GENERAL SERVICES ADMINISTRATION
Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage™, a menu-driven database system. The INTERNET address for GSA Advantage™ is: http://www.GSAAdvantage.gov.

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at http://www.gsa.gov/schedules-ordering

MULTIPLE AWARD SCHEDULE (MAS) CATALOG
Price list current as of Modification #PS-0025 effective 3 July 2019

Schedule for – Multiple Award Schedule (PSS)
Contract Number: GS-10F-0412P

Contract Period: 09 July 2004 through 08 July 2024

Contractor: The Millennium Group International, LLC
  • Address: 46169 Westlake Dr., Suite 240, Sterling, VA 20165
  • Website: www.tmgi.net
  • Business Size: Small, Small Disadvantaged Business

Contract Administration Point of Contact:
  Jeffrey Rocha, CEO,
  Phone: (703) 260-6710,
  Fax: 703-763-2367,
  Email: jeffrocha@tmgi.net

The Millennium Group International, LLC
www.tmgi.net  703-260-6716  Small Business, SDB Certified
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Customer Information

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54161</td>
<td>541611RC</td>
<td>Integrated Consulting Services</td>
</tr>
<tr>
<td>61143</td>
<td>611430RC</td>
<td>Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships</td>
</tr>
<tr>
<td>61151</td>
<td>611512RC</td>
<td>Flight Training</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the Lowest Priced Model: N/A

1c. Description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided: (See pages 12-13)

2. Maximum Order: $1,000,000

3. Minimum Order: $100

4. Geographic Coverage (delivery area): Domestic only

5. Point(s) of Production: Same as Company address

6. Discounts: Government net prices (discounts already deducted)

7. Quantity Discounts: N/A

8. Prompt Payment Terms: Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government purchase cards are accepted at or below the micro purchase threshold: Yes

9b. Notification that Government purchase cards are accepted above the micro purchase threshold: Yes

10. Foreign items: None

11a. Time of Delivery: As specified on each Task Order/Service Agreement.

11b. Expedited Delivery: N/A.

11c. Overnight and 2-day delivery: N/A

11d. Urgent Requirements: Contact Contractor.

12. F.O. B points: Destination.

13a. Ordering Address: Same as Company address.

13b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket
Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment Address: Same as Company address.
15. Warranty Provisions: Contractor’s standard commercial warranty.
16. Export packing charges: N/A
18. Terms and Conditions of Rental, Maintenance, and Repair: N/A
19. Terms and Conditions of Installation: N/A
20. Terms and Conditions of Repair Parts: N/A
20a. Terms and Conditions for Any other Services: N/A
21. List of Service and Distribution Points: N/A
22. List of Participating Dealers: N/A
23. Preventative Maintenance: N/A
24a. Special attributes such as environmental attributes (e.g., recycled content energy efficiency and/or reduced pollutants): N/A
24b. If applicable, indicate that Section 508 compliance information is available on EIT supplies and services: N/A
25. Data Universal Numbering System (DUNS) number: 128132094
26. Notification regarding registration in System for Award Management (SAM) database: Registered.
About The Millennium Group International

The Millennium Group International, LLC (TMG) is a small, SBA SDB Certified management consulting and professional services firm. TMG is based in the Washington, DC area and has served government clients since 1998. Clients benefit from using our most innovative methods of building organizational capacity. Our dedication and long-standing commitment to quality ensure you that long-term projects will be completed on time and to your full satisfaction. Because we work with you to create strategies and policies that stand the test of time, the future of your organization is secure.

TMG Expertise

Organizational Transformation
- Organizational Assessment & Design
- Reorganization Support
- Assessment Instruments
- Stakeholder Analysis
- Strategic Planning
- Change Management
- Strategic Communications

Human Capital Strategies
- Strategy Development
- Talent Management
- Diversity & Inclusion
- Facilitation
- Employee Engagement
- Workforce Planning
- Competency Development

Leadership Development
- Design, Development & Delivery
- Executive Coaching
- Succession Management
- Strategic Thinking
- Teambuilding
- Mentorship Programs

Technical Assistance
- Best Practices Dissemination
- Capacity Building Guides & Tools
- Qualitative & Quantitative Research
- Webinars & Virtual TA
- Compliance Monitoring
- Meeting Planning & Logistics

Business Process Support
- Business Process Improvement
- Program Management
- Program Support Staff
- Standard Operating Procedures
- Knowledge Management
- Financial & Budget Management
- Project Management

Human Resources
- HR Service Delivery
- Onboarding
- Position Classification & Job Design
- Compensation
- Recruitment & Retention
- Performance Management

Training & Development Solutions
- Learning Needs Assessment
- Curriculum Development
- Instructor Led Delivery
- Virtual Training
- Training Planning & Logistics
- Off-the-Shelf Classes

Data Analysis
- Dashboards
- Data Analytic Tools
- Resource Management & Allocation
- Metrics & Benchmarks
Contact Information

The Millennium Group International

Jeffrey Rocha
CEO & Principal
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Sterling, VA 20165
Tel: 703-260-6710
Fax: 703-763-2367
www.tmgi.net

Contracting with TMG

Pricing

TMG will accept LH and FFP Government Awarded Prices (Net Prices)

<table>
<thead>
<tr>
<th>Labor category</th>
<th>TMG Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exec. Level/Program Manager</td>
<td>$325.00</td>
</tr>
<tr>
<td>Sr. Level/Program Mgr/Task Leader</td>
<td>$280.00</td>
</tr>
<tr>
<td>Senior Consultant</td>
<td>$220.00</td>
</tr>
<tr>
<td>Management Consultant</td>
<td>$150.00</td>
</tr>
<tr>
<td>Administrative Assistant*</td>
<td>$45.00</td>
</tr>
</tbody>
</table>

*SCLS Labor Category

The rates shown above include the Industrial Funding Fee (IFF) of 0.75%.

SCLS MATRIX

<table>
<thead>
<tr>
<th>SCLS Eligible Contract Labor Category</th>
<th>SCLS Equivalent Code - Title</th>
<th>WD Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant</td>
<td>01020-Administrative Assistant</td>
<td>15-4281</td>
</tr>
</tbody>
</table>

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are in line with the geographic scope of the contract (i.e. nationwide).
Representative Client List

**Representative TMG Federal Government Clients**

- Army
  - Army National Guard
  - Army CECOM
- Congressional Budget Office
- Department of Commerce
  - Bureau of Economic Analysis
  - Census Bureau
  - Office of Secretary
  - Office of General Counsel
  - Office of CIO
- Department of Defense
  - DSCA
  - WHS
- Department of Health and Human Service
  - CMS
  - HRSA
  - FDA
  - NIH/Clinical Center
  - SAMHSA
- Department of Education
  - Office of Management
  - OESE
- Department of Energy
- Department of Homeland Security
  - DOD
  - WHS
- Department of Transportation
  - FMCSA
  - FTA
  - FHWA
- Department of the Interior
- Department of the Treasury
  - Debt Management Service
  - TIGTA
  - Treasury Acquisition Institute
- GSA
  - Federal Acquisition Institute
- Library of Congress
  - CRS
- Navy
  - Military Sealift Command
- NASA
  - Goddard
  - Headquarters
  - Langley
- USAID
- USDA
  - APHIS
  - ERS
- USPS
  - OIG
| Acterna                                      |
| The Adams National Bank                     |
| Advanced Technology Systems                 |
| American Association of Justice             |
| American Chemical Society                   |
| American College of Cardiology              |
| American Council on Education               |
| American Diabetes Association               |
| American Institute of Ultrasound in Medicine|
| American Israel Public Affairs Committee     |
| American Management Systems                 |
| American Petroleum Institute                |
| American Psychiatric Association            |
| American Psychological Association          |
| American Public Health Association          |
| American Red Cross                          |
| American Society of Civil Engineers         |
| American Systems                            |
| The American University and WAMU            |
| Army CECOM                                   |
| Army National Guard                         |
| Association of Financial Professionals      |
| Association for Supervision and Curriculum  |
| Development Alternative, Inc.               |
| Dewberry and Davis                          |
| Dimensions Healthcare System                |
| E*TRADE Bank                                |
| Economic Research Service                   |
| Employment Enterprises Inc.                 |
| Elizabeth Glaser Pediatric AIDS Foundation  |
| Family Health International                 |
| Federal Acquisition Institute               |
| Federal Motor Carrier Safety Admin.         |
| Federal Student Aid                         |
| FEMA                                        |
| FIBRETEK                                    |
| Food and Drug Administration                |
| Friendship Public Charter School            |
| General Dynamics                            |
| Getronics                                   |
| Health Resources Services                  |
| Johns Hopkins University Applied Physics    |
| Laboratory                                  |
| JustinBradley                               |
| L-3 Communications                          |
| Library of Congress; Congressional Research |
| Leica Microsystems, Inc                    |
| Lockheed Martin                             |
| Maggio & Kattar, PC                         |
| ManTech International Corporation           |
| Marriott International                      |
| McDonough Bolyard Peck                      |
| MD & VA Milk Producers Cooperative          |
| Association, Inc                            |
| Military Officers Association of America    |
| Military Sealift Command                    |
| MITRE Corporation                           |
| Meridian Medical Technologies               |
| Monster                                     |
| MPR Associates                              |
| NCQA                                        |
| NCRCIC, Inc.                                |
| NASA Goddard                                |
| NASA Headquarters                           |
| NASA Langley                                |
| National Air Transportation Association     |
| National Association of Broadcasters        |
| National Association of Wholesalers         |
| National Council of Teachers of Mathematics (NCTM) |
| The Nature Conservancy                      |
| NIH/National Institute for Allergies & Infectious Diseases |
| Noblis                                      |
| Northrup Grumman                            |
| Ocean Pines Fire Department                 |
| Orange Business Systems                      |
| Orbital Sciences                            |
| Peake DeLancey                              |
| Personal Communications Industry Association|
| Porter Novelli                              |
| Rolls Royce of North America                |
| Savvis                                      |
| See Forever Foundation                      |
| SHRM/HRCI                                   |
| SiloSmashers                                |
| Social Security Administration              |
| SRA International, Inc.                     |
| Synthetic Organic Chemical Manufacturers Association (SOCMA) |
| Thales Communications, Inc.                 |
| Trade Center Management Association         |
| Trammell Crow Company                       |
| Treasury Acquisition Institute              |
| Treasury Inspector General for Tax          |
| Administration                              |
| Triple Canopy                               |
| US Conference of Catholic Bishops           |
| USAID                                       |
| USDA                                        |
| USO                                         |
| USPS Office of Inspector General            |
| US Census Bureau                            |
| US Geological Survey                        |
| University of Maryland/Baltimore            |
| Vangent, Inc.                               |
| VeriSign                                    |
| Vibrant Solutions                           |
| VISA International                          |
| Virgin Galactic                             |
| Washington Metro Transit Authority          |
| Washington Gas                              |
| Washington Speakers Bureau                  |
| WebMethods                                  |
| The Wilderness Society                      |
| Washington Headquarters Services            |
| Women in Technology                         |
Organizational Transformation

The Millennium Group International, LLC (TMG) partners with clients seeking to improve performance through analysis of existing business problems, development of improvement plans, and facilitation of implementation. Since 1998, TMG is a trusted, well-respected management consulting partner noted for our exemplary credentials, objective advice and recommendations, and our consultant’s specialized business experience and expertise.

TMG Consulting Services provide a blend of strategy development, change management assistance, financial analysis, operational improvement guidance, development of coaching skills, and technology implementation. TMG consultants are current in their field, which provides clients with industry benchmarks and the insight to apply best practices in unique organizations.

The TMG Advantage

✓ Improve Bottom Line Results
✓ Course Correct and Get on the Path to Success
✓ Align People, Processes and Technology
✓ Stimulate Growth Through Innovation
✓ Boost Productivity, Engagement and Retention
✓ TMG is the ideal partner

Strategic Planning and Development

Translate the organization vision into reality. Strategic plans are developed through an integrated approach of balancing the vision and mission of the organization with everyday operations. Bring clarity and alignment through the creation of a strategic roadmap. Implement strategy with Leadership Team Facilitation, Talent Assessments, Incentives & Accountability Structures, Coaching, and Gap Analysis.

Business Process Transformation

The TMG team partners with clients to improve business processes through redesigning the way work is done to better support the organization’s mission and reduce costs. This is accomplished through identifying customer needs and performance problems, reassessing strategic goals, defining reengineering opportunities, managing reengineering projects, and controlling risks while maximizing benefits.

Reorganization Support

TMG examines the full scope of how work is accomplished and finds approaches new ways of managing human capital. Work will need to be accomplished in new ways and sometimes with fewer resources. Clients may need to restructure to meet mission changes. Employees need to understand the changing nature of their organization and the way work will be structured and completed.

Stakeholder Analysis

TMG will identify the individuals or groups that are likely to affect or be affected by a proposed action or solution, and sort them according to their impact on the action and the impact the action will have on them.

Change Management

TMG can transition individuals, team, and organizations from a current state to a desired future state.

Assessment Instruments

TMG Whole System Review© (WSR)
Gain broad understanding of organizational health. Assess the strength and opportunities to improve the organization. Results are presented through a five-dimension maturity model framework.

TMG Customer Service Review© (CSR)
Learn about performance from customers. Gain broad understanding of what customers want and need. Assess the performance of key business processes. Results are presented through a customer relationship maturity model framework.

Organizational Development

Articulating the vision, mission, goals, and values provides the foundation and the capability to decentralize, while allowing the organization to maintain adaptiveness and speed as the company diversifies and grows.

Continuity

Consultants often stand in to provide continuity in transitional positions on a temporary basis.
Human Resources Consulting

The Millennium Group International, LLC (TMG) provides clients with Human Resources Consulting services to strengthen HR support capacity, enabling the treatment of employees in an effective, legal, fair, and consistent manner. TMG consultants allow clients to accelerate completion existing initiatives, undertake new projects or quickly solve difficult, pressing issues.

Benefits

✓ Create a more efficient and effective HR organization.
✓ Improve ability to anticipate and support organizational changes.

Total Rewards and Compensation

Compensation Planning
Comprehensive total rewards and compensation services - analyses, design, and implementation consultation. Update your compensation plan now, in order to attract and retain employees, improve morale, and control labor costs.

Classification and Job Design
TMG assists with job design and assigning positions to a pay system, series, title, and grade or band, based on consistent application of position classification standards.

HR Guidelines/Policies
Employee Handbooks
Reference guides to employee resources, policies and procedures.

HR Audits
Thorough review and analysis with recommendations for change to ensure the organization remains internally and externally compliant.

Interim Placements
From Director level to Generalist, ensuring the continuity of services to the organization to promote a steadfast Human Resources function.

Strategic Workforce Programs

Employee Opinion Surveys
Gather data about organizational values, retention, employee engagement, etc. Follow up with implementation of recommendations for organizational climate improvement.

Career Transition Services
Provide guidance, expert assistance, and client coaching during career transition to enhance career transition skills.

HR Strategic Leadership Development
Leadership development series geared specifically to HR leaders, targeting consulting, teaming and strategic thinking skills.

Onboarding Programs
Structured program which expedites new-hire-to-productivity cycle time, accelerates the socialization process, improves new-hire retention rates and creates employee engagement.

Recruitment & Retention
Comprehensive retention studies and recommendations for dramatically improving employee retention.

Performance Management
Design and customize performance management training as well as performance management systems.

Strategic Workforce Planning
A process for identifying and addressing gaps between the current workforce and future needs.

Interventions

Organizational Development
Develop internal capacity to most efficiently and effectively conduct core mission and to sustain organization over the long term.

Change Management
Transition individuals, teams, and organizations from a current state to a desired future state.

Mediation
Assisting individuals in client organizations with reconciling differences through a confidential, trust building process.

HR Service Delivery
Human Resources HR Service Delivery TMG provides recruitment, retention, and onboarding strategies, employee relations, organizational and employee development, workforce planning, benefits analysis, compensation planning, and succession planning. We will consult with the client organization in evaluation, developing, and implementing practices to ensure effective and consistent human resources management practices and procedures.

The TMG Advantage

✓ Subject Matter Experts
✓ Customized Solutions For High Impact
✓ Experienced With Delivering Results
Leadership Development

The Millennium Group International, LLC (TMG) provides clients with leadership development programs which bring out the best in leaders. Since 1998, TMG has partnered with a wide variety of commercial, non-profit and government organizations to enable leaders to accelerate performance in alignment with organizational goals with sustained measurable results. Leaders learn to communicate, delegate, and follow through effectively, to help the team deliver business results and develop group capacities and strengths.

Benefits to Expect
- Better business results
- Greater employee engagement
- Improved employee performance
- Higher retention
- Greater accountability
- More effective teams
- Leaders that work effectively with diverse viewpoints

Succession Management
The overarching rationale for developing most succession management processes is a desire to build "bench strength", develop leadership behaviors, and retain high performers in order to ensure future organizational effectiveness. TMG designs and implements succession management/leadership development processes that reflect current marketplace and organizational trends such as flat organizations, inclusive organizational cultures, and the creation of leadership and team cultures.

Executive Coaching
TMG’s coaches provide in-person coaching services by meeting face-to-face with the executive and distance coaching electronically between face-to-face meetings. The coach also plans strategies to support the executive, designs experiments, and documents process and progress. TMG utilizes a 4 phase process generally implemented over a three to six month timeframe. Coach “matching” is facilitated by TMG’s so that the executive can interview and select a coach based on expertise in executive goal areas and learning/interaction style.

Leadership Development Training
Foundational and skill-building leadership training helps managers at every level understand the role of an effective leader in your organization. Participants assess their own natural leadership style and identify areas for development and improvement. Leaders will learn how to make decisions to involve team members to a lesser or greater degree, depending on the circumstances of each situation. Learning focusing on the following competencies:
- Developing self
- Developing others
- Improving work processes
- Leading organizational change

Leadership Team Development
TMG Executive Coaches facilitate and coach leadership teams to focus strategically, develop and implement strategy, solve real-time business issues, and improve team effectiveness and interactive processes. Leadership team development enables leaders and team members to re-think the way they approach problems. Teams will adopt new ways of communicating, making decisions, and getting results, thus resulting in an increase in capacity to learn and collaborate with team members.

Action Learning
Participants learn to question their own and each other’s thinking rather than giving advice. As a result, participants develop better coaching skills, and refine the art of effective questioning and teamwork.

Mentoring Programs
Mentoring is a development strategy through which seasoned individuals share knowledge, expertise, skills, values, perspectives, attitudes and know-how with others in a one-on-one or group setting. This process enables the learner to build skills and knowledge while attaining specific organizational and career development goals. It provides an opportunity for the experienced person to enhance skills and knowledge areas as a mentor.

Program Support
360 assessments, offsites, leadership competencies development and much more!

The TMG Advantage
- Wide variety of development programs
- Sizable cadre of Top Coaches, Instructors and Facilitators
- Customized for high impact
- Interactive and engaging
- Experienced with getting results
- Superior service through a partnering approach: collaborative and responsive
Executive Coaching

Executive Coaching is about bringing out the best in people. It has taken on new forms and meanings as we conduct business in the 21st Century. The Millennium Group International, LLC’s (TMG) Executive coaching process assists organizations, executives, managers, teams, and individuals learn, grow, and change.

For decades, athletes, public speakers, and performing artists have turned to coaches to help them perform better. TMG’s Coaches facilitate movement to the next level of performance by creating a learning process designed to help individual’s understand what is needed to reach their personal best.

The TMG Advantage

- Sizeable cadre of experienced certified coaches
- TMG Coach Match selection process providing the right choice for clients
- Experienced with getting results
- Superior service through a partnering approach: collaborative and responsive

The Benefits

- Set bigger and better goals
- Make better decisions
- Take more effective and focused actions
- Develop personal accountability
- Balance life with less stress

The TMG executive coaches are all certified by organizations recognized by the International Coaching Federation or have experience equal to certification. The typical profile of a TMG coach is:
- 15 years of business experience with high level leadership experience
- 10 years of executive coaching and organizational development experience as a consultant
- Focused on outcomes and results.

All of the TMG coaches have had their own executive career, which affords our coaches an excellent mix of academic and practical working knowledge. These characteristics enable faster results for the client. TMG coaches are typically coach mid to senior level career level executives and are experienced with C-level executive and board of directors facilitation assignments.

TMG carefully selects its consultants from referrals received from current consultants, clients and business colleagues. More than 50% of TMG’s consultants have served TMG clients for over five years and several have been on the TMG consultant team since business inception in 1998.

The Millennium Group International LLC’s Executive Coaching is generally implemented in four phases in 6-12 monthly meetings over a three to six month timeframe. Phases I and II initiate the process with Assessment (data gathering) and Strategy Setting (determining client goals, strategies, and techniques). Phase III, Implementation, works toward achieving stated objectives through behavior, strategy and focused change. Phase IV, Close-Out, Reporting and Evaluation assesses results in relation to goals and makes recommendations for next developmental steps.

TMG’s coaches provide in-person coaching services by meeting face-to-face with the executive and distance coaching electronically between face-to-face meetings. The coach also plans strategies to support the executive, designs experiments, and documents process and progress.

Coach “matching” is facilitated by TMG’s provision of several certified coach biographies from which the executive can interview and select based on expertise in executive goal areas and learning/interaction style.
Training & Development Solutions

The Millennium Group International, LLC (TMG) provides clients with Professional Development solutions to build organizational capacity. TMG staff uses best practices, new technologies, and innovative methods to develop end-to-end training programs that meet critical goals. Our objective for every engagement is to maximize the application of learning to the job, which leads to increased productivity and performance effectiveness.

Examples of our successful projects include developing of learning & knowledge management strategy, organizational training plans, standard operating procedures, training program evaluation. Our support also includes overall event coordination, pre-event planning, onsite logistics support, facilitation, post-event reporting, and training evaluation.

Learning Needs Assessment
TMG can identify performance requirements and the knowledge, skills, and abilities needed by an organization’s workforce to achieve the requirements. Our needs assessment will identify the “gap” between performance required and current performance.

Curriculum Development
TMG uses the best practices of instructional systems design to create learning programs for clients. We use the ADDIE model as a systematic process to assess customer training needs, current programs, and ultimate goals. TMG develops formal and informal learning programs for delivery using a variety of methods.

Virtual Training
Through our virtual environment, our coaches and facilitators can provide detailed training to meet our clients needs.

Training Program Management
TMG provides additional capacity to clients, helping to create, manage, monitor, and execute training programs.

Instructor-Led Delivery
TMG provides expert facilitators to teach workshops and training courses for various levels and needs

Off-The-Shelf Training Classes
TMG delivers a variety of training programs from half-day workshops to blended learning experiences utilizing top subject matter experts. All programs can be customized to reflect the client’s unique work culture and business. For instance, we can include specific industry case studies or add client organization’s specific forms and processes into the training.

• Leadership & Management
• Career Management
• Communications
• Compliance
• Customer Relations
• Emotional Intelligence
• Human Resources
• Managing Performance
• Program for Administrative Professionals
• Personal Effectiveness
• Team Building
• Workplace Issues

See the complete TMG Catalog at: http://tmgi.net/training-catalog.html

Methodologies
The workshops TMG provides utilize a variety of learning methodologies including:

• Self-assessments to help participants understand themselves and others in a specific environment.
• Interactive class discussion for peer learning.
• Experiential exercise and case studies to assist in workplace application.
• Videos to assist in seeing the appropriate workplace behavior.

These learning tools and techniques enable participants to appreciate individual differences and to develop effective strategies for leading, managing and working with each other. At the end of every program, participants apply the learning through creating a personal development action plan.

The TMG Advantage
✓ Wide variety of development programs
✓ Sizable cadre of Top Instructors and Facilitators
✓ Customized for high impact
✓ Interactive and engaging
✓ Experienced with getting results
✓ Superior service through a partnering approach: collaborative and responsive
Management Consulting

The Millennium Group International, LLC (TMG) partners with clients seeking consulting services to improve performance through analysis of existing business problems, development of improvement plans, and facilitation of implementation. TMG is a trusted, well-respected consulting partner noted for our exemplary credentials, objective advice and recommendations, and our consultant’s specialized business experience and expertise. Consultants often stand in to provide continuity in transitional positions on a temporary basis. TMG Consulting Services provide a blend of strategy development, change management assistance, operational improvement guidance, development of coaching skills, financial management, and technology implementation. TMG consultants are current in their field, which provides clients with industry benchmarks and the insight to apply best practices in unique organizations.

The TMG Advantage

✓ Sizeable cadre of authoritative expert consultants
✓ Wide range of subject matter expertise
✓ Experienced with getting results
✓ Superior service levels through a partnering approach: collaborative and responsive

Grants Management and Technical Assistance

• Technical Assistance
• Meeting Planning, Logistics & Facilitation
• Compliance Reviews
• Best Practices Reviews
• Document Development
• Assessments

Human Resources Consulting

• Total Rewards and Compensation Studies
• On-Boarding Programs
• Retention
• Performance Management
• HR Handbooks & Audits
• Affirmative Action Plans
• Interim Placements

Strategy and Organizational Development

• TMG Strategic Roadmaps
• TMG Strategy Implementations
• TMG Balanced Scorecard Process
• TMG Strategic Workforce Planning

Team Building

• Peer Coaching/Facilitated Learning Teams
• Action Learning
• Blended Learning Solutions

Measurements and Benchmarking

• Surveys
• Metrics and benchmarking
• Assessments

Technology Implementation

• Business Modeling and Analysis
• IT Governance
• Program and Project Management
• Systems Implementation

Financial Management

• Cost Estimation and Analysis
• Budgeting and Analysis
• Economic Analysis
• Earned Value Management (EVM)
• Program/Project Management
• Capital Budgeting
• Schedule Management and Analysis
• Business Analysis

The TMG Process

TMG customizes all service offerings to meet the needs of the client. TMG partners to:
1. Determine project goals
2. Produce and validate the project/process design
3. Generate a base from which to track/measure project viability
4. Plan for client involvement
5. Design powerful processes
6. Implement appropriate assessments, research, data gathering, surveys, best practices
7. Generate organizational, team, individual development/change plans
8. Provide traditional and non-traditional approaches to on-going support and reinforcement for organizational/behavioral change
9. Evaluate program effectiveness
LABOR CATEGORY DESCRIPTIONS

EXECUTIVE LEVEL/PROGRAM MANAGER
The Millennium Group International's Job Title: Executive Level/Program Manager
Leads program management and strategy efforts in planning and organizing appropriate key resources to support and complete management, organizational and consultation services. Is the senior level manager for the coordination of consulting efforts with federal agency or private sector senior executive or senior management team.
Duties:
• Performs Strategic Planning
• Performs Workforce Planning/Program Staffing
• Manages Programs i.e. drives strategy implementation; provides client and consultant interface; selects, coordinates with, trains other adjunct or staff resources; serves as the director or leader, coach and mentor to all team members on contracting engagements; conducts program-level negotiations; performs planning/budgeting; determines and drives project integration and linkages; conducts program tracking/evaluation; devises program strategy or strategy adjustments to address change; reviews project evaluation and strategies modifications; manages consultants
• Provides subject matter expertise
Minimum Requirements:
Ph.D. and 10 years of applicable experience, or Masters Degree and 15 years of applicable experience or Bachelor's Degree with 20 years applicable experience

SENIOR LEVEL/PROGRAM MANAGER/TASK LEADER
The Millennium Group International's Job Title: Senior Level/Program Manager/Task Leader
Serves as a project leader and is recognized as accomplished in one of more of the project areas. Serves as the project manager and/or team lead for a team of consults, supporting a major organizational initiative or effort.
Duties:
• Manages overall project
• Scopes and designs new projects
• Selects, coordinates with, trains other adjunct or staff resources.
• Designs, organizes, leads and conducts benchmarking/project research efforts
• Develops strategy/planning for current projects
• Devises project strategy or strategy adjustments to address change
• Tracks project(s)
• Strategies with, interacts with, meets with, interviews, facilitates focus groups, makes presentations to organizational leadership
• Develops project/training/focus group/intervention/developmental/web-based designs
• Develops project assessment processes
• Develops communication plans
• Manages to deliverables
• Documents processes
• Delivers Executive/Leadership Development and Coaching
Minimum Requirements:
Masters Degree and 10 years of applicable experience, or Bachelor's Degree and 15 years of applicable experience
SENIOR CONSULTANT
The Millennium Group International's Job Title: Senior Consultant
Provides consulting services to organizational leadership and staff members on implementation initiatives. Supports efforts through design, development, implementation of organizational initiatives, training and development programs, organizational capacity building processes, identifying best practices, and creating and assessing performance measurements. May be under the supervision of the Project/team leader or may work independently.

Duties:
- Produces deliverables
- Interfaces with other organizational functions necessary to produce deliverables
- Meets and coordinates with staff, committees, advisory groups
- Designs, develops and presents executive leadership and staff training programs
- Implements organizational/project change
- Implements communication plans
- Delivers group facilitation, interviewing, training and provides additional forms of knowledge transfer.
- Coordinates with, trains other adjunct or staff resources
- Coaches presenters/trainers

Minimum Requirements:
Masters Degree and 5 years of relevant experience, or Bachelors Degree and 10 years of relevant experience.

MANAGEMENT CONSULTANT
The Millennium Group International's Job Title: Management Consultant
Provides consulting services to staff members on implementation initiatives. Supports efforts through design, development, implementation of organizational initiatives, training and development programs, organizational capacity building processes, identifying best practices, and creating and assessing performance measurements. May be under the supervision of the Project/team leader or may work independently.

Duties:
- Produces deliverables
- Interfaces with other organizational functions necessary to produce deliverables
- Meets and coordinates with staff, committees, advisory groups
- Designs, develops and presents staff training programs
- Implements organizational/project change
- Implements communication plans
- Delivers group facilitation, interviewing, training and provides additional forms of knowledge transfer.
- Coordinates with other adjunct or staff resources

Minimum Requirements:
Bachelor's Degree and 5 years of experience
ADMINISTRATIVE ASSISTANT
The Millennium Group International's Job Title: Administrative Assistant
Provides administrative project support.
Duties:
• Drafts communications vehicles from approved copy
• Designs graphics
• Lays-out vehicle design
• Coordinates approval process
• Produces communications vehicles
• Consults on branding and organizational "look"
• Consults on marketing process
• Provides other administrative support as assigned
Minimum Requirements:
• High School Diploma; Four year degree preferred but not required
• Minimum of three years experience in a communications/marketing/administrative level position in business or government

Substitution Criteria:

Ph.D. equal to Masters Degree and 5 years of additional applicable experience
Masters Degree equal to Bachelor’s Degree and 5 years of additional applicable experience