

## **ARServices Delivers Analytic and Organizational Assessment to the Office of the Chief of Naval Operations, Deputy Chief of Naval Operations, Integration of Capabilities and Resources (OPNAV N8)**

ARServices, advances into its third prosperous year as a prime contractor supporting the Office of the Chief of Naval Operations (OPNAV). ARServices provides analytic and organizational assessment support to OPNAV N8, in support of their Operational Effectiveness Initiative (OEI).

OPNAV N8 is responsible for exercising centralized supervision of Navy warfare requirements and the allocation of resources, program planning, and study efforts that support the Department of the Navy (DON)'s Planning, Programming, Budgeting and Execution (PPBE) process. Three divisions fall under the control of N8: the Programming Division (N80), the Capabilities Analysis and Assessments Division (N81) and the Financial Management Division (N82/FMB). The N80 Division is responsible for developing and submitting the DON's long range financial plan (Program Objective Memorandum-POM). N81 is also responsible for conducting campaign and mission level analysis to support Navy leadership decisions and balance risk across capability areas within the Navy along with providing assessments to support POM development. And, the Financial Management Division is responsible for the implementation of programming and budgeting actions along with the control of allocated funds to ensure program objectives are satisfied.

ARServices' diverse team of change management and Lean Six Sigma certified professionals provide improvement recommendations using proven methodologies and processes to align identified functions, strategies, organizational structures, and processes, thereby enhancing overall organizational effectiveness. Within these areas we assist and advise OPNAV in the management and execution of key functions and processes, as well as identifying and eliminating duplicative and ancillary work functions/processes. The aim of these strategies is to increase efficiencies and improve the overall effectiveness of the organization.

ARServices' detailed assessment approach includes documenting existing processes (the "As-Is") and recommending a "Desired State" that best fits OPNAV's culture, needs, and requirements. After performing these tasks, we then perform a gap analysis between the "As-Is" and "Desired State," which enables us to individualize our five-phase process change implementation road map (Assess, Define, Mitigate, Operate, and Improve) methodology that includes process maps, Standard Operating Procedures (SOPs), Responsibility Assignment Matrices (RAMs), business rules, and stakeholder training. ARServices' detailed procedures include (but are not limited to) process concepts research and observation, change management team working groups facilitation, and one-on-one stakeholder interviews. This approach is critical to identifying and prioritizing organizational challenges and areas for change/improvement. This same approach is used to assess and validate the process change and determine if and to what extent further improvements are necessary. ARServices' well-trained employees have and continue to assist in the development of Change Management Plans (CMPs) while facilitating change management working groups and assessing gaps in training on multiple occasions. Our contractual relationship allows us to provide project management, client relations experience, and expert-level written recommendations regarding streamlining existing processes.

ARServices possesses strong experience in providing mission-critical services in strategic communications support, performance improvement, change management, process design and documentation. As a result, our mission-oriented structure and industry expertise, coupled with our established ability to attract, recruit and retain a highly knowledgeable workforce, as well as an efficient cost center provide the foundation for a continuous and valued partnership with OPNAV. The strong foundation of teamwork and expert support from ARServices to OPNAV is based on and strengthened by a legacy of credibility, trust, technical skills and communication. We maintain an outstanding reputation for providing services to the federal sector as both a Prime and Subcontractor with our pledge to providing only the most qualified individuals.