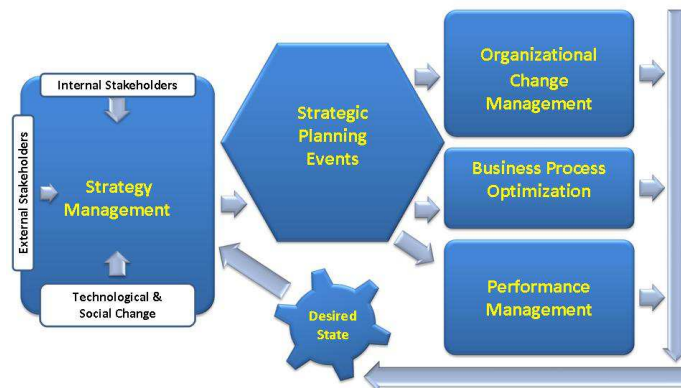


SOPPHIA Management Consultants, LLC

*Applying Wisdom to Strategy,
Organizational Change & Performance Management*

Strategy and Implementation



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Consulting Services & Products

- Workforce Management & Modeling System (WMMS) see p.2
- LEAN Six Sigma and Organizational Effectiveness
- Strategic Planning
- Customer/Stakeholder Relationship Management
- Organizational Change Management & Performance Management
- Executive and Business Coaching, Leadership & Team Development

NAICS Codes

- 541611 - Administrative Management and General Management Consulting
- 541612 - Human Resources Consulting Services
- 541613 - Marketing Consulting Services
- 541618 - Other Management Consulting Services
- 611430 - Professional and Management Development Training
- 541512 - Computer Systems Design Services
- 541519 - Other Computer Related Services

Contact

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Small Business Designations:

- Small Disadvantaged Business
- Minority Owned Business

Past Performance Examples



Air Force Continuous Monitoring
 Sub Working Group (AFCAP TAG)
 2011-2012 – Strategy and Change
 Management



Communications, Team
 Building and Interpersonal
 Skills – Aberdeen Proving
 Ground, US Army - 2010



Communications, Team Building and
 Interpersonal Skills – US Marine Corps, Quantico
 Base - 2010



Leadership and Professional
 Development Courses and Coaching
 - US Office of Personnel
 Management – 2006 to 2011



Change Management and Strategic
 Planning - District of Columbia
 Retirement Board - 2011

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Workforce Management & Modeling System (WMMS)

WMMS is a tool developed by members of the Center for Competitive Change at the University of Dayton for the US Air Force. WMMS (1) is a centralized tool for managing workforce skills and competency achievements, (2) enables leadership to know who they have, where, and (3) shows how to alignment resources to mission or market.

The WMMS builds profiles for each resource on a team, in the organization and across the business enterprise. The tool provides the ability for complete and accurate analysis of your workforce alignment along all fronts; from leadership and front office to back office and shop floors or R&D, working to improve efficiency and effectiveness in some of the areas most impacted by change and competitive or economic demands. To reach this level of ability, WMMS brings together process and web-based tools with your workforce.

Bernard Brookes, PhD, MBA – President

As a leader in organizational change management, strategic planning, needs assessment, learning, organizational effectiveness, and human capital, is successful and highly experienced in management consulting, federal government contracting, health services and education. Achievements include:

- Providing consultation to businesses and government for over 20 years, including leading needs assessment, marketing and evaluation research of training and other programs, strategic planning and facilitating organizational change and transformation.
- More than 20 years experience developing and delivering corporate and academic education; including online technologies such as WebEx, GoToMeeting, Wimba, DimDim, Blackboard, WebTyco and others. Developed executive coaching program and MBA courses as Professor at the Graduate School of Management & Technology, University of Maryland, University College.
- Former Executive in the private sector and in government and a successful entrepreneur, co-founding and growing two businesses to over two hundred employees.
- Former Professor and Leadership Coach with the Graduate School of Management & Technology at University of Maryland, University College; Instructor in Psychology at Harvard Medical School and has taught at Boston University and University of Lowell.
- Earned PhD in Psychology and MBA from Boston University