



**Lindholm & Associates, Inc.** is a **certified woman-owned small business** (WOSB) providing consultation, tools, services, and solutions for 55+ Federal Sector clients in all aspects of the Federal Civilian Workforce Lifecycle.

Founded in 2000 by Mary Lou Lindholm, a former OPM Senior Executive whose vision and leadership developed and implemented innovative human resource solutions such as the first Federal Workforce Planning Model which continues to serve as OPM's prototype, competency research and modeling, career transition, workforce restructuring, and career pathing.

For 24 years Lindholm has provided our Federal clients with exceptional support; our consultants are former Federal senior executives and senior managers who will bring to each engagement a comprehensive understanding of Federal Human Resources and Human Capital policies, processes, and procedures and can immediately assume their support with no learning curve.

- Workforce Strategy
- Organizational Design
- Reorganization Services – VERA/VSIP
- Reductions In Force (RIFs)
- Succession Planning
- Position Management & Classification
- Competency Management
- Career Planning
- Performance Management
- Compensation and Benefits
- Employee and Labor Relations
- Human Capital Data Analysis
- Federal HR Policy
- Retirement Case Management
- Strategic Recruitment & Staffing
- Executive Services
- Leadership Development & Training
- Employee Engagement

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