

Army Human Capital Enterprise Support

Prairie Quest, Inc. is an award-winning professional services firm with an impressive past performance history in our federal practice. We are a certified 8(a)/SDB, HUBZone, Woman-Owned company, and we were recently recognized as one of the top Indiana Companies to Watch. With a Midwest base of operation, we have lower administration costs, allowing you to take advantage of our commitment towards customer-centric results and quality without endangering your budget.

We provide innovative, cost-effective solutions in

- ◆ Project Management
- ◆ Business Process Analysis
- ◆ Advisory and Administrative Services
- ◆ Technology Services



Top 5 primary functions of this contract included:

- ◆ Human capital strategic planning.
- ◆ Organizational review and strategic transformation.
- ◆ Process improvement and change management.
- ◆ Strategic communication.
- ◆ Program management.

Prairie Quest established a team of highly qualified Army officers with HR experience from both their military time and from the commercial environment to perform technical review and administrative support to review the critical challenges faced by the US Army Accession Command and provide creative approaches to transform current operations and synchronize the accession process to man the force and build readiness for the US Army. Our personnel all possessed demonstrated working knowledge of Human Capital Management (HCM) processes, demonstrated working knowledge of change management practices and approaches used to transform the readiness of an organization.

Initial Planning/Development: Prairie Quest met with USAAC to address critical challenges and develop a Plan of Action and Milestone schedule. Prairie Quest team members then began reviewing existing policy, workforce planning, and methodology for the accession process, providing plans to retool these policies and practices to optimize them and achieve enterprise goals.

Review of Processes/Procedures: Our team then utilized Army Enterprise Board (AEB) procedures, structure, and methodologies to develop an HCE Board Operations and Procedures, Charter, and Campaign Plan to better use personnel, processes, and tools in a holistically effective nature. Using innovative approaches, our team determined strategic communications support required to execute the Human Resource Lifecycle Model for HCE. This model supports the accession mission and the Army Force Generation (ARFORGEN). Our team reviewed the TRADOC HCEC Campaign and synchronized USAAC support requirements, providing a detailed methodology to the COR. Prairie Quest team members were then responsible for briefing on the HCE Campaign Plan and identifying single-point responsibilities and products required to sustain the HCE program.

Strategic Planning: Prairie Quest team members conducted strategic planning for the establishment of the HR Center of Excellence implementation plan. Our team then developed and executed strategic communication methods that ensured HCE collaboration and operations. Prairie Quest team members draft, in conjunction with the government working group, the strategic plan and identify for the Human Dimension Integrated Capabilities Development Team (ICDT) for US Army Accession Command (USAAC). They conduct meetings to identify potential problem areas and make recommendations for solving. They also support the development of Functional Area Analysis (FAA), Functional Needs Analysis (FNA), Functional Solution Analysis (FSA), Capabilities Based Assessment (CBA), and other deliverables to support Total Army Analysis (TAA), Capabilities Needs Assessments (CNA), to support validation of Army Program Objective Memoranda (POM) requirements. PQC staff survey working group members and stakeholders to determine long-range requirements, identifying those that will be considered at planning sessions. They review objectives and requirements with working group members to clarify requirements and ensure each is consistent with those of other stakeholders. They develop synopsis of the most critical issues for the Commander's final decisions/guidance to the planning session. PQC team members develop, implement, and brief working group leaders, members, and stakeholders on strategic ICDT planning problems and trends and recommend goals and objectives for change.