

States recovering from the acute public health impacts brought on by the pandemic have entered a new environment of employee and public expectations. In response, states must become nimble and modernize the way they deliver services to achieve strategic objectives, ensure the continuity of services, and successfully deliver on their missions.

Tandem Motion is a workforce strategy firm helping states create ambitious change by aligning people, processes, and programs to achieve strategic objectives. We partner with state HR teams and business stakeholders and invite them to co-create the future of the workforce, building capability and moving people to create change on timelines measured in weeks not years.

# We equip state governments for the future of work.

## PROCESS

### Turn Chaos into Clarity

We harmonize discordant voices and streamline processes that focus state employees on performing the work with the greatest strategic impact.

## PROGRAMS

### Kick-Start Growth

We design and deploy state workforce programs that propel the organization toward its strategic objectives.

## STRATEGY

### Close the Gaps

We look at where you are and where you need to be to develop a roadmap that aligns people, processes, and programs to achieve your strategic objectives.

## STRUCTURE

### Build a Solid Foundation

We remove barriers and build organizational structures that support and advance the most valuable work.

## PROJECT & CHANGE MANAGEMENT

### Give People a Voice

We create alignment and support for complex organizational change by joining stakeholders where they are at and inviting them to contribute to the solution.



**“Tandem Motion turned what felt like chaos into clarity. The team’s ability to quickly understand our organization helped us identify better ways to align our resources with our mission.”**

**Kate Sheehan**, Director of the Division of Personnel and Labor Relations, State of Alaska