



VANTAGE ~ WARDLAW
Veteran-owned, small business partners



*Partnering to Provide Clients the Strategic
Advantage*



The Business Environment

Is your company prepared to seize the next big opportunity? Are you performing at peak capability? Though the U.S. work force leads the world in productivity, research shows that this same work force falls short of desired levels of performance. A study conducted by the Consumer Research Center of the Conference Board found that in 2009, Americans' job satisfaction fell to its lowest level since record keeping began. Striking a balance between productivity and job satisfaction is critical to your success. Effective leadership, a trained, motivated, and empowered workforce, coupled with a flexible and adaptive strategy, produces a positive climate for communication that allows your organization to prosper in complex times.

Current & Past Clients

- U.S. Nuclear Regulatory Commission
- Akzo Nobel
- U.S. Department of Homeland Security
- Rumpke Consolidated Companies
- Dairyland Power
- U.S. Department of Labor
- U.S. Army Chemical Materials Agency
- Alliant Techsystems, Inc.
- URS Corporation
- National Institutes of Health
- Qwest
- National Vaccine Healthcare Centers
- U.S. Department of Energy
- U.S. Office of Personnel Management
- U.S. Army Corps of Engineers
- Howard Community College
- Battelle Memorial Institute
- U.S. Internal Revenue Service
- Norfolk State University
- SAIC
- U.S. Government Accountability Office
- EnDyna
- Virginia Department of Environmental Quality
- Health and Human Services University
- National Renewable Energy Laboratory
- U.S. Department of State
- U.S. Office of the Comptroller of the Currency
- Fulton Communications

Vantage-Wardlaw Solutions

Vantage-Wardlaw is a strategic partnership formed between Vantage Human Resource Services, Inc. and the Wardlaw Group, Inc., serving public and private sector clients. Vantage's diverse team includes counselors, coaches, project managers, consultants, trainers, and specialists focused on greatly improving organizational performance and workforce development programs. The Wardlaw Group assists clients in responding to their challenges through expert consulting, training, and facilitation services. The strength of the Wardlaw Group lies in the company's ability to help clients communicate, lead, and perform more effectively. Both Vantage and the Wardlaw Group are owned by the same team of shareholders.

Vantage-Wardlaw helps you face the challenges of today's business environment by providing world-class service and support solutions to your organization. Our team brings a singularly unique combination of services to ensure your company is prepared to leverage opportunities for business success.

Our unique and distinct partnership provides high quality consulting, training, coaching, and a full range of human resource services to clients. Our expertise includes:

- Leadership and Professional Development
- Career Management and Human Resource Services
- Strategic Planning
- Communication
- Crisis Management
- Training and Training Development



Leadership and Professional Development. Vantage-Wardlaw offers a comprehensive range of services to ensure professional development of leaders at all organizational levels, from front-line leaders to executives. Our specific services include:

- Needs assessments to determine organizational requirements
- Comprehensive professional leadership program development, (e.g., Leaders' Academy or targeted components of the program)
- Leadership training course development and delivery
- Administration and interpretation of self-assessment tools
- Comprehensive coaching services

Training Services. Our professional team of trainers, designers, and specialists perform targeted work to drastically improve training programs. Our services include:

- Conducting training needs assessments
- Developing and administering train-the-trainer programs
- Designing state-of-the-art instructor-led training courses
- Developing and administering web-based and e-learning programs
- Conducting comprehensive training evaluations

Communication. Effective interpersonal communication takes time, commitment, knowledge of self, understanding audiences and communication purpose, adaptability to the situation, and skill in delivering messages. Our expertise encompasses the following communication disciplines:

- Risk and Crisis Communication
- Communicating with and through the Media
- Strategic Communication and Messaging
- Public Outreach
- Training leaders and staff on strategy, strategy tools, and the art and science of strategic planning

Career Management & Human Resource Services. Our experienced staff has lifelong learning programs to assess employee traits, interests, values, skills, and occupational preferences and assist employees in establishing career and training goals. Vantage-Wardlaw works with clients to develop and design professional career management programs. Our services include

- Designing and conducting team building programs
- Performing career transition and professional and technical skill development
- Performing career counseling services
- Providing on-site staffing and resources

Strategic Planning. Our time-tested approach to strategic planning helps organizations distinguish themselves from their competitors and achieve their mission and goals. Our experts understand strategy, strategy tools, and the importance of the interrelationship between strategy and execution. Our services include:

- Developing strategic plans
- Training leaders and staff on strategy, strategy tools, and the art and science of strategic planning
- Monitoring and measuring the effectiveness of strategic plans



Crisis Management. Our comprehensive approach to crisis management includes working with organizations on crisis communication plans before an event occurs. In the event of a crisis, we maintain the capability to respond rapidly to support actual crisis situations. After a crisis event, our experts work with organizations to capture lessons learned and improve crisis plans. Our services include:

- Maintaining an on-call crisis team
- Preparing crisis management and crisis communication plans (predict and prepare)
- Assisting with media relations (or performing media relations)
- Providing subject matter experts

Testimonials

“The NRC Leaders’ Academy has grown to become the standard of Leadership Development in the Federal Government. In a Merit Systems Protection Board report to Congress, the NRC Leaders’ Academy was highlighted as the model for Leadership and Management Development, and the NRC has been recognized as one of the “Best Places to Work” in the Federal Government; scoring number one in the Leadership and Training categories. This recognition is in large part due to the exceptional service that the Vantage staff has continued to provide to the NRC over the years. Their professional advice, counsel, and guidance have contributed significantly to the success of the NRC and the NRC Leaders’ Academy.” Chris Barry, Former Project Officer, NRC Leaders’ Academy

“Looks sensational! Your contractor (the Wardlaw Group) does excellent work – smile. I’m saving this as a template for future Public Involvement Plans.” U.S. Army Corps of Engineers Public Affairs Manager

“Butch, this is an outstanding handbook. I am proud of you and your team.” Colonel John Grabenstein, former Director, MILVAX Agency

“Vantage did such an outstanding job with us [conducting career transition training] at Anniston that word of mouth spread and Blue Grass wanted to take advantage of the training.” Training Specialist, U.S. Army Chemical Materials Agency



Contact us for a free consultation

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