

Chambers Consulting LTD.

*Strategic Planning, Accounting, Management Consulting, Business Plans, Tax preparation
Birmingham, Alabama Chicago, Illinois*



CAPABILITY STATEMENT

THE FIRM

Chambers Consulting LTD is an award winning management consulting firm formed in 1987 that specializes in providing alternative accounting, financial, human resource and operational talent to assist our clients in the financial management process. Chambers Consulting provides alternative Accounting, Business Management, Finance, Tax, Performance Management Systems and Training expertise that is unavailable to our clients internally. Our reputation is built on over twenty-three years of experience in over fourteen diverse industries. The U.S. Small Business Administration and the U.S. Department of Commerce named Chambers Consulting LTD “Minority Service Firm of the Year”. Birmingham Regional Chamber of Commerce twice nominated us Small Business Person of the Year. We were also awarded “Supplier of the Year Class I” by the South Regions Minority Business Council (SRMBC).

ADVANTAGES OF ENGAGING US

- **Immense Value:** Our broad business experience in a variety of industries and experience in dealing with high-level management adds tremendous value to your organization. Also our ability to communicate upper management goals to the day to day operational accountable employees is one of our unique strengths.
- **Integrity:** We’ve built a strong reputation by honoring all commitments made to our staff, client companies and individuals.
- **Confidentiality:** Our clients’ interest and reputations are important to us, so we maintain strict confidentiality with regard to their interest.
- **Mutual Goals:** We work best with clients who share our goals of growing their organizations, and doing so with integrity.
- **Personal Commitment:** *We’re committed to a better community by strengthening local businesses,* and we’re passionate about developing customized business solutions to meet the needs of every client.
- **Outstanding Research:** We invest in quality research, and also conduct our own research via specialized sources and the Internet. Thus we can identify the best practices of a particular industry.

OUR GOAL

Our goal is to partner with client companies, non-profits, and individuals in order to provide the highest quality consulting services. ***Our style*** is to build positive and mutually rewarding relationships with clients. ***Our passion*** is to promote healthy small businesses and community non-profits.

OUR PHILOSOPHY

We seek to provide our clients with advice to grow their businesses profitably. Our intent is to develop long-term relationships and become the firm of choice for management consulting services.

OUR METHODOLOGY

Our methodology consists of the following major steps:

1. **IDENTIFYING NEEDS.** We ask the right questions and listen proactively to determine your specific needs.
2. **IDENTIFYING SOLUTIONS.** We research available options and offer innovative solutions to your specific concerns.
3. **CHOOSING SOLUTIONS.** We cycle continually through steps one and two until we've determined a solution that you're happy with.
4. **PLANNING THE NEXT STEPS.** We actively consult with you to plan the next action step that must be accomplished in order for you to realize your objectives and priorities.
5. **RECOMMENDING RESOURCES.** If your needs fall outside our areas of expertise, we connect you with the right solution provider.

WORKING PRINCIPLES

Our desire is to work with our clients in a collaborative process focused on growing their organizations and improving management expertise. Whatever challenges your business is facing, **Chambers Consulting offers expert solutions.** We provide businesses, government agencies, and nonprofits with financial, management and accounting expertise that is unavailable to them internally.

We believe that vibrant businesses build strong, sustainable communities, so we're committed to helping make your business successful. When you work with Chambers Consulting, you gain **a knowledgeable, skillful partner** with a passion for helping businesses grow.

Harry Chambers Jr. Bio

Before co-founding the firm in 1987, Harry spent six years in operational consulting with AmSouth Bank and one year with The Internal Revenue Service auditing small businesses and two income professionals. As a consultant with Drake Beam Morin (DBM) in Alabama he participated in career transition engagements with numerous clients, including Drummond Coal, Kinder Care, Rust Engineering, and Liberty National Insurance Company.

Prior to this, Harry was an International Auditor-Europe, Middle East and Africa with Bank of America. In this role he was responsible for planning, evaluating, interviewing and auditing bank officers and employees involved in the commercial and deposit functions of the bank in Los Angeles and San Francisco California, London England, Antwerp and Brussels Belgium, Zurich Switzerland, Rome Italy, Nicosia and Larnaca Cyprus, and Karachi, Lahore, and Islamabad Pakistan.

A seasoned entrepreneur and team oriented management accounting professional with over 21 years of experience in planning, coordinating work with others, networking, analyzing, interpreting and evaluating financial data. Self-starter, goal oriented and concerned with controlling operational cost. Expertise in work flow processing, expense control, cash management, accounting and payroll tax planning, business plan development, financial analysis, forecasting, internal control procedures, project management, business strategic plans, and negotiations. An avid marathon runner, Harry has completed the Mercedes Marathon in Birmingham Alabama for the past six years. *Harry has authored and co-authored three books; Vendor Boot Camp © Business Education Systems, More Than Qualified ©: The Three T's of African-American Business Ownership, and Run Til I Fini\$h ©: Get Fit and Make a Difference. Excerpts can be found on our website: www.chambersconsultingLTD.com.*

A native of Birmingham, Harry has a an MBA (finance) from Samford University, Birmingham, Alabama and a BS Degree in management/accounting from Alabama State University, Montgomery Alabama.

Linda G. Chambers Bio

Before co-founding the firm in 1987, Linda spent four years in operational auditing with the U.S. Treasury as a National Bank Examiner and two years as an internal auditor with Energen Incorporated.

As Comptroller of Bessemer City Schools she managed a staff of four and improved cash management systems. She established budget accountability procedures for a \$21 million dollar budget, which resulted in a 90-degree change in spending patterns and close monitoring of expenses by departmental directors. She coordinated accounting system conversions that resulted in timely and accurate preparation of annual budgets by principals following constant assistance and training.

As manager of expense planning and analysis for United Health Care she created departmental missions, goals, and activities that launched a support function that resulted in consistent reporting and average efficiencies of \$150,000 per month. She developed a consultant relationship with six finance directors to share best practices that resulted in 100% participation by directors in monthly meetings that supported at least three issues per month. She initiated benchmarking of administrative expenses for best practices among six health care plans, which resulted in efforts to reduce costs such as printing, advertising, telephone and overnight mail.

An entrepreneurial and team-oriented accounting professional with over 19 years experience in auditing, and private and governmental accounting management. Highly skilled in negotiating and coordinating process improvements, work flow processing, administering policies and procedures, facilitating staff training. She has expertise in budgeting, internal controls, cash management, accounting software conversion, expense control, planning and analysis, benchmarking financial ratios, forecasting, activity-based costing and activity models. *Linda has authored and co-authored three books; Vendor Boot Camp © Business Education, What on Earth Does God want with Me? 8 Steps to Finding Your Place in Gods Kingdom and More Than Qualified: The Three T's of African-American Business Ownership. Excerpts can be found on our website: www.chambersconsultingLTD.com.*

A native of Montgomery, Linda has a Masters of Accountancy (MAc.) from University of Alabama at Birmingham and a BS Degree in Accounting from Alabama State University. She is currently a doctoral candidate in Accounting with Cappella University online business school.

Hali Alexandria Chambers Bio

Hali has been exposed to business owners and consultants all her life. She has expertise and research experience in conducting human resources research, program evaluation, developing performance management systems, conducting survey research, and professional development consulting. Strengths include project-management, developing processes and strategies, organizing systems, and preparing executive-level presentations.

As a graduate school consultant with Emerging Business Solutions Group LLC, a women owned CPA firm, she developed a strategy for an integrated and scalable talent management system by creating a customized Project Timeline. She studied the culture of the firm, through observation, to determine the best talent management system. She collaborated with firm principles and supervisors to determine practical performance management practices.

She conducted research on talent management systems best practices, by interviewing staff and external HR professionals and consultants and reviewing published research.

As a consultant she determined the most effective technique for creating a standardized, quantifiable employee evaluation tool, by reviewing current documentation and published research. Her efforts included developing surveys, questionnaires, and conducting individual interviews of subject matter experts to collect job-specific data, such as core competencies, critical incidents, and required knowledge, skills, abilities and other characteristics that are necessary for success on the job.

She is the lead consultant for developing consulting opportunities in the state of Illinois that combine the need for performance management systems, operational effectiveness and strategic planning activities for family owned small businesses which is the focus of her doctoral thesis.

She is a member of the Society for Industrial & Organizational Psychology (SIOP), Family business Institute (FFI), and the Society of Human Resource Professionals (SHRP).

A native of Birmingham, Hali has a Bachelors of Arts in Psychology from Tuskegee University, Masters of Arts in Organizational and Industrial Psychology from The Chicago School of Professional Psychology and is currently a doctoral student in Business Psychology, at The Chicago School of Professional Psychology.

