

## ABOUT THE COMPANY

Johnson & Associates is a consulting firm comprised of a select number of management and training professionals located throughout the country.

Ernie Johnson of Douglas, Wyoming started the business after serving as the Director of the Wyoming Law Enforcement Academy for almost twenty-three years.

Having been involved on a state and national level for approximately thirty-four years, Mr. Johnson was in a perfect position to identify and recruit a select group of individuals with established reputations as competent administrators and/or trainers.

## ABOUT THE OWNER

### EDUCATION

A.A.S. Degree in Law Enforcement

B.S. Degree in Administration of Justice

Masters degree in Public Administration

Graduate of the FBI National Academy

### EXPERIENCE

- Twenty-nine years of progressive experience as a supervisor, program manager, and agency administrator.

- Twenty-five years experience as a trainer and training administrator.
- Twenty-seven years experience in project research, implementation, and management.
- Twenty + years experience in conducting feasibility studies.
- Twenty + years experience as a management consultant and trainer.

### COST FOR SERVICES:

Contract costs for organization assessments, technical assistance, and training services will vary depending on scope and purpose of project, urgency for completion, and the amount of agency support that can be provided. Cost for executive recruitment and selection assistance is assessed on a per-hour worked basis.

### ***Johnson & Associates***

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## **JOHNSON & ASSOCIATES**

### **MANAGEMENT CONSULTING AND TRAINING SERVICES**

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*Government Support Services*



# DESCRIPTION OF SERVICES AND QUALIFICATIONS

## **ORGANIZATION ASSESSMENT:**

On-site assessment of organizational efficiency and effectiveness – at all levels of operations or divisions.

1. Over twenty-four years experience as an administrator of a state agency with direct responsibility for budget development and administration, planning, organizing, directing, staffing, and program services delivery.

2. Masters degree in Public Administration; considerable experience in training executives on how to achieve excellence in government, managing and implementing change, increasing organizational effectiveness, and maximizing program efficiency.

3. Conducted IN-DEPTH management studies for Massachusetts and New Hampshire. These studies assessed the delivery of program services by agencies with statewide responsibilities with a focus towards increasing organizational efficiency and agency credibility. Copies of these management studies are available for review.

**TECHNICAL ASSISTANCE:** Grant writing and administration; feasibility studies; project research, development, evaluation, and implementation.

1. Over thirty-five years of experience in researching, writing, and administering a wide variety of federal and state grants. Grants involved in excess of several million dollars for a wide variety of purposes: personnel, equipment, training, research, as well as providing services with targeted priorities.
2. Extensive experience in researching, developing, and implementing a wide range of projects. These projects varied in scope and duration, and many required the involvement and partnership of multiple agencies and personnel throughout the state, as well as the enactment of state legislation.
3. Conducted a number of feasibility studies mandated by the Wyoming Legislature. Copies of these studies are available for review.

**TRAINING SERVICES:** Development and on-site delivery of supervision and management training – generic in form or specifically tailored to address local concerns or specific groups.

1. Over twenty-five years experience as a trainer and training administrator.

2. Established credibility as an effective trainer in wide array of topic areas. The last ten years focusing, and lecturing nationwide, on supervision and management issues.
3. Twelve years - faculty for the University of Wyoming. Also served as adjunct faculty for Central Missouri State University in the area of Executive Management.

## **EXECUTIVE RECRUITMENT/SELECTION:**

Technical assistance in designing, overseeing, or performing a wide variety of functions in the recruitment and selection of executive level candidates. Cost assessed on a per-hour worked basis.

1. Thirty years experience in conducting background investigations for employment purposes.
2. Twenty five years experience in designing and overseeing the process for recruiting and selecting employees – for a wide range of line, supervisory and management positions.
3. Well versed in regards to State and Federal restrictions and mandates, and familiar with the network and special considerations involved in hiring law enforcement executives.