

## **ANNEXE 2 - CONTENU DU SITE**

### **ENTRE**

Martin Wares, en sa qualité de travailleur autonome.

Ci-après désigné “le prestataire” ;

### **ET**

Acosys Consulting Services inc., représenté par David Acco en sa qualité de Président, dont le siège social est situé au :

100 Alexis-Nihon Blvd.  
Saint-Laurent (Québec)  
Canada

Ci-après désigné “le client” ;

### **PRÉAMBULE**

Le présent document détaille le contenu du site web à réaliser selon l’estimé fourni.

# Navigation

[Home](#)

[About](#)

- Our Mission
- Leadership
- Social Responsibility
- Government Clients

[Services](#)

- Business Solutions
- Technology Integration
- Talent Management

[Internships](#)

- Become a Partner
- Social Impact
- Candidates

[Business Insights](#)

- Press Room (articles)
- White Papers (articles)
- Portfolio (tabs)

[Careers](#)

[Contact](#)

## Homepage

### Acosys Consulting Services Inc.



Acosys is an Aboriginal consulting firm with different ideas. We have expertise in [business solutions](#), [technology integration](#), and [talent management](#).

We opened our doors in 2006, co-founded by David Acco and Julie Lepage. Their identities, their vision of [social entrepreneurship](#), and their expertise in the fields of Information Technology and Human Resources made Acosys what it is.

Since then, our history of efficient delivery and satisfied clients has given us a solid foundation, on which we've built a reputation for creative and

progressive solutions catering to nearly every major industry.

While we wish to be recognized on the strength of our expertise and consistent delivery, we are also proud to be an Aboriginal company.

## Careers

### **We're always looking for people to join our team.**

If you're looking to cultivate your skills with a company that's creative, innovative, and ambitious; if you want to work in an environment where performance makes all the difference, consider applying to work with us. We offer competitive salaries, incentives, and meaningful work to provide people with a stimulating environment in which our employees have ample opportunity to foster their personal growth, and that of our clients.

### **Commitment : People first!**

Taking care of our people means taking care of our clients. As specialists in [business consulting](#) and [talent management](#) we seek to connect you with the opportunities you're looking for, and support you in taking your career to the next level.

Have a look at our list of current opportunities, and check back regularly for updates:

(JOB LIST – INTEGRATED WITH [catsone.com/](#))

# Internships

## **Training, mentoring and employment**

Acosys is committed to providing these things to all Aboriginal people who have a desire to work in the field of business consulting. Our Aboriginal Internship Program (AIP) helps make that happen. These internships provide candidates with the skills and experience necessary to become in-demand professionals.

## **Professional Roles**

Our program takes qualified candidates and places them in roles such as Business Analyst, Human Resources Specialist, Project Manager, and others, giving them the experience they need to take control of their careers. Candidates include recent graduates just beginning their careers, as well as more experienced public sector workers looking to make a transition.

## **Permanent Placement**

After a thorough selection and interviewing process, the interns work for our clients on a contract-to-hire basis for a period of 52 weeks, matched with senior consultants as coaches and monitors. They may also perform coursework that leads to industry recognized certification. At the end of this period the client typically extend the contract or hire the resource permanently.

# Social Impact

## **We know our Internships work.**

Twelve success stories to date, and counting.

The AIP's first graduate began in 2009 and graduated in 2010. While at Acosys she performed project work with Acosys senior consultants and achieved a certificate in Business Analyst Masters Certificate from the Schulich School of Business; today she works as a Business Analyst at a major company, a position she secured on her own merits and independently. To quote her, the AIP is "a bridge that provided the skills, experience, and confidence to move me from NGOs into the private sector." She credits our AIP with jump starting her professional career.

In their own words:

ACOSYS' Aboriginal Internship Program has given me the opportunity to gain real work experience and expand my professional networks while allowing me to work in a globally recognized company. -

**Joni Diabo**

Being a young Mohawk woman, the idea of working in the corporate world can be daunting, but the Aboriginal Internship Program has opened doors for me that I never knew existed and I would recommend this program to anyone who desires a lifelong career. - **Erin Montour**

### **Network Growth**

Aboriginal networks in the business world tend to be smaller than those in the public sector, meaning there's less opportunity. Acosys' AIP counters this by nourishing the corporate networks, setting off an upward spiral of inclusion.

### **Boosting Capacity**

Communities learn to capitalize on development plans like Plan Nord, the Ring of Fire, and the Oil Sands, no longer just through labour, but at the professional level. This enhances the management of Aboriginal assets, by Aboriginal people.

### **Models for Success**

Successful Interns become inspirations for others in their communities: confidence blooms, and positive perception of Aboriginals is reinforced.

## **Client Results**

### **Be a leader in Aboriginal professional development.**

Become a partner in the Acosys Aboriginal Internship Program (AIP).

A subsidized Aboriginal resource provides a low-risk path to greater workforce inclusiveness. This ignites your Aboriginal network growth, sets off an upward spiral of inclusion, and helps you meet reporting goals.

There are several additional reasons to consider taking on an Aboriginal intern:

- Education: Our education partners provide our interns with discounted coursework in business analysis, project management, and human resources.
- No hiring fees at the end of the internship if the Intern is moved from our payroll to yours.
- Acosys provides mentoring support to both the Intern and the Client Partner.
- We take responsibility for the quality of our Interns' work.

The commitment needed from the client partner is a project that gives strong industry experience, a stimulating work environment in which an Intern might sharpen his or her skills, and a desire to help others succeed.

# Candidates

## Start a career in business.

If you are a new graduate looking for business experience, or a public sector employee trying to break into the private sector, [get in touch with us!](#)

Successful candidates are professionally minded individuals seeking fulfilling opportunities for personal advancement. Our interns often possess a natural ability and some education in their chosen field, and require only some direction, mentorship and experience to fully develop their skills.

Depending on your skill-set and career goals, we will place you in a role such as business analyst, project manager, or human resources specialist. You will earn a competitive salary for 52 weeks, and benefit from continuous mentoring by senior resources. And you will also work with us on our client projects with the possibility of securing a permanent position.

# Business Insights

## Building bridges between private industry, Aboriginal communities, and government.

We act as the preferred liaison in enabling community, corporate, and government stakeholders to create vital and profitable relationships. This role is complemented by our [Aboriginal Internship Program](#), which brings together government organizations, private sector partners, Aboriginal professionals, and even educational institutions, to act together as an incubator for Aboriginal talent.

Like many companies, we concentrate on offering expertise in our field, delivery that meets or exceeds client expectations, and building lasting business partnerships. Unlike many, we also have had an inclusion mission integrated into our business model.

## Supply Chain Inclusion

Our business model centres on Aboriginal Inclusion and Capacity Building. We always maintain, at minimum, a 33% Aboriginal human resources component **in project delivery**. In other words, not only administrative assistants, but certified business analysts, recruiters, human resource professionals, project managers, programmers, subject matter experts, and so on. This is a self-imposed rule, aimed at developing Aboriginal talent in the professional world, then translated into community enhancement, self-sufficiency, and greater empowerment for Canadian Aboriginals.

Today, approximately 70% of Acosys's workforce is Aboriginal, including full-time and part-time employees. This **shatters** the standards for Aboriginal business set by all governing and certifying organizations. Our clients often leverage our commitment to invigorate their own inclusion and corporate social responsibility programs and meet their reporting requirements.

# Press Room

Here you'll find the latest news about Acosys and what we find interesting. You can also keep up with us by joining our [LinkedIn](#) and [Facebook](#) groups.

## **Kahnawake tests out new dollar-tracking program**

"David Acco stands before a projector screen showing off a new software system he hopes will answer critics of First Nations financial management.

After spending the majority of his adult life around software and IT, Acco's latest project has been to develop an accounting program intended specifically for aboriginal communities.

The result is the Native Economic Management System. It was created by Acco, co-founder of the native consulting firm Acosys Consulting Services Inc., and the economic-development commission in the Mohawk community of Kahnawake."

Read more: [Native Economic Management System \(NEMS\)](#)

## **Acosys Breaks New Ground – Montreal Gazette Article**

"For aboriginals searching for work off the reserve, it can be a rocky, frustrating path. One Montreal company has made smoothing that road its prime directive by providing meaningful experience and business education for First Nations people.

[Acosys Consulting](#) is an aboriginal-owned company founded in 2006 by labour lawyer Julie Lepage and business analyst and project manager David Acco. More than 70 per cent of its staff are Native employees and it won the Toronto Board of Trade Business Excellence award in November."

Read more: [Breaking New Ground for Aboriginals in the Private Sector](#)

## **Business Excellence Award in Diversity Goes to Acosys Consulting**

Toronto, Ontario – Acosys Consulting was recognized with a Business Excellence Award from the Toronto Board of Trade (TBOT) for its commitment to diversity through its leadership in Aboriginal talent management and inclusion.

"This award is a great demonstration of the Toronto Board of Trade and its corporate member's commitment to Aboriginal inclusion in the GTA," says David Acco, President of Acosys Consulting. "It's also a recognition of how Aboriginal businesses are contributing to making the Canadian industry more diverse and competitive for the global market by tapping into the youngest and fastest growing resource market in Canada, Aboriginal people," said David.

## **Featured in Diversity Canada Magazine**

Acosys Consulting has been featured in the publication DiversityCanada, where President David Acco makes the business case for Aboriginal Inclusion and defines Acosys Consulting's approach to capacity building.

"Initiating change is seldom easy or fast. As Acco succinctly states, "The historical problems of the Aboriginals are not just an Aboriginal experience. It's a Canadian experience, so we all have a role in the healing process. Economic development is a vehicle for social change and Aboriginal inclusion."

Read more: [Acosys Proves Social Change Takes Action](#)

### **Acosys Nominated for Business Excellence Award**

We're proud to announce that Acosys has been nominated for the Toronto Board of Trade's (TBOT) Business Excellence Awards, in the category of Diversity. Being recognized for our efforts to promote workplace diversity still feels tremendously rewarding.

Thanks everyone for your continued support and well-wishes.

Read more about the [Business Excellence Awards](#).

### **Acosys and Congress of Aboriginal Peoples partner for Internship Program**

Ottawa, Ontario – The Congress of Aboriginal Peoples (CAP), in partnership with Acosys Consulting Services, has inaugurated a pilot Aboriginal Internship Program (AIP) for off-reserve Aboriginal Peoples entering the professional private sector. The organizations signed a partnership agreement at the CAP offices on February 16th, 2012.

Read more about our [AIP Partnership](#).

### **CAMSC Small Business of the Year 2011**

In 2011 Acosys received the Canadian Aboriginal and Minority Supplier Council's (CAMSC) Small Business of the Year award, a testament to our strong growth, client-centricity, and innovative business approach. Thanks go to our team members, families, business partners, and to CAMSC itself. Rest assured that we will continue to grow.

Read more about the [2011 CAMSC Business Awards](#).

## **White Papers**

As an Aboriginal consulting company, we have a different perspective on business, and that's what we aim to share with you through these white papers. Browse through the tabs below for topics that interest you. Expanded PDF versions of each paper are available on request.

### **Social Entrepreneurship - Past and Future**

"It's becoming clearer that what's needed is a new **modus operandi** based on new business principles **like transparency, integrity, and collaboration**." (Tapscott, 2010, 9; emphasis added.)

We've all heard of 'social entrepreneurship', that latest fad. Many of us aren't sure what to make of it, and everyone is asking the same question: 'It sounds great, but ... is it profitable?'

In Macrowikinomics, co-authors Dan Tapscott and Anthony Williams argue that the global economy has reached a tipping point – is teetering between stagnation and renewal – and that only a new,



collaborative, and socially conscious form of business will enable us to flourish. Although published two years ago, this diagnosis and prescription remain relevant, and in fact have only grown more compelling.

In a sense, the “new” business principles they call for aren’t new, but rather re-newed. After several centuries in which market liberalism has been the dominant ideology in the West, older ideas are of necessity re-emerging, only this time under a new name: social entrepreneurship.

To step back: in 1705, the Belgian satirist-cum-economist Bernard Mandeville published a small work entitled *The Fable of the Bees: or, Private Vices, Public Benefits*. This visionary work, which introduced the idea of the ‘invisible hand’ guiding the unregulated market to prosperity, preceded Adam Smith’s magnum opus *The Wealth of Nations* by 70 years and has had a vast influence on subsequent capitalistic thought.

Mandeville’s bold thesis was that a nation’s collective wealth, and therefore its power, is built on the individual unscrupulousness of its population. In a formula: private vice equals public benefit. Greed is good. Gordon Gekko’s seemingly iconoclastic speech in the movie *Wall Street* clearly unfolds this principle, effectively unspoken, behind the mainstream of economic thought since the 18<sup>th</sup> Century:

The point is, ladies and gentleman, that greed – for lack of a better word – is good.

Greed is right.

Greed works.

Greed clarifies, cuts through, and captures the essence of the evolutionary spirit.

Greed, in all of its forms -- greed for life, for money, for love, knowledge -- has marked the upward surge of mankind.

The social entrepreneur represents a juxtaposition of the cutting edge with the pre-modern, pre-Mandeville vision of economics. While understanding the economic law of supply and demand and the need to turn a profit, the social entrepreneur also believes that business should be socially embedded, and that the motivation for profit and consumption, the underlying motivation of our present economic system, must be tutored by some more human and less reductive law. In short, the private vice of greed does not produce the public benefit of wealth – not in the long term – and in this most of human history agrees.

“And now every organization, and every budding leader within them, must grapple with a profound choice: participate in rebooting all the old models, approaches, and structures or sit on the sidelines and risk institutional paralysis or even collapse.” (Tapscott, 343)

Since 2008 the world has changed, and businesses have a choice to make. We submit that the social entrepreneur is in the vanguard of the systemic transformation Mr. Tapscott and Mr. Williams describe.

## Portfolio

### **Proud of our project work.**

Acosys can provide both deep and broad experience. Browse through the tabs below for a few examples of our past deliveries, and see what we mean.

***{tab title=Native Economic Management Software}***

**Client:** Tewatohnhi'saktha (Kahnawake Economic Development Commission)

The Kahnawake Economic Development Commission (KEDC)'s Native Economic Management Software (NEMS) is a proprietary case management software designed to help economic development organizations keep track of clients, projects, and loans, and act more effectively for the community.

Our duties included:

- Analyzing and updating business and system requirements throughout the lifecycle
- Testing, troubleshooting, and debugging the previously developed software
- Developing and customizing the software according to business requirements
- Performing Quality Assurance Testing in preparation for deployment
- Training three separate business units
- Deploying the NEMS software in Tewatohnhi'saktha's business environment

**Technology:** EJB 3 (Enterprise Java Beans 3), Struts framework, Hibernate for persistence, Apache Tiles layout and presentation framework. The application runs in JBoss on CentOS 5 (RHEL compatible), uses MySQL as its data store and employs LDAP to authenticate network users.

***{tab title=Postal Transformation}***

**Client:** Canada Post

Acosys provided business development services for Canada Post's Postal Transformation project. This project was Canada Post's largest since the institution of the Postal Code. Canada Post was upgrading its mail processing technology to make its IT infrastructure state of the art, and transforming its current business model at a national level. Working within a team, our responsibilities included:

- Analyze current states of Canada Post IT infrastructure
- Research and recommend infrastructure improvements
- Perform Quality Assurance Testing on Canada Post's equipment and operations
- Analyzing mail equipment specifications, vendor RFPs, process documentation, and other sources, to recommend and plan future modes of operation

***{tab title=Urban Aboriginal Peoples' Survey}***

**Client:** Environics Research Group

Acosys administered, supported, and helped interpret the results of the Urban Aboriginal Peoples' Survey (UAPS) in two Canadian urban centres: Thunder Bay and Montreal. We introduced an innovative approach of using Aboriginals to administer the survey. Our responsibilities during this effort included:

- Gathering of quantitative and qualitative survey results in a face-to-face interview format
- Coding of results into a database provided by the client
- Interpretation of open-ended responses from an Aboriginal perspective

- Analysis and report on results to stakeholders
- Providing recommendations for how the Survey could improve its ability to capture cultural context and nuance

Acosys delivered early in both cities.

#### ***{tab title=Market Feasibility Study}***

**Client:** Tewatohnhi'saktha

Acosys was hired to examine the possibility of bringing the NEMS solution to market and turning it into a source of revenue for KEDC. Our responsibilities during this effort included:

- Identification and investigation of various target markets, including Aboriginal and mainstream organizations
- Development of an outreach script and development of an online survey
- Complete quantitative and qualitative analysis and report of survey results to project stakeholders
- Gathering of intelligence on competitors and market trends
- Go/No-Go recommendation, product costing recommendation, revenue forecast

#### ***{tab title=IT Services Review}***

**Client:** McGill University, Faculty of Engineering

Acosys was hired to conduct an IT Services Review for McGill's Faculty of Engineering, specifically to determine client satisfaction levels among various demographics (students, staff, and professors) and provide recommendations for improvement. Our responsibilities during this effort included:

- Conducting individual interviews with IT services and management representatives
- Spearheading internet-based surveys of over 3000 students, staff members, and professors
- Performance of statistical and qualitative analyses of survey results, report and presentation of findings to stakeholders
- Conducting follow-up focus groups with targeted users for more granular feedback
- Inter-faculty interviews to benchmark McGill-wide IT service levels

All of these inputs were used to create a Recommendations document which presented a strategic plan for improving the Faculty of Engineering's IT service delivery.

#### ***{tab title=Procurement Strategy for Aboriginal Business (PSAB)}***

**Client:** Indian and Northern Affairs Canada (INAC)

Acosys has worked for the Department of Indian Affairs and Northern Development (DIAND) in three outreach efforts, of similar scope and size, for the Federal Government's Procurement Strategy for Aboriginal Businesses; the most recent is cited here. The purpose of PSAB is to build capacity among Canadian Aboriginals by providing set-asides in Federal contracts. Our responsibilities during these efforts included:

- Researching and building of a list of eligible businesses, including contact information
- Creation of a database mirroring survey questions for safe and searchable storage of outreach results
- Interviewing these businesses by telephone, performing over 2,000 calls all told
- Informing them of the benefits and opportunities afforded by PSAB
- If already registered, inquiring about levels of satisfaction with the PSAB process

## About

### Providing Direction

Acosys is an Aboriginal consulting firm with different ideas. We have expertise in [business solutions](#), [technology integration](#), and [talent management](#).

We opened our doors in 2006, co-founded by David Acco and Julie Lepage. Their identities, their vision of [social entrepreneurship](#), and their expertise in the fields of Information Technology and Human Resources made Acosys what it is.

Since then, our history of efficient delivery and satisfied clients has given us a solid foundation, on which we've built a reputation for creative and progressive solutions catering to nearly every major industry. In 2011 Acosys was awarded the Small Business of the Year award by the Canadian Aboriginal and Minority Supplier Council for our strong numbers and new ideas. In 2012 Acosys was awarded a Business Excellence Award from the Toronto Board of Trade for our leadership and demonstrated success in Aboriginal inclusion.



### Community Connections

While we wish to be recognized on the strength of our expertise and consistent delivery, we are also proud to be an Aboriginal company.

As a registered and certified supplier with the Procurement Strategy for Aboriginal Business (PSAB), the Canadian Aboriginal and Minority Supplier Council (CAMSC), and the Canadian Council for Aboriginal Business (CCAB), we can throw open the doors to a panoramic professional and Aboriginal network.



# Social Responsibility

## Giving back to the community.

We're a for-profit business, but we have a self-defined social mission centred on Aboriginal diversity and inclusion.

Our goal is to raise the visibility of Aboriginal professionals in the private sector, by providing meaningful professional opportunities in education and employment. And we actively pursue this mission every day, in several ways:

1. Commitment to Aboriginal Inclusion internally. We maintain and exceed a self-imposed 33% Aboriginal human resources component in our company and in project delivery. Currently more than 70% of our team is Aboriginal.
2. [Aboriginal Talent Management services](#). We have assisted a number of customers in developing a full-cycle HR recruitment and integration strategy targeting Aboriginal professionals.
3. An [Innovative Aboriginal Internship Program \(AIP\)](#). We provide our interns with project roles and mentorship to build the skills and experience they need in becoming in-demand professionals. Thus far we've had 12 success stories and a 100 per cent success rate.
4. Giving back. We have delivered seminars and workshops to Aboriginal communities and organizations, as well as to corporate customers, free of charge. We place special focus on Aboriginal economic development, capacity building, and workforce inclusion.

## Our Mission

### Our Mission

To provide direction to our customers, through professional, timely and value-based consulting services in business solutions, technology integration, and talent management, while increasing the visibility of Aboriginal business and consulting professionals.

- Information technology and information management systems
- Human resources
- Aboriginal governance internal policies
- Internships "increasing the visibility of Aboriginal professionals"



### Our Brand

Four arrows, forming a diamond: in many Aboriginal cultures this symbolizes the four cardinal directions, North, South, East, and West. The dark squares, in the shape of a teepee, represent the familial bond – in business terms, teamwork. Combined with our name, taken from the Cree word for ‘arrow,’ you have our business ideal: effective and team-based direction to our clients, through a 360° vision.

# Leadership



**David Acco**, President and CEO, is a Cree-Métis descended from Cumberland House, Saskatchewan, and a member of Métis Nation - Saskatchewan. He is an accomplished senior Business Analyst and Project Manager with an MBA from the University of Ottawa, a Business Analysis Master Certificate from the Schulich School of Business, York University, and a Graduate Certificate in Ecommerce from McGill University. His academic achievements and certifications give only a narrow idea of his talents. He has pushed his boundaries in many fields, from aircraft mechanics, to aerospace, to information technology, and in 2006, to social entrepreneurship, founding Acosys Consulting Services Inc.

Mr. Acco has experience leading teams and working independently on projects varying in size and scope. He has extensive experience in Information Systems and Information Technology (IS/IT) in the telecommunications and engineering industries, and with many non-profit Aboriginal organizations. These experiences have enabled Mr. Acco to develop comprehensive management strategies to approach a variety of business challenges.



**Julie Lepage**, a member of the Nipissing-Ojibway First Nation, graduated from the University of Ottawa Common Law and Civil Law Programs and is a member of the Law Society of Upper Canada. She is a co-founder of Acosys Consulting Services Inc., which leverages an entrepreneurial business model to pursue a social mission for Aboriginal Inclusion and Capacity Building at the professional level. Acosys provides professional consulting services, primarily in the three sectors of business solutions, technology integration and talent management.

Julie is fully bilingual, specializes and provides services in talent management. She has mainly worked in the private sector, where she acquired her experience in HR. She has also worked as a policy analyst for Aboriginal non-governmental organizations. Julie's combined legal and human resources experience has allowed her to gain extensive insight in finding solutions in human resources issues and management development to create cutting-edge workplace.

## Services

### Consulting with a Difference

Our clients are all different. They have diverse needs, which we address with custom-made solutions. Providing direction is the golden thread that runs through our operations, and it's why our clients come to us.

### Government Clients

We are qualified suppliers within the federal Tasks and Solutions Professional Services (TSPS) procurement vehicle, holding both a Supply Arrangement and a Standing Offer. In addition, we are qualified both as a standard supplier and as an Aboriginal supplier through the Procurement Strategy for

Aboriginal Businesses (PSAB), which opens additional avenues of procurement for our government clients.

### Service Streams

We offer three streams of service:

- **Business Solutions: Effective management demands continuous improvement, especially in today's business world, where change is constant. You may need unique expertise: that's what we're here for.**



- **Technology Integration: You need the best infrastructure you can get. When it comes to a tight delivery, so much can depend on a seamless, up-to-date combination of software and hardware that responds directly to your needs.**



- Talent Management: We help our clients from recruitment, to retention, to policy advice. We also help both their business units and recruiters engage resources, and help the candidates ready themselves for the client's business and operations.



We offer end-to-end business solutions that assist our clients in consolidating their vision, planning their next steps, customizing their infrastructure, integrating their business processes, and then measuring the results. And we can manage the entire process for you.

Providing direction in nearly every major industry, including:

- Utilities
- Oil and Gas
- Financial Services
- Government
- Healthcare and Pharmaceutical
- Information and Communications Technology

## Talent Management

### Help your team grow.

We assist our clients from recruitment, to retention, to policy advice. We also assist both their business units and recruiters in engaging resources, and readying the candidates themselves for the client's business and operations. This attention to detail stems from our formal training as Certified Human Resources Professionals, our experience of what works and what doesn't, and the knowledge that each of our customers has its own 'on the ground' reality.

Our services include:

- Aboriginal Talent Management

Attracting Aboriginal talent requires unique strategies, and even once recruited, your Aboriginal resources have unique needs in the workplace. Whether you're an Aboriginal or non-Aboriginal organization, we can help you manage your talent more effectively. We have assisted a number of customers in developing a full-cycle HR recruitment and integration strategy targeting Aboriginal professionals.



- Recruitment and Screening

Our talent management team has been training in a rigorous methodology that ensures our talent responds fully and directly to your requirements, within your timelines.

- Training

From developing, organizing, delivering, and evaluating, to cross-industry benchmarking. Acosys has created and delivered live workshops and online courses in Human Resources Management, Critical Thinking for Decision Makers, and others.

- Policy Development

Make sure your policies and workforce comply with the latest provincial and federal legislation. We can help you with Harassment Policy, Contractor Policy, Employee Guidelines/Integration, and more.

- Employee Relations

Morale affects productivity. We offer a suite of services, including exit and satisfaction interviews, employee and management coaching, and issue resolution.

## Technology Integration

### Get the best infrastructure available.

When facing a time-sensitive delivery, so much can depend on a seamless, up-to-date combination of software and hardware that responds directly to your team's needs.

Our technology integration services include:

- Technology Assessment and Planning

Your processes get more sophisticated every day, and so do your technology requirements. Acosys takes a structured approach to assessing your current and future systems to respond to your needs.

- System Introductions and Updates

Seamless introductions and updates keep your business running on schedule. We can help you define requirements, prioritize, and validate improvements.

- Software Development, Customization, and Support

Whether it's as simple as a database or as complex as a browser-based client management system, we have the experience and expertise to get you what you need, when you need it. From development of custom-tailored solutions, to support, to deployment.

- System and UAT Testing

Our analysts work with your teams to develop test strategies, scenarios, and scripts that ensure your system is meeting its objectives.

# Business Solutions

## Hit your Targets.

Effective management demands continuous improvement, especially in today's business world, where change is constant. You may need unique expertise, and an impartial opinion: that's what we're here for. Acosys can effectively develop and manage key business drivers to ensure you're hitting your targets and growing your business.

Our services:

- Business Analysis

Whether the project is a new system development or an update to an existing system, our team can help you improve your business functions and activities to reduce costs and improve your service efficiency.

- Project Management

We'll ensure that every risk is managed, that delivery is transparent, and that every aspect of your project is within scope, quality, time, and cost constraints.

- Strategic and Operational Planning

Even once you have articulated a vision, a strategic plan, and a business plan, you may assistance in implementing, re-aligning, and re-evaluating it at key milestones.

- Business Development

Defining and refining intelligent business objectives. Performing market research, analysis, and outreach, even into hard-to-reach markets. We can identify for you who to pursue.

- Aboriginal Relations

You want to do business with the Aboriginal community, but you need help making the right connections. You want to make your workforce more aware of Aboriginal cultures, but you don't know where to begin. Acosys has assisted many clients achieve success in these areas, and we can do the same for you.

# Federal Government Clients

## Qualifications

We are qualified suppliers with the following federal government vehicles:

- [Tasks and Solutions Professional Services \(TSPS\)](#)

- [Professional Services Online \(PSOnline\)](#) (To be succeeded by ProServices in Winter 2014)

In the TSPS procurement vehicle, we hold both a Supply Arrangement and a Standing Offer. We are qualified both as a standard supplier and as an Aboriginal supplier through the Procurement Strategy for Aboriginal Businesses (PSAB), which opens additional avenues of procurement for our government clients.

## Further Information

Should you require immediate information on contracting through our federal government vehicles, please contact us at (514) 744-9433 ext. 112.