

# THE HARDING GROUP L.L.C.

MANAGEMENT SERVICES

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## Specializing in Public Sector Government Improvement

- **Labor Relations Negotiations**  
We have successfully negotiated over 60 labor agreements through “Win, Win Position Reconciliation Bargaining”.
- **Operations improvement.**  
Implementation of Lean Processes  
Elimination of waste through enhancement of value added activity.
- **Budget/strategic plan development.**  
Do more with less through Zero base, Mission driven budgeting.
- **Interim City, County and Town Administration**  
Manage operations during leadership transitions.
- **Leadership and Staff Development**  
Through the use of a variety of assessment tools we can improve individual and team performance and interaction.
- **Special Projects**  
Compensation/Benefit Analysis, Affirmative Action Policies, Employee handbook development and updates, ROI analysis, financial analysis.
- **Recruitment**  
We have experience recruiting at all levels, but our forte would be at the managerial or executive level.
- **Conflict resolution/mediation**  
Evaluate labor, equal rights and civil rights claims and develop a strategy that best resolves the issue.
- **Experienced Staff**  
Over 100 years of experience working with public and not for profit organizations in our network.