

At the Intersection of People and Technology

ABOUT US

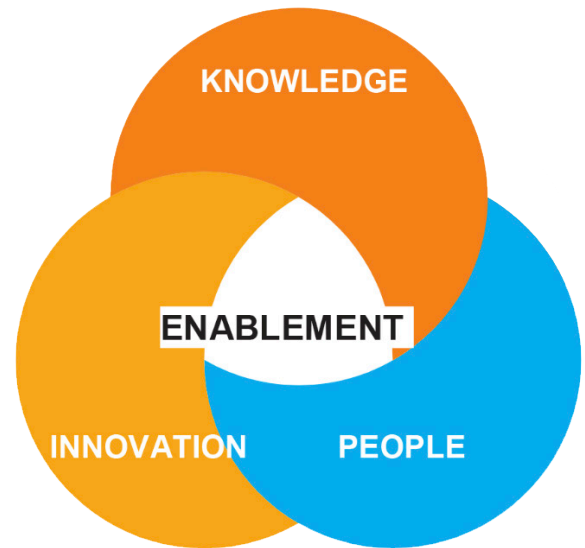
At RMR Technology Group, we redefine workforce enablement in both public and private sectors. RMR is a Woman-Owned Management Consulting company that understands today's enterprise challenges. We specialize in technology-enabled change, focusing on People/Talent/Org Design/Workforce Alignment, Process Optimization, Technology Human Capital Strategy, and Transformative Technology Change. RMR provides objective, vendor-neutral consulting to deliver performance-based solutions that maximize innovation and mission success. We were also selected as a participant in the prestigious Office of Personnel Management Human Resources Quality Services Management Office (OPM HR QSMO) Stakeholders Design Sessions, recognized as a human capital management thought leader for our expertise in HR/HCM/HRIT, Human Centered Design, Data Analytics and AI/HR Integration. This knowledge-base and attention to detail allows us to deliver results at the intersection between people and technology.

AI HR Transformation

RMR delivers AI HR Transformation services focused on three key areas: 1) Tailoring AI adoption to roles for better productivity. 2) Developing "fusion skills" to integrate AI tools effectively. 3) Ensuring compliance with future AI regulations.

Our Services:

- AI HR Risk Management
- AI HR Process Integration Methodology
- AI HR Program Design
- AI HR Data Analysis



People and Workforce Strategy

Our services help businesses optimize their human capital and drive organizational success. RMR's tailored solutions focus on enhancing workforce planning, talent management, and employee engagement, ensuring your team is aligned with strategic goals.

Our Services:

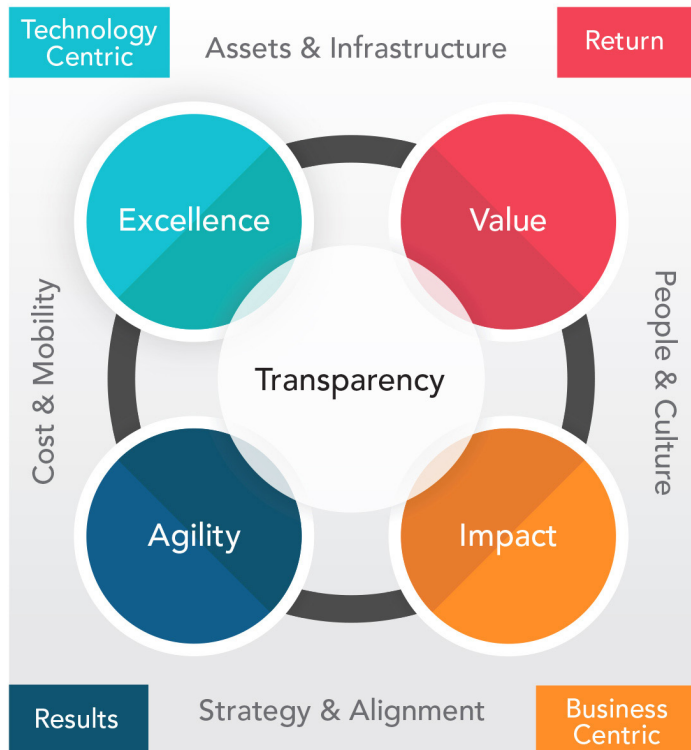
- Strategic Workforce Planning
- Workforce Analytics and Mobility
- Leadership and Talent Development
- Talent Management & Capability Building
- Federal, State, Legislative Policy, Research and Development
- Future Focused Workforce (leverage AI, generative AI, and automation)
- Employee Labor Relations (collective bargaining, union relationship management, service agreement negotiations)
- Interim Strategic Chief Human Resource Officer
- Succession Planning
- Diversity, Inclusion and Belonging

Instructional Systems Design

We offer customized training solutions to enhance employee performance and organizational effectiveness. Our expert team creates engaging and effective learning experiences tailored to your specific needs, ensuring knowledge transfer and skill development.

Our Services:

- Training Program Design and Delivery
- Workforce Competency Requirements
- Training Platform Delivery (e.g., classroom, virtual, immersive)



Cyber Workforce Risks and Regulatory Compliance

We help clients manage cyber security workforce risks by addressing disruptions, personnel threats, and regulatory changes. Our strategic planning and analysis provide actionable intelligence and tailored solutions for sustainable, resilient compliance.

Our Services:

- Workforce Capability Assessments
- HR Planning and Design
- Workforce Risk Management
- Governance, Regulatory, Risk and Compliance

Data Analytics, Machine Learning, Natural Language Processing, and Process Improvement

RMR delivers innovative solutions to enhance decision-making and operational efficiency. We leverage advanced analytics and machine learning techniques to uncover insights and drive continuous improvement.

Our Services:

- Process Maps
- Affinity Diagrams
- Knowledge Analysis
- HR Metrics and Dashboards
- Organization Network Analysis
- Standard Operating Procedures (SOP) Redesign
- Ethical Evidence-Based HR Analytics

Culture Change and Transformation

Our offerings focus on reshaping organizational culture to align with strategic objectives and foster a positive work environment. We work to guide businesses through comprehensive change initiatives, enhancing employee engagement, collaboration, and performance.

Our Services:

- Change management
- Diversity Management
- Strategic communications
- Organizational Development
- Organizational Transformation

Human Centered Design (HCD)

Change is here, driven by technology, culture, and human-centered engagement, enabling federal clients to achieve mission impacts and improve user experiences. At RMR, we specialize in designing customer engagement models and AI-enhanced solutions, integrating human-centered design @ the intersection of people and technology.

Our Services:

- HCD Government Resiliency
- Ethical and Regulatory Compliance Services
- HCD Approach to AI, ML and NLP
- HR Service Designed Improvements
- Emerging Technology and People Impact Analysis
- HR Technology Transformation

Workforce Technology and Adoption

We ensure seamless integration and effective use of technology within your organization. Our experts provide tailored solutions and training to enhance workforce productivity and efficiency, fostering a culture of innovation and continuous improvement.

Our Services:

- Strategic Planning
- Capability Assessment
- Governance and Workforce Risk
- Organization and Operating Model Design
- HR Transformation


Strategic Advisory Services

Strategic Advisory Services focuses on identifying and delivering business process and operational improvements by focusing on areas for enhancement leading to operational value. We help our clients accomplish their goals by focusing on analytical techniques, advanced AI HR technology and interactive digital visualizations, to pinpoint key change drivers and workforce process optimization.


Our Services:

- Working Capital Fund
- Systems, Process & Workflow Evaluation
- Productivity & Operational Efficiencies
- Management Reporting
- Organizational Restructuring & Change Management

Customers




DEFINITIVE LOGIC
Chief People & Culture Officer responsible for resolving complex employee issues, and developing strategic workforce and training programs, with strong references from senior leadership.



U.S. ARMY PEO EIS
Chief Human Resource Officer managing HR missions for over 3,000 personnel at PEO EIS, reporting to a 2-star General, and directed teams across three continents.



DOT FEDERAL TRANSIT ADMINISTRATION
Chief Human Resource Officer leading a 5-yr HR conversion. Introduced new processes, integrated performance management with knowledge capture, and launched the HR Knowledge Management Office.



DHS AND HEWLETT-PACKARD HQ
Director of Human Capital Mgmt. Developed knowledge management strategy, pilot program and implementation program for consolidation of 22 disparate data centers across DHS headquarters.




DHS U.S. CITIZENS IMMIGRATION SERVICES
Director of Human Capital Mgmt. Developed and led five process critical work streams: Communications, Organization Strategy, Training and Knowledge Management, Transition Impacts and Stakeholder Engagement.



NATO
Managed 2-year HR Strategic Alignment and Organization Redesign Project. Assessed impact of European Union HR Labor Relation requirements on the planned changes to Member Country workforce.



DOD U.S. AIR FORCE A1X PERSONNEL COMMAND
Responsible for the design, develop and deployment of global Knowledge Management services for US Air Force Active, Reserve, Guard and Civilian Personnel Commands.



DEFENSE FINANCIAL ACCOUNTING SERVICE
Leveraged SAP HR, knowledge management, and collaborative tech to enhance decision-making and built Communities of Practice for BMSI support.



Terrie Rollins
Chief Executive Officer

Terrie J. Rollins is an accomplished senior executive and a trusted advisor, known for her expertise in technology-enabled workforce development, human capital strategy, and organizational change management. Since launching RMR Technology Group in 2003, she has successfully led cross-functional, agency-wide optimization programs for clients in both the public and private sectors, including the DOD, DHS, and DOT. Terrie is passionate about integrating technology with human dynamics to drive innovation and competitiveness. She holds an MBA from the University of Phoenix, a B.Sc. from Troy University, and several professional certifications, and is a noted author and speaker on talent management, organizational design, and technology integration.

Clients Supported:

- **Defense Health Agency**
Principal Workforce Strategist/Federal Human Resource Expert
- **Defense Intelligence Agency**
Federal HR Civilian and Military Strategic Workforce Expert
- **Defense Security Cooperative Agency**
Federal Workforce Civilian/Military Subject Matter Expert (SME)
- **U.S. Intelligence Community**
Principal Workforce Strategist- Federal Human Capital Expert
- **Department of Veterans Affairs**
Principal Workforce Strategist Program Executive
- **HHS Food and Drug Administration**
Principal Workforce Strategist Program Executive
- **Department of Labor**
Principal Workforce Strategist- Federal Human Capital Expert

NAICS CODES

- 541512** Computer Systems Design Services
- 541513** Computer Facilities Management Services
- 541519** Other Computer Related Services

- 541611** Administrative Management and General Management Consulting Services
- 541612** Human Resources Consulting Services
- 541618** Other Management Consulting Services

- 561110** Office Administrative Services
- 611430** Professional and Management Development Training General Management Consulting Services



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