

The *DAI* Advisor

Learn. Transform. Achieve.



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DAI Attends PSC Annual Conference

Earlier this month, *DAI* attended the Professional Services Council (PSC) annual conference at the Greenbrier Resort in White Sulphur Springs, WV. *DAI* is a corporate member of the PSC, the national trade association of the government professional and technical services industry which touts itself as “a single unified voice representing the full range and diversity of the government services sector.”



Attendees take part in a conference seminar.

DAI representatives spent three days discussing the current state of affairs and the future of the federal contracting arena with industry leaders.

President's Corner

Welcome to the October edition! We're happy to report this month that two recent BPA contract wins have begun to produce work for us. Our human capital and learning solutions teams will provide support to the Federal Aviation Administration (FAA) and the Department of Health and Human Services (HHS) respectively. This month we introduce behavioral-based interviewing as a new offering under our human capital practice. You'll also read about our recent trip to the PSC annual conference and *DAI's* Go Green initiative. As always, thank you for supporting the *DAI* Advisor, and remember, past editions can always be accessed via the archive link on the home page of our website.



Dr. Sherilyne Dougherty
President & CEO

BPA Awards Begin to Pay Off

DAI's recent BPA awards—the FAA eFAST and the HHS Health Resources and Services Administration (HRSA) contracts—have already proven to be fruitful for *DAI*, with two recent task order wins. For the FAA, *DAI* will support the Office of the Vice President for Acquisition and Business Services by providing strategic planning and leadership development as part of our human capital practice.

The HRSA work falls under our learning solutions practice, and involves providing training sessions for employees. *DAI* will deliver three sessions of a course called Powerful Presentations, aimed at providing the essential skills that every presenter needs to become an effective communicator. *DAI* trainers will develop employees' ability to give concise briefings that convey the main message quickly and clearly. This hands-on instruction will give employees the chance to have their practice briefings recorded and critiqued.

New Logo Reflects Green Initiative

let's Go **Green** together.

The logo for the 'let's Go Green together' initiative. It features the text 'let's Go Green together.' in a green, sans-serif font. The word 'Green' is significantly larger and bolder than the other words. To the right of the text is a large, stylized green leaf with a white vein.

Environmental stewardship is a core value at *DAI* and we are committed to playing our part in protecting the environment. *DAI* Senior Graphic Designer Chris Hargrove developed our green initiative logo (pictured above) which we will include in future communications pieces and has already been inserted into our email signature block!

DAI Providing Behavioral Interviewing Training and Implementation

At **DAI**, we understand that hiring the right person for the right job is a critical component of an organization's growth and sustainment. **DAI** human capital consultants are now providing behavioral-based interviewing training and implementation support.

Behavioral-based interviewing is a style developed in the 1970s by industrial psychologists. The underlying theory is that the most accurate predictor of future performance is past performance in similar situations. Behavioral interviewing emphasizes past performance and behaviors, with interview questions designed to provide candidates with opportunities to give concrete examples of what they have done in their past positions that helped them be successful. **DAI** behavioral-based interviewing training coaches clients on how to develop and ask behavioral-based questions, distinguish behavioral from non-behavioral responses and learn how to use role play and conduct job-related exercises to assess candidate behavior.

Behavioral-based interviewing has numerous benefits, including providing a systematic and fair selection process, ensuring job-related questions are asked, generating more objective data about specific candidates, and better matching candidate and position performance requirements.



Human Capital Consultant Alex Morris discusses behavioral-based interviewing techniques

If you would like to speak with one of our consultants about this service, please contact info@dai-solutions.com.

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