management Programs
- Change Management
- Executive Coaching



How you succeed is unique to you, your company and employees.

Custom processes and programs can be created to reflect that need.

This is why we partner with you and your team to create processes and programs that help you meet your unique company and employee goals which will contribute to your organization's success.

Customized services available include:

- Talent/Workforce Planning Roadmaps — Based on Your Strategic Business Objectives
- Training Curriculum Design — Mapped to Your Competency Models/Job Roles
- Employee Engagement Surveys
- Competency Models and Career Paths — Mapped to Your Organizational Structure
- Executive 360/Upward Feedback Programs



It's as simple as a conversation with a WMEP Human Capital consultant, who will work with you to determine the right path toward maximizing the impact on your business.

Contact Jim Sullivan by calling 608.354.1346
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