

ODA GLOBAL - Engaging and Empowering Human Capital

WHO IS ODA GLOBAL?

ODA Global is a minority/woman-owned Human Resources management consulting firm. Our services include the full spectrum of human resources and management needs: Human Capital, Staff Training/Professional Development, Full-Cycle Recruitment/Staffing, Compliance, Compensation, and Performance Management.

We work strategically, streamlining processes, capitalizing on technology and automation, and bringing your vision into focus to support and align with corporate objectives. We customize and scale solutions to fit each client's unique business needs and help them navigate the progressive stages of development from start-up to maturation – all to drive productivity and achieve results.

WHY CHOOSE ODA GLOBAL?

- We scale and customize HR outsourcing services to your business.
- Our simple, flexible processes and systems support the full business life cycle, from inception to exit.
- Our thoughtful process focuses on supporting clients with finding relevant solutions on sustainable principles.
- Our process automation technologies range from simple to complex.
- We employ ingenuity, imagination, and inventiveness.
- We deliver programs that are comprehensive, cohesive, compliant – and sustainable.
- Our human capital management is advanced, yet consistent.

OUR CLIENTS

Our experience spans federal government agencies and domestic and international private- and public-sector organizations. We are proud to include among them:



ODA Global team members have served roles in Fortune 100 companies, government contracting, associations, nonprofits, and educational institutions.

NAICS codes for primary services:

- 541611: Administrative Management and General Management Consulting
- 541612: Human Resources Consulting
- 541930: Translation and Interpretation
- 561320: Temporary Help
- 611430: Professional and Management Development Training

Certifications:

- Economically Disadvantaged Women-Owned Small Business
- Women-Owned Small Business
- Minority Business Enterprise: MD, VA

DUNS: 078439269

CAGE Code: 6QM32

HUMAN CAPITAL SERVICES

The human capital of your company – employee resources – is what gives you an edge over the competition. These resources are critical to your success. We design, develop, and implement policies and procedures to optimize employee performance and meet all your human capital needs.

- Job analysis, description, classification
- Compensation analysis and design
- Onboarding-orientation/separation-offboarding
- Employee relations, complaint handling, harassment/sexual harassment, investigations
- Goal-setting, organizational/individual goal alignment
- Performance management, evaluations/reviews
- Corrective action
- Regulatory compliance (EEO, FLSA, FMLA, ADA)
- Benefits design and administration
- Employee engagement programs
- Employee handbook
- Compliance audit
- Conflict resolution
- Technology solutions/data management



STAFF TRAINING AND PROFESSIONAL DEVELOPMENT

Well-trained employees are more confident and motivated to succeed. When employees succeed individually, so does your business. Give your employees the knowledge, skills, and self-awareness they need to excel. Our team engages employees by delivering dynamic, interactive learning experiences that align with your training and development objectives.

- Employee/staff/supervisor training
- Leadership development
- Talent development
- Management/staff coaching
- Mentoring
- Operational skills

FULL-CYCLE RECRUITING AND STAFFING

Recruiting new talent requires full attention to ensure each step is executed in a fair and compliant manner. We advance your vacant positions through each stage: requisition development, sourcing, screening, interviewing, and candidate selection. We rely on targeted sourcing strategies and guide the recruitment process to ensure you hire the best talent for your organization.

- Short-term, seasonal, high-volume, contract, domestic, international hiring
- Workforce planning
- Compensation analysis and design
- Executive recruitment, placement
- Needs identification
- Job analysis, description, classification; alignment for parity of title, salary
- Candidate sourcing
- Background/reference checks
- Onboarding and orientation