



# Human Capital Management

*“Meeting the Human Capital Performance Objective”*

USSMC’s Human Capital Management (HCM) is designed to provide the customer with an objective appraisal of the human factors that impact the organization. Using our Web-based assessment tool and standardized assessment questions, we will evaluate your organization’s HCM performance, compare your results against HCM best practices and provide you with recommendations to accelerate the achievement of your goals. Our Human Capital Management business entity examines these particular aspects of your organization:

Culture  
Mission, Vision  
and Values  
Leadership  
Organization  
Structure, Job  
Description and  
Job Analysis

Role Design  
Human Resource  
Management and  
Placement  
Solutions  
Resource  
Optimization  
Communications

A76 Transitional  
Planning  
Career  
Development  
Strategies

USSMC specializes in the creation of position-specific competency profiles and/or personnel assessment for the purposes of hiring and succession planning. While each assessment process is custom designed to meet the needs of the client, the following is a partial list of instruments that may be utilized. Each instrument has been selected because it provides valid, legally-defensible information. In addition, USSMC’s Human Capital Development’s Competency Modeling Process uses instruments linked to some of the following, making it possible to easily tie the position profile to the assessment process.

Management Ability Test

Myers-Briggs Type Inventory

Baldrige Criteria of Excellence (Human Resources Management)

Campbell Inventory



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