CAPABILITY STATEMENT · OCTOBER 2026

Kodes Consulting

Human Resources. Program Management. Workforce Solutions. Veteran Support.

Veteran-Owned Consulting Firm | Maryland | 30+ years of human resources, program management, workforce, and leadership experience

EXPERIENCE THAT STRENGTHENS PEOPLE, PROGRAMS, AND ORGANIZATIONS

Kodes Consulting is a veteran-owned consulting firm providing professional consulting, training, workforce, and organizational support services to government agencies, contractors, nonprofits, private employers, and veteran-serving organizations. Led by retired U.S. Army Master Sergeant and retired federal program manager Delphine Oliver, Kodes Consulting brings more than 30 years of experience in human resources management, workforce planning, EEO and workplace practices, program management, resource management, organizational operations, and leadership.

Our approach is straightforward: understand the challenge, develop practical recommendations, and provide the structure and support needed to move forward.

Every engagement begins with understanding the client's objectives, requirements, stakeholders, and desired outcomes. Kodes Consulting uses defined scopes of work that can identify objectives, tasks, deliverables, schedules, client responsibilities, review criteria, and fees. Engagements can be delivered virtually or on-site when required.

OUR SERVICES

Human Resources & Workforce Management

- Workforce planning and development
- Personnel process reviews
- Staffing and development support
- Employee relations
- Performance management
- Human capital recommendations

EEO & Workplace Practices

- EEO program support
- Workplace fairness and barrier reviews
- Diversity and inclusion training
- Employee relations
- Policy and procedure recommendations

Investigative services can be separately scoped when appropriate.

Program & Project Management

- Program planning and execution
- Lifecycle management
- Stakeholder coordination
- Operational planning
- Performance monitoring
- Process improvement
- Risk management
- Resource management

Training & Workforce Development

- Leadership and management training
- Workforce development
- EEO and diversity workshops
- Curriculum development
- Facilitation
- Presentations
- One-on-one consultation

Budget & Resource Management

- Budget planning and execution
- Resource allocation
- Program requirements analysis
- Budget monitoring
- Cost-conscious resource planning
- Operational prioritization

Organizational Consulting & Executive Advisory

- Organizational assessments
- Strategic and operational planning
- Executive briefings
- Stakeholder engagement
- Process mapping
- Implementation recommendations
- Workforce effectiveness
- Process improvement

Kodes Consulting LLC · Delphine Oliver, Founder & Principal · Maryland

443.790.4937 · doliver@kodesllc.com

WHY KODES CONSULTING

30+ Years of Experience

In human resources, workforce operations, program management, and organizational leadership.

Senior-Level Leadership Experience

Advising executive officials and supporting high-visibility programs and operational improvements.

Government & Intelligence Community Experience

Supporting personnel operations, organizational leadership, and mission-focused programs.

Veteran Leadership Perspective

From a retired U.S. Army Master Sergeant with military, federal, and civilian leadership experience.

Advanced Education

Including an MBA in Business Administration and an MA in Procurement and Acquisition Management.

Active Top Secret Security Clearance with Full Scope Poly

As a personal qualification of the founder.

FOUNDER EXPERIENCE

Leadership Experience That Translates Into Practical Results

800–1,200
employees in organizations supported

$9M–$19M
budgets managed and tracked

8-person
EEO and diversity training team led and mentored

DHS
Director of a Human Capital Office

Delphine Oliver's professional background includes managing program lifecycle activities, stakeholder engagement, operational planning, documentation, customer support, and budget requirements; supervising multidisciplinary teams; supporting organizations of approximately 800 to 1,200 employees; and managing and tracking budgets of approximately $9 million to $19 million. Her background also includes leading and mentoring an eight-person EEO and diversity training team and serving as Director of a Human Capital Office within the Department of Homeland Security.

Founder experience reflects the professional background of Delphine Oliver and is not Kodes Consulting contract past performance.

VETERAN TRANSITION SUPPORT

Helping Veterans Navigate What Comes Next

Kodes Consulting provides practical, personalized guidance designed to help veterans identify their needs and connect with appropriate resources and services. Support may include:

- One-on-one needs assessments
- Transition workshops
- Employment and education resource navigation
- Referrals to qualified providers

The goal is to help each veteran identify a practical next step.

LET'S TALK ABOUT WHAT YOUR ORGANIZATION NEEDS

Kodes Consulting LLC

Delphine Oliver, Founder & Principal

Location Maryland
Phone 443.790.4937
Email doliver@kodesllc.com

Whether you need additional expertise for a specific initiative, support strengthening your workforce or programs, customized training, or guidance navigating an organizational challenge, Kodes Consulting is ready to start the conversation.