ACHIEVAL STRATEGIES

STAFFING & RECRUITMENT SOLUTIONS

"THE POWER TO ACHIEVE TALENT ACQUISITION & HR SOLUTIONS"

Service-Disabled Veteran Owned Small Business (SDVOSB)

CAPABILITIES BRIEF

ACHIEVAL STRATEGIES CAPABILITIES

Staffing & Recruitment Development & Training | **Veteran Recruitment Planning Development** | **Talent and HR Systems Integration**

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Service Disabled Veteran Owned Small Business

CAGE CODE: 83FN6 – DUNS#: 039838019

CAPABILITIES INTRODUCTION

TALENT ACQUISITION STAFFING & RECRUITMENT SERVICES

Achieval Strategies is a Service-Disabled Veteran Owned Small Business (SDVOSB) which is also certified by the Commonwealth of Virginia as a V3 Veteran recruitment company. With an ethos, "The power to achieve Talent Acquisition & HR Solutions", with our success built on our out-of-the-box creative approaches to recruitment, we have a committed team of professionals with more than 50 years' combined experience. We provide Recruitment & Staffing, and Consulting services - providing solutions to our Clients that benefit businesses, employees found in our ever evolving and challenging labor markets.

Recruitment-Process-Outsourcing (RPO) Recruitment

Are you looking for a high-quality recruiting team to fill a void or augment your current Talent team? Achieval Strategies Recruitment and Staffing Services are experts in becoming your company's outsourced recruitment team. Your dedicated consultant will work closely with you to fulfill your recruiting needs, implement processes, and consult on systems requirements. Focused on - People – Process – Systems, which provides your organization a built-up recruitment function to continue operating on your own.

Executive Search & Permanent Hires

Does your business need qualified and experienced technical and services personnel and/or Executives? Achieval Strategies Recruitment and Staffing Services provide technical and cleared personnel Staffing solutions across all industry sectors throughout the United States, and Overseas. Whether you need an individual with specific skills, a whole team, or project fulfillment, Achieval Strategies Recruitment and Staffing Services can help.

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ACHIEVAL STRATEGIES PERFORMANCE

With extensive background in Human Resources and Talent Acquisition expertise, Achieval Strategies is a Service-Disabled Veteran Owned Small Business "SDVOSB", focused on talent acquisition staffing & recruitment consulting services, that focuses on workplace diversity. Team Achieval can take on the day-to-day Talent Acquisition "Framework (People, Process, Systems)" needs that incorporate requisition posting and fulfillment, requisition assignments, recruiting funnel management, sourcing and selection, interview management, reporting and analytics, and Candidate Relationship Management (CRM) & Applicant Tracking Systems (ATS). Additionally, we assist our clients in establishing a Web Sourcing Strategy and a Social Media Strategy that aligns with the organizations' business strategy.

We are skilled at "Surge" recruitment needs. Our sourcing methodologies, recruiting fundamentals, and the utilization of the latest technologies to seek out and identify talent anywhere in the United States. Everything we do is based on dataset confidence and our years of human resource principles and recruiting industry knowledge and expertise. We help our clients by being their partner, helping to share our knowledge with them thereby making them better set for the future.

Meet our strategic consultative team: https://www.achievalstrategies.com/team

PEFORMANCE

LABOR CATEGORIES STAFFED:

- Executive Vice President
- JAVA Development
- Cyber Security Analysts
- Network Engineers
- Director of Contracts
- Human Resources Manager
- OSINT & HUMINT Analysts
- OSINT Team Leads
- OSINT Arabic Language Specialists
- OSINT Farsi Language Specialists
- OSINT Russian Language Specialists
- Program Manager, HUMINT (Cleared) Key Personnel
- Deputy PM, HUMINT (Cleared) Key Personnel

CAREER FIELDS STAFFED:

- Information Technology
- Intelligence
- Logistics
- Human Resources
- Engineering and Architectural
- Corporate & Staff

SPECIAL PROJECTS COMPLETED:

- RPO
- ATS Integration
- BD Consulting Services
- Market Assessment for Talent Sustainability
- Market Salary Analysis
- Recruiting Team Development

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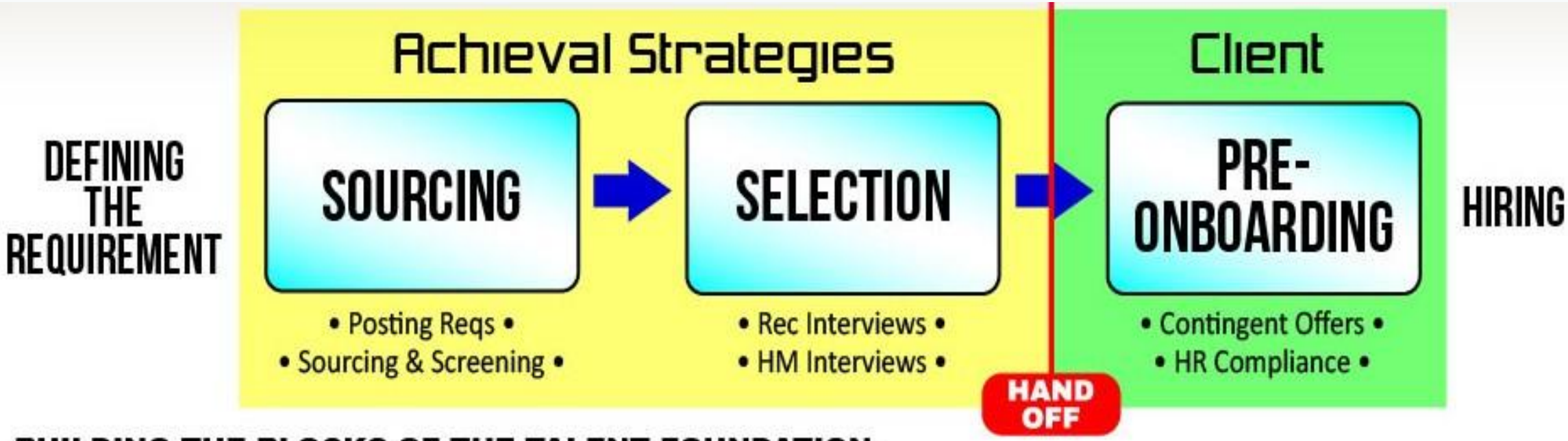
ACHIEVAL STRATEGIES – RPO SOURCING STRATEGY

To build and enable for our Clients a strategic talent acquisition function that positions a Foundation for People, Process, Systems – one that provides talent who can be recruited and hired to meet their staffing objectives.



BUILDING THE BLOCKS OF THE TALENT FOUNDATION:

- PEOPLE: Integrated Mix (Achieval Strategies & Client Collaboration)
- PROCESS: Align with end-state contract requirements
- SYSTEMS: Develop TA systems that are integrated

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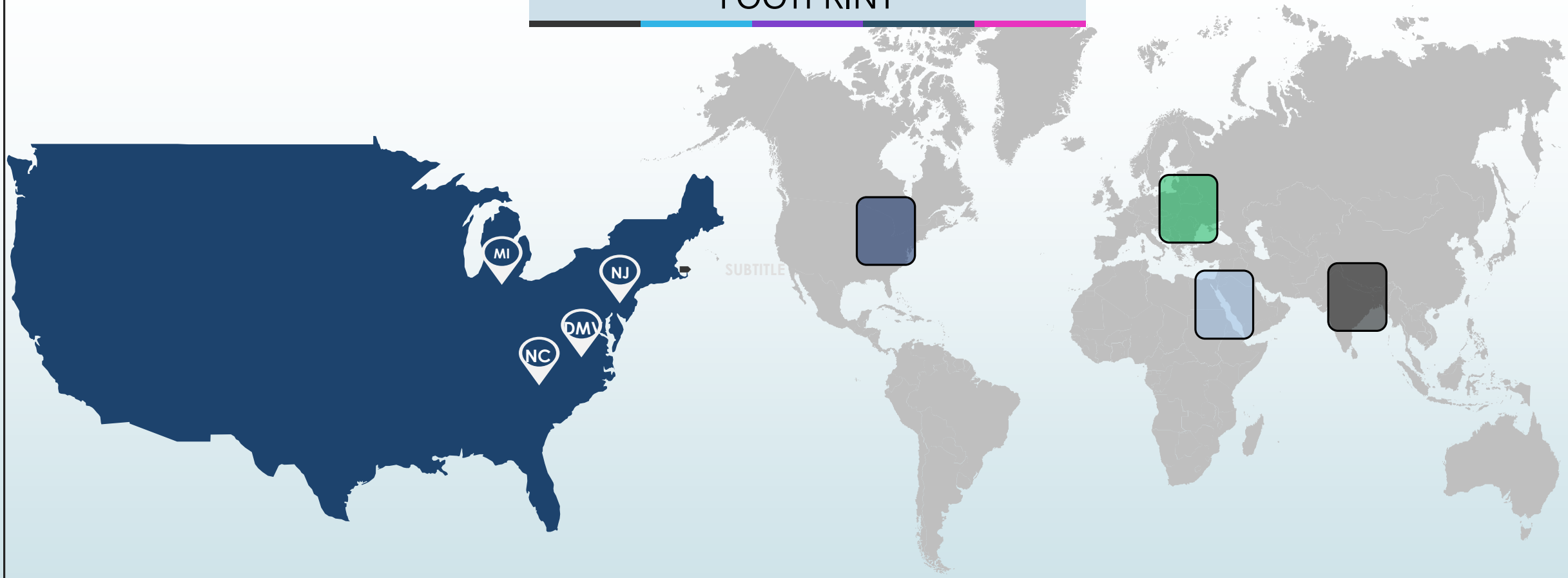
ACHIEVAL STRATEGIES FOOTPRINT



UNITED STATES
Virginia
Maryland
DC
New Jersey
North Carolina
Michigan

MIDDLE EAST
Egypt
Saudi Arabia
UAE
Yemen

ASIA
India
Nepal
Philippines

EUROPE
UK
Bosnia
Netherlands

ACHIEVAL STRATEGIES
TEAM DEVELOPMENT

STAFF TRAINING COMBINES MBTI with TUCHMAN MODEL OF TEAM DEVELOPMENT AS PART OF LEADING TEAMS:
ESTJs show clear and consistent tendencies, and these are especially visible in the workplace. Whether subordinates, among colleagues or as managers, people with the ESTJ personality type create order, follow the rules, and work to ensure that their work and the work of those around them is completed to the highest standards. ESTJs take genuine pleasure in organizing others into effective teams, and as managers they have no better opportunity to do so.

FORMING

Behaviors
- The purpose and goals for the team are unclear.
- Members feel varying degrees of commitment.
- Members are cautious, don't initiate and avoid responsibility.
- Communication is low and a few members often dominate.
- Members are dependent on directive leadership.

Tasks
- Build a common purpose. Clearly establish the expectations of the customers or sponsors.
- Understand personal expectations and interests.
- Clarify accountability, recognition, and rewards.
- Assess resources; see who has what to contribute.
- Leader provides direction and drives the team process.

Catalyst Consulting Team

STORMING

Behaviors
- Differences and confusion arise over goals and roles.
- Struggles erupt over approaches, direction, and control.
- Team members react toward leadership with counterproductive behaviors.
- Team is uncertain about how to deal with issues openly.
- Team wrestles with issues of communication.
- Members act from an independent stance.

Tasks
- Involve everyone in the discussion.
- Inquire into differences; include all ideas and opinions.
- Seek further clarity about purpose and develop a common approach to meeting project objectives.
- Assess and test resource needs; make necessary adjustments.
- Define operational agreements (norms).
- Leader raises difficult issues and coaches team through struggles.

NORMING

Behaviors
- Team gains confidence, feels a sense of momentum.
- "What," "How," "Who," and "When" become clarified.
- Team develops agreements on approaches, goals, communication, and leadership roles.
- Team builds relationships with externals (customers, key stakeholders).
- Members begin to relate interdependently.

Tasks
- Develop processes for information sharing, feedback, and resource distribution.
- Have open forums on tasks and relationships, both internal and external.
- Build appropriate feedback loops with external relationships.
- Work toward consensus on overarching issues. Negotiate where appropriate.
- Leader uses a facilitative style to create the opportunity for others to lead.

PERFORMING

Behaviors
- Members take full responsibility for tasks and relationships.
- Team achieves effective and satisfying results.
- Team takes the initiative to continually assess external forces.
- Team facilitates itself easily through the various stages.
- Members work proactively for the benefit of the team.

Tasks
- Continuously seek to improve tasks and relationships.
- Assess and evaluate results against purpose and external forces.
- Celebrate successes—reward and recognize both team and individuals wins.
- Continuously test for better methods and approaches.
- Leader focuses on purpose, interdependent relationships, and conditions that shift the stages.

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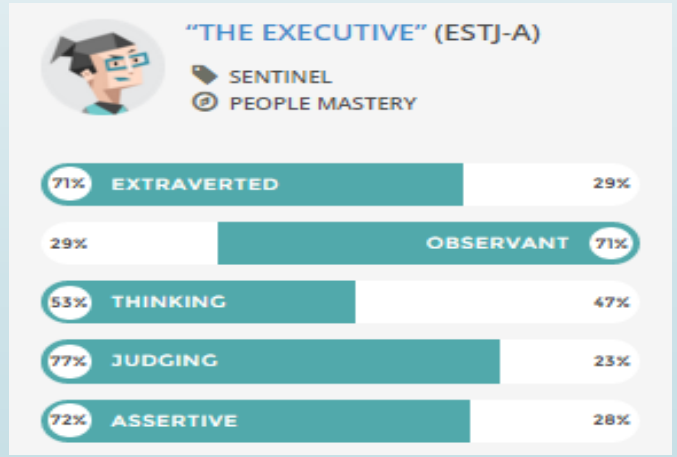
"I enjoy working in a team oriented environment."
Jamal Baadani



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ACHIEVAL STRATEGIES
JAMAL BAADANI

FORMAL EDUCATION

MA in Human Resource Management
Concordia University, St. Paul, MN

Master Coursework in Project Management
George Washington University, Wash, DC
One Semester, Intro to Project Management

BS in Liberal Studies
Excelsior College (USNY), Albany, NY

Certificate in Human Resource Management
George Mason University, Fairfax, VA

Graduate, U.S. Marine Corps Recruiters School

PROFESSIONAL EDUCATION

Project Management Certificates
(Cheetah Learning & DynCorp International)

Graduate, Advertising Sales School
(GTE Directories, now Verizon)

Professional Selling Skills I and III
Selling Against the Competition
(Xerox International)

Negotiating Success
(Miller Heiman, LLC)

Solution Selling, Base Sales Training, & Public Speaking

CORE COMPETENCIES

Critical Thinking ~ Leadership ~ Vision
Needs Analysis ~ Compliance ~ Forecasting

Cost Control ~ Reporting ~ Change Management
Project Management ~ Market Penetration

Organizing Resources ~ Policy & Procedure Design
Process Optimization ~ Staff Competency Training

Risk Assessment ~ Problem Solving

Jamal is a Highly accomplished, award-winning talent acquisition and recruiting executive (retired U.S. Marine Senior NCO Leader) with proven international record of success overseeing programs and departments for Constellis, Inova, Comcast, DynCorp International, AECOM, the U.S. Dept. of Defense, the U.S. Dept. of State, and others. He Excels at building and leading top-performing teams, establishing domestic and foreign recruiting initiatives, and identifying strategies for reducing costs while maximizing ROI. Experienced at high-volume and executive recruiting. Background includes managing multi-million-dollar budgets, coordinating expatriate and veteran hiring initiatives, managing diversity programs, and promoting positive culture.

ACHIEVAL STRATEGIES
TEAM DEVELOPMENT

Nermina Memić-Mujagic, GPHR
International Recruiting Center Manager at DynCorp International

"I worked with Jamal Baadani at DynCorp International's Europe staffing office in Sarajevo, Bosnia as the International Recruiting Center Supervisor and his successor. Jamal has been a great leader and mentor, the type who enjoys to set an example for all the team members to follow. He led a team of U.S. Expatriate, United Kingdom, and Bosnian employees. His Organizational Development initiatives were instrumental in development of team cohesion between the three groups operating in a cultural, geographical, and business roles divide. What was extremely poignant was his ability to foster respect, understanding, and common purpose from everyone in order to achieve the staffing goals we faced together. Because of his ability to bring teams together, our office became a unified one. For me personally, Jamal was able to bring out the best in me and motivate me to achieve goals, sometimes beyond what I thought I could achieve, helping me to challenge myself to be a better leader and person I am today. Jamal became a leader I could trust and respect, but most importantly he became a good friend, one who cares for everyone equally regardless of color, race, or gender. I would work with Jamal in the future if the opportunity presented itself. **less**"

Praveen Sasidharannair
Recruitment Lead at McFadyen Solutions

"Few people have the opportunity to report to a manager who is also a coach and mentor - but I did when I worked for Mr. Jamal.
I had the pleasure of working with Mr. Jamal, for two years at DynCorp International, collaborating on several recruitment projects.
I was always in awe of Jamal's ability to command a room and get people on board with idea - even people who were initially on completely different pages.
Mr. Jamal makes things happen ! His ability to listen and understand his colleagues' needs allows him to consult effectively. He leads by example and is a trusted personality.
As a leader, Mr. Jamal, earns my highest recommendation **less**"

Pat Darapheth
Director of Client Relations at Lucent Aviation

"I am privileged to have worked with Jamal on the LOGCAP IV Program in India. He is one of the most motivated and enthusiastic professionals that I've had an opportunity to work with. His knowledge of business and approach to developing and maintaining relationship makes him a great leader and inspires those around him."

Jacques G.
Vice President, Talent Acquisition at Resolvit

"Jamal is one of the best leaders with excellent operations management skills who is definitely a star professional. I am impressed by his great skills, his ability to handle volumes of tasks, manage several large-scale cross functional initiatives and still produce quality results. He was considered to be a hero on our team, a manager who can handle pressure and stress in the most positive way; and someone we were very lucky to have as a leader. He is a dedicated, top-noche Director, and I must say that I have learned a lot by following his example. Jamal is the kind of Leader who appreciates hard work people and gives them credit when needed to highlight their hard work. He understands the importance of giving the chance of an A performer employee to perform as an A+ to prove himself and coach him/her through the road to success and to the next level. I will definitely consider working for him in the future at any given time if given the chance.

Adil Scott
Consultant at Booz Allen Hamilton

"It is with a deep sense of honor and pride that I recommend Jamal Baadani. Jamal was my senior manager at AECOM, and the director of talent acquisition. Jamal was responsible for creation of one of the best talent acquisition teams I have ever worked for, and was in charge of all duties in relation to management and operations.

I would without say that in my 6 years in recruiting; I have never worked for a more talented and skilled manager than Jamal. Jamal was not just a senior manager, but rather was someone who was passionate about what they did and cared for the people were under him.

If given a second chance I would be my honor to work for Jamal again in a heartbeat, and unequivocally will say that represents everything positive in the recruiting and operations support arena of Government Services. **less**"

Savita Husseini
Recruiter at Global Linguist Solutions

"It is with great privilege that I write in recommendation of Jamal Baadani. I had the pleasure to work with Jamal who is one of the most dedicated managers I have met in my career as a recruiter. He is a very hard working, very responsive and detail oriented. In my dealing with him, he has proven to be very professional, knowledgeable and sincere. His dedication and excellent work ethics make him an asset to any company. In future I will be more then glad to work for him again if I have the opportunity. Jamal is a team player, a great person and an absolute great manager." **less**

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POINTS OF CONTACT

JAMAL S. BAADANI
FOUNDER & MANAGING DIRECTOR

MOBILE: 818-425-7389
EMAIL: JAMAL.BAADANI@ACHIEVALSTRATEGIES.COM

ADDRESS:
1751 PINNACLE DRIVE, SUITE 600
MCLEAN, VA 22102