



Apriant is a management and technology consulting company dedicated to serving K-12 organizations throughout the country. We partner with our clients' senior management to help solve their most complex strategic problems and guide them to the successful completion of projects that help achieve their operational objectives. Apriant's experience with, understanding of, and dedication to the K-12 business environment enables us to bring recognizable value to each and every client relationship.

services

Apriant has experience with virtually every aspect of School District operations. Some of our specific specialties include:

- Project Management*
- Business Process Analysis/Optimization*
- Software Selection/RFP Creation*
- Implementation Readiness*
- Strategic Planning*
- Talent Management*
- Needs Analysis & Requirements Definition*

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apriant

Apriant is a professional services and technology firm dedicated to helping K-12 school districts with their business, technology, and strategic initiatives. Apriant was founded in 2004 with the goal of assisting school districts in solving complex operational issues. The efficiencies gained through resolving these issues can then be translated into more funds that are dedicated to classroom achievement.

Our business is based upon our knowledge of School District business and our professionals have extensive experience providing project management services for technology implementations, diagnosing and implementing business process improvements, leading clients through requirements definitions and software selections, developing strategic plans, and analyzing and improving components of the talent management lifecycle.

Most importantly, Apriant has an established record of delivering these projects both on time and on budget. Our experience, expertise, and methodology allow us to lead our clients through smooth and successful projects that deliver meaningful value.

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leadership

Matt Knoepke

Matt Knoepke is Company President with over fourteen years of technology and management consulting experience. Matt has specialized in the successful completion of large technology implementations for school districts with an emphasis in the Human Capital Management business processes associated with Payroll, Time and Labor, Position Management, Budget Development, Human Resources, and Talent Management. Matt has considerable experience addressing the needs of clients by accommodating union, state and federal requirements, overcoming organizational change hurdles, and implementing multi-billion dollar fiscal year budgets. Matt has spent much of his career integrating disparate systems to produce usable, data-driven solutions for his clients. Matt graduated from St. Norbert College in Wisconsin and in his free time, Matt enjoys logging miles on his road bike, reading, and traveling.

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project management

Apriant understands the environment under which school districts are required to operate. Districts are constantly being asked to do more with less resources. This presents a challenge to stay on top of current obligations, particularly when there exists a need to complete new technology implementations as well as other special projects. Following PMI's established processes and guidelines, Apriant's project management methodology emphasizes leverage – we leverage your time, our experience, and our collective expertise – in order to accomplish pre-defined goals and objectives with minimal disruption to your organization. Contact us to discuss how we can provide leadership for any of your implementation projects.



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business process analysis

Apriant combines a deep understanding of school district operations – and the business processes that allow the organization to function – with expertise utilizing business process modeling software. To optimize your business processes, Apriant begins by gathering specific information through a series of interviews with appropriate personnel and uses that information to model the process and establish benchmark data for internal and external comparison analysis. We then analyze potential improvements using what-if analysis and deliver recommendations that include strategic plans for how to best implement the improvements. Apriant's goal is to leave our clients with a compelling business case for change based on tangible evidence gleaned from internal and external analysis and a manageable plan for how to implement these changes, with or without us. Contact us to analyze and optimize any of your most troublesome business processes.



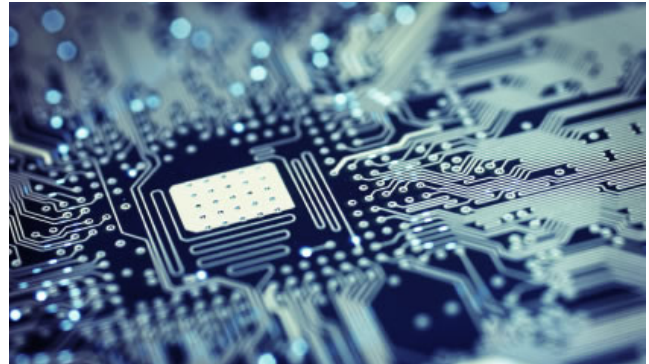
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software selection

Apriant believes that data-driven decisions are good decisions. We want to help our client select the software that best suits their business requirements – not the one with the most bells and whistles – so we follow a methodology designed to lead the selection committee to an objective decision based on pre-defined goals and objectives for the software implementation and the detailed business requirements that support them. Contact us to see how we can help run a formal, objective software selection designed to find the software solution best aligned with the needs of your organization.



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implementation readiness

The prospect of implementing new software is not to be taken lightly. New software generally means new ways of doing things, new challenges, and – most importantly – new opportunities. Software in and of itself is not necessarily going to change things for the better, however. In order to fully capitalize on the opportunities that new technologies present, the organization must ensure that it has made adequate preparations to get the stakeholders ready for the changes. Apriant can assist with these preparations by analyzing the organizational structure, reviewing key business processes, establishing expectations for resource requirements, and preparing a plan to assist with organizational change management. Contact us to ensure that your organization is ready to capitalize on your software investment.



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strategic planning

Tactical, day-to-day activities tend to push the strategic planning objectives of many Districts to the back burner. To execute on strategic objectives, Apriant has found that a District needs to not only map the direction at the high level, but also document the detailed steps in clear, concise fashion needed to execute the objectives that the responsible department managers can follow. Failure to complete both components often results in a District with vision and aspiration that never seems to find the time to execute on their strategic goals.

One of our great strengths at Apriant is to guide you through a strategic planning process that results in a tangible – and executable – project plan. We help you articulate an actionable vision, delineate goals and strategies, and match your time, money, and human resources to the mission critical tasks. Contact us to see how we can help you plan and complete your strategic initiatives before they languish on the shelf.

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talent management

The implementation of Talent Management initiatives is one way that organizations strive to maximize the investment that they make in their employees. The stakes of employee productivity are high for School Districts considering that upwards of 80% of most K-12 organizations' annual expenditures go towards salaries and benefits. With this in mind, the employee lifecycle – from recruitment to hiring to succession planning and the compensation, evaluation, and professional development in between – is the lifeblood of a School District. Apriant understands the complexities of talent management at School Districts and how the individual pieces make up and impact the whole. Apriant helps organizations develop a holistic view of the Talent Management lifecycle and implement component business processes that are aligned with the overall goals. The results include standardized, targeted, and integrated information to help support employee development and achievement as well as engaged employees that understand how their hard work benefits the District. Contact us to discuss how we can help your organization define the big picture and implement that vision in the day-to-day life of your employees.



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needs analysis & requirements definition

Building a compelling business case for a new initiative is best accomplished by thoroughly exploring the business requirements associated with the proposed initiative throughout all levels of the organization. As part of our Needs Analysis and Requirements Definition offering, Apriant conducts interviews with stakeholders across all levels of the organization to gather and document business requirements that, when met, will allow the organization to achieve its goals. These business requirements establish the foundation for how the future of the department/organization should look and better prepare our clients to make informed decisions about the selection and planning of the project in question. Contact us to help clarify the business case for a new initiative based on the objective requirements of your department/organization.

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methodology

Not all projects – and not all organizations – are created equal. Apriant's methodology for how we run and complete our projects is therefore regimented enough to provide structure, yet flexible enough to adapt to the nuances associated with each individual project and client. Apriant believes in a set of core tenets that guide the way we do business:

Understanding – No two issues are alike, so Apriant's first step is always to seek to understand. Before we can create a project plan, we must understand what makes the client and the project unique including project objectives, organizational goals, and a history of the functionality and the corporate culture. Once we gain that understanding, we tailor a custom plan to meet the specific needs of the project and the organization that allows us and our clients to begin – and ultimately end – each project on the same page.

Alignment – Apriant understands that each and every project has a specific purpose that will help meet one or many overall organizational objectives. Emphasizing this connection to all stakeholders gives the project goals more purpose. Similarly, when project tasks are tied to these goals, the day-to-day activities become more meaningful for project team members. The hierarchical alignment of organizational goals to project goals to project tasks creates a valuable decision structure that focuses the project on value-added activities which yield meaningful work and results.

Communication – Throughout the course of any project, the task of keeping various departments, employees, leaders, unions, consultants, board members, the community, and any other stakeholders informed, requires deep knowledge, diplomacy, and sincerity. The implementation of any new initiative requires buy-in from many of the stakeholders listed and that will only come if all parties are well informed and if their expressed opinions are valued. Apriant works with our client leadership to develop a communication plan to educate and include all appropriate stakeholders throughout the project. Executing this plan maximizes the expertise of the organization and helps smooth the transition associated with the project roll-out.

Objective/Data-Driven Decisions – Apriant believes that decisions based on objective data are good decisions and the more quality data that is available to make decisions, the better. This philosophy holds true for the work that we do during a project as well as how we hope to leave our clients after the implementation is complete. Regardless of the type of project that Apriant is asked to work on, putting objective data in front of our clients is always a primary goal.

Leverage – Apriant is hired to work on difficult projects that cannot be completed in required timeframes just using internal resources. We understand that members of the client project team cannot simply neglect their day job every time a project is initiated, so we work within the boundaries of schedules to develop a project plan that will appropriately leverage in-house expertise. Our experience in managing projects in school district environments allows us to be creative with scheduling, planning, and execution to best meet objectives using available resources. Apriant leverages your expertise and our experience to complete projects with minimal disruption to your operations.

Partnership – The success of Apriant is based completely and entirely on the success of our clients. If our clients are not successful, then Apriant is not successful. The only way that we maximize our clients' investment in us is to add lasting value to the organization by working together to accomplish the established objectives. If we do all the work and our client is not able to "take the ball and run" at the end of our engagement, then we have not done our job. We therefore view every client relationship as a partnership where we work together in order to help you accomplish your goals because when you accomplish your goals, we accomplish ours.



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