Booz Allen Hamilton
Business Opportunity Session
Human Capital & Learning
Wednesday, November 18, 2015
National Veterans Small Business Engagement
About Booz Allen Hamilton

Booz Allen Hamilton has been at the forefront of strategy and technology for more than 100 years. Today, the firm provides management and technology consulting and engineering services to leading Fortune 500 corporations, governments, and not-for-profits across the globe. Booz Allen partners with public and private sector clients to solve their most difficult challenges through a combination of consulting, analytics, mission operations, technology, systems delivery, cybersecurity, engineering, and innovation expertise.

With international headquarters in McLean, Virginia, the firm employs more than 22,500 people globally, and had revenue of $5.27 billion for the 12 months ended March 31, 2015. (NYSE: BAH)
Booz Allen Government Health Consulting

Working Across the Industry to Find Solutions and Drive Strategy

Booz Allen’s unique position of working across government and commercial healthcare segments provides a differentiated perspective on the industry as a whole. Our insights and thought leadership, drawn from decades of collaboration with public sector health agencies, help to inform governments on mission critical issues and to find innovative solutions to the public health challenges facing us worldwide.

From helping to ensure timely delivery of safe and effective drugs to people in need, to making sense of the challenges and opportunities of a national or regional health information network, and to exploring ways to provide quality health care and coverage to millions, Booz Allen Hamilton’s work in the public sector has a significant impact on the health and safety of countries around the world.

Booz Allen serves the public sector—government agencies, institutions, and infrastructure organizations worldwide—providing a broad range of management consulting, engineering, information technology, and systems development/integration services. With more than 50 years serving the public sector, Booz Allen is ranked a premier healthcare consultant to the US federal government, working with most health-related agencies in the US and with governments across the globe. Booz Allen provides a full range of strategy, technology, analytic, transformational, and programmatic expertise to optimize health operations, systems and architecture; enhance readiness; and build partnerships across all sectors of the health market.
Booz Allen Human Capital Solution Areas and Key Capabilities

- HC Strategy Development
- HC Transformation
- Leadership Development Programs
- Leadership Simulations
- Succession Management
- Leadership Assessments
- Leadership Coaching

- Competency Modeling and Assessment
- Workforce Supply/Demand Analysis
- Organizational Surveys
- Strategic Recruiting and Onboarding
- Career Pathing
- Performance Management
- Learning and Development Plans

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Booz Allen Human Capital Solution Areas and Key Capabilities

- **HC Strategy and Transformation** provides the following to our clients:
  - Aligns to and supports enterprise mission and business objectives and are scalable to a client’s unique needs
  - Provides a strategic roadmap and proven tactics to maximize human capital in an increasingly complex, resource-constrained environment

- **Workforce Analytics & Planning** provides the following to our clients:
  - Drives improved performance at the individual level through the development of core, leadership, and technical competencies
  - Employs analytic tools and approaches to maximize the collection, interpretation, and use of quantitative and qualitative data

- **Our Workforce & Talent Management solution area:**
  - Helps organizations unleash the power of their people to effect a positive impact on organizational performance and metrics
  - Provides strategies and tactics for the effective recruitment, onboarding, development, and retention of a motivated workforce with the right skills and capabilities

- **Booz Allen’s Leadership Development solution area:**
  - Maximizes performance through solutions aligned to the organization’s strategic objectives
  - Offers experiential leadership and team development programs, training, simulation design and delivery, individual assessment and coaching, and integrated organizational effectiveness strategies
Instructional Systems Capability

Booz Allen focuses on providing specific services to meet client performance needs.

- Learning Strategy & Evaluation
- Instructional Technologies
- Learning Program Management, Sustainment, & Support
- Instructional Design & Development
Based on your desired outcomes, we apply the appropriate mix of solutions, including those listed below:

**Instructional Systems Capability**

- **Learning Strategy & Evaluation**
  - Learning & Development Operational Diagnostic (LDOD)
  - Training Needs Analysis & Plans
  - Competency-Based Curriculum
  - Accreditation & Certification Programs

- **Instructional Technologies**
  - Learning Management Systems (LMSs)
  - Learning Registries & Content Repositories
  - Compliance with Accessibility, Interoperability, Usability
  - Interactive Equipment Simulators

- **Learning Program Management, Sustainment, & Support**
  - Learning Program Management
  - University & Schoolhouse Management
  - Instructors & Facilitators
  - Learning Platform Administration

- **Instructional Design & Development**
  - eLearning / Web-Based Training (WBT)
  - Instructor-Led Training (ILT) & Virtual ILT
  - Augmented and Virtual Reality
  - Game-Based & Simulation-Based Learning
# Immersive and Mobile Learning Capability

<table>
<thead>
<tr>
<th>INTERACTIVE</th>
<th>3D / ANIMATION</th>
<th>MOBILE</th>
<th>SERIOUS GAMES</th>
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<tr>
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<td>- Virtual Reality</td>
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<td>- Performance Support</td>
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A video-based E-Learning session can prove to be more effective and efficient as it can improve retention and appeal to a variety of learning styles by including diverse media such as video or audio clips, animations and motion graphics. It can be richly informative cashing in to our profound ability to learn from our visual and auditory capacities.
Utilize a game or simulation construct delivered through a digital medium to engage the learning audience to a significantly greater extent than the traditional instructional paradigms. Leverage immersive/experiential learning techniques and the players’ competitive spirit to increase student engagement, comprehension, and content retention.
Mobile learning is the concept of delivering knowledge or information through mobile devices such as smart phones, tablets, or other handheld devices. Applications that are interactive and responsive to what the user is looking for on the job creates efficiency and maximizes learning beyond the classroom. It also enables a learning experience that is increasingly personalized: *just in time, just enough, just for me*; reducing the length of time one can qualify.
Office of Information & Technology (OIT) Information Technology Professional Development Training Support Services

- Supported and maintained existing competency model initiatives, including 29 IT and human resources (HR) competency models.

- Provided training development and instruction to upskill VA’s current workforce based upon the parentheticals described in the IT Workforce Development Roadmap created by Office of Personnel Management (OPM) and the Federal Chief Information Officer (CIO) Council.
Program Management Office (PMO) Support to the NICOe

- Currently supporting NICOe’s Deputy Director of Administration on a variety of strategic HC programs including *workforce planning*, the development of an *Onboarding Program*, development of *position descriptions*, enhancement of an *employee engagement program*, and *recruiting*. 
VA Mobile Health Provider Program

- E-Learning project for the VA Mobile Health Provider program (Mobile Infrastructure as a Service). Content analysis, data gathering and courseware content design for e-Learning (web-based) training for OIT staff members, who are deploying mobile devices (iPads) to doctors and other clinicians and health care providers at VA medical centers nationwide.
Veterans Affairs (VA) IN3A2 Leadership Development Program

- Booz Allen Hamilton provides task support primarily related to Human Capital and Learning. The scope of this project includes work in project management, communications and marketing, programs of study, online supervisor and manager refresher training, Leadership VA, virtual aspiring leadership program, presidential management fellows, leadership competency assessments, and phase-in/phase out transition planning.
Management, Technology, and Operations Support and Training

The Substance Abuse and Mental Health Services Administration (SAMHSA) sought Booz Allen’s assistance to provide management, technology, and operations services support to prepare its workforce to embrace a paradigm shift toward sustained delivery of measurable, tangible outcomes on behavioral health issues in a new healthcare environment. Booz Allen is:

- Providing analysis of the workforce to assess current and future staffing needs, and the gaps between current and future needs

- Designing, developing, and implementing professional and leadership training and job aids/resources to strengthen the current cadre of staff and leaders, and to proactively prepare a cadre of potential future leaders

- Providing organizational change consulting and communications for major initiatives
National Center for PTSD Online Interactive Learning for Mental Health Providers

- Supported National Center PTSD to create three web-based training courses supporting mental health providers (STAIR, Managing Anger, Chain Analysis)

- Each interactive course provides tools such as treatment instructions, demonstration videos, patient handouts, provider scripts, video-based treatment scenarios, expert tips, and clinical considerations job aids.
For more information about Booz Allen’s HCL capabilities contact:

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### Booz Allen's Overall Subcontracting Performance

#### 5 Year Trend

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<td>SB</td>
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<td>$834,952,455</td>
<td>$741,199,626</td>
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<td>$123,660,938</td>
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**Government Fiscal Year**

- **GFY 2010**: $712,115,309 (64.6%)
- **GFY 2011**: $794,741,017 (64.6%)
- **GFY 2012**: $834,952,455 (64.0%)
- **GFY 2013**: $741,199,626 (59.3%)
- **GFY 2014**: $592,299,755 (63.7%)
Our clients and corporate partners have recognized our efforts to maximize opportunities for small businesses

Booz Allen Small Business Awards

- **U.S Department of Defense Office of Small Business Programs** – 2010 Nunn-Perry Award for accomplishments in the department’s Mentor-Protégé Program with National Security Agency protégé, PROTEUS Technologies, on March 10, 2010; previous winner 2008, 2005

- **Department of Veteran’s Affairs** – “Corporate Champion Award” - for our substantial contributions to expanding business opportunities for veterans and service-disabled veterans, also presented in June 2008 for the second consecutive year

- **Vetreprenuer** - recognized Booz Allen Hamilton for the ninth consecutive year as one of the “10 Best Corporations for Veteran-owned Businesses” (2005-2014)

- **Department of Defense** - “Prime Subcontracting Award” – for subcontracting excellence with Service-disabled veteran-owned small businesses for the second consecutive year, 2008

- **Morehouse College** recognized Booz Allen with the “2010 Corporate Trailblazer Award” in recognition of the firm’s successfully utilization of HBCU institutions as strategic partners. The award was presented on February 26, 2010.

- The **National Veteran Small Business Coalition (NVSBC)**, recognized Booz Allen Hamilton’s subcontracting performance with Veteran-Owned Small Businesses and Service-Disabled Veterans Owned Small Businesses by awarding their Champions of Veterans Enterprise Award to the firm for three consecutive years (2012-2014)
Booz Allen constantly seeks out businesses to supplement in-house professional, technical, and support capabilities

- To identify and explore teaming opportunities, Booz Allen reviews procurements and considers:
  - Government contracting requirements
  - Booz Allen’s capabilities
  - Small business goals
  - Small business capabilities and client knowledge
  - Prime or Subcontracting Role

- This approach produces specific small business opportunities tailored to each procurement
Booz Allen strives to identify companies with “best-in-class” skills and management capabilities

- Booz Allen’s teammates typically possess the following characteristics:
  - A well defined business strategy and complementary corporate capabilities
  - An understanding of the government market with expertise or recognition within a specific client organization
  - The potential for a long-term, reciprocal relationship
  - Compatible business ethics and philosophy
  - Financial stability and viability
Register your company....

http://doingbusiness.bah.com

After submitting your registration, please let us know that you’ve done so. Schedule a call with our office to discuss and review your profile to make recommendations of POCs to contact
Welcome to the Booz Allen Hamilton Small Business Programs Registration Website! In order to maintain a competitive advantage, Booz Allen teams with best-in-class large and small businesses to complement our service strategy and to offer our clients comprehensive, innovative solutions.

We invite you to create, update, and manage your firm’s profile which will be searchable by Booz Allen’s Program Managers and the Small Business Office personnel. Once created, your firm’s profile will be housed in a database which is a helpful tool for Program Managers and the Small Business Office in identifying potential subcontractors.

As business opportunities arise, we will review the profile you submit against our upcoming subcontracting requirements and will contact you if your technical qualifications meet our needs. Submitting a profile does not obligate Booz Allen nor guarantee any business with Booz Allen.

Please note that you will be required to complete your registration in one sitting. Some information you may want to gather in advance is your firm’s:

- EIN
- DUNS
- Cage Code
Booz Allen Mentor-Protégé Program Participation

Background

Booz Allen has mentored 41 total firms with 6 of those agreements currently active

- **Past Mentoring Activity**
  - The Firm has 33 past agreements which included DISA (17), DHS (2), MDA (1), Navy (1), Air Force (1), Army (1), Treasury (6), Energy (1), NSA (1), EPA (1), DCMA (1)
  - Three agreements have been honored with a DoD Nunn-Perry award, Artech Information Systems (DISA 2005), USfalcon, Inc., (DISA 2008), Proteus Technologies (NSA 2010)

- **Current Mentoring Activity**
  - The Firm has 9 active agreements which included DHS (1), DIA (1), DCMA (1), Navy (1) NGA (1) GSA (1) FAA (1) and SBA (2)
  - The Navy, DIA and NGA agreements are reimbursable with all the rest being credit agreements
Booz Allen Mentor-Protégé Program Participation

Background

Booz Allen provides valuable assistance to each protégé based on their individual needs

- Enhance technical and business capabilities of our protégé firms by helping them develop their business skills and infrastructure, transferring technology, integrating them into Booz Allen’s business and marketing activities, and expanding their resources

- Expand business development and subcontracting opportunities by encouraging subcontracting with our protégés across all business segments of Booz Allen, enhancing the personnel and resource capabilities of the protégés. This expands our protégé’s breadth of expertise and experience in order to increase competition in the technology market

- Develop productive, long-term strategic relationships by developing and enhancing capabilities of our protégés so that together we may provide high-quality support to mentor-protégé team clients

- Establish mutually beneficial teaming arrangements by opening up new opportunities for our protégés and helping Booz Allen gain access to new markets

- Assistance is based on protégé needs and the budget established during agreement formation

- Success is measured by protégé growth and delivery of planned assistance
Booz Allen’s SB initiatives provide innovative ways to team with and support small businesses

- Created and manage expansive databases of small business partners to ensure we work with the most qualified SBs to support the government’s prime and subcontracting goals

- Created education/training materials for PMs (teaming strategies, working with SB, etc.) to enhance our teaming processes

- Manage a robust MPP to build strategic SB relationships with our valued SB partners

- Initiated an internal communications campaign with firm leadership and staff to build awareness and promote the importance of teaming with SBs both as prime and subcontractors

- Maintain relationships with SB community through outreach events
For more information about Small Business opportunity contact:

Veterans Affairs Account

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Booz Allen Small Business Office

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