



National Guard Association of Vermont

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Corporate Highlights

Cope & Associates, Inc www.consultcope.com

Vermont's premiere management consultancy dedicated to helping businesses, non-profit organizations, and the governments achieve MORE. COPE has been a full-service consulting and training firm serving the northeast for 15 years. Their primary areas of concentration are organization development; workflow process; quality reviews; community engagement; and succession planning.

COPE focuses on improving the performance of individuals and organizations by assisting in the development of strategy and vision; designing systems and processes; establishing approaches for systemic change, and improving interpersonal relations.

COPE is currently working on several initiatives with the Office of Training and Career Development, United States Citizenship and Immigration Services (CIS), Department of Homeland Security. One project involves redesigning static computer-based courses into interactive e-learning courses. They are also analyzing and developing an online database that links training courses to specific competencies for every position within CIS. COPE's work with another firm involves production and workforce analyses, establishing quality metrics, and developing human capital programs to prepare the firm for an accelerated growth initiative. COPE is also involved in a countywide strategic economic development plan. They designed and are implementing a venue that brings economic experts, government agencies, local businesses, and ordinary citizens together to develop plans that will result in a vibrant economy. Under MOBIS contract, services that COPE can provide to national Guard include communities acclimatization to better support returning troops, improvement of deployment processes, design and implementation of organizational transformation, supervisory and ancillary training, outsourcing of human resources and training, development of replicable models of local solutions.