

AREAS OF EXPERTISE	SPECIALITIES		
Real Estate	Asset Rationalization	Strategic Accommodation Analysis	Portfolio Planning
	Strategic Asset Evaluation	Strategic Asset Investment	Strategic Asset Management
	Market Analysis	Project Management	Asset Rationalization
	Accommodation Project Leadership		
Risk Management	Public-Private Partnerships		
Business Transformation	Succession Planning	Organizational Design / Review	Business Systems
	Business Case Development	Strategic Planning	Business Process Improvement
	Alternative Service Delivery	Change / Transition Management	
Organization Performance	Environmental Scan	Situational Analysis	
Human Resources	HR Compensation Planning	Performance Measurement	Occupational Health and Safety
	Employee Recruitment / Retention		
Communications	Communications Audits	Enterprise / Business Line Strategic Plans	Project Communications Plans
	Corporate Memory Management	Inter / Intranet Usage Planning	Stakeholder Interviews
	Employee Communications	Surveys / Focus Groups	
Learning	Training / Facilitation	Distance Learning	Continuous Learning and Improvement
Procurement	Supply Management	RFP Preparation Strategies	Contract Management
	Proposal Preparation	Procurement Policy	Procurement Staffing / Training
	Solicitation Activities	Fairness Monitoring	
Audit	Compliance Audits	Standards / Controls Compliance	

Policy Analysis	Governance Analysis	Business Case Analysis	Competency Profiles
	Best Practices Assessment	Project Management	Cost-Benefit Analysis
Program Evaluation & Development			
Aboriginal Affaris	Consultation Services	Negotiation Services	Opportunity Creation
Urban / Regional Studies	Housing Market Analysis	Sustainable Development	Ecological Economics
	Economic Development	Municipal Financing	Population / Demographics
	Economic / Fiscal Impact	Urban Modelling /Forecasting	Growth Management / Strategic Planning
	Land Use / Neighbourhood Planning	Retail Studies	Sector / Cluster Analysis
Research	Qualitative Research	Quantitative Research	Mystery Shopping
	GIS / Geomatics	IT Systems Analysis	Custom Research
Other	Public-Private Partnerships	Project Management	