



TAA's Veteran Employees: Spotlight on Richard Hardie

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As a Service Disabled Veteran Owned company, Transformation Advisors Group, LLC (TAA) has a commitment to hiring veterans and disabled veterans. Recently, TAA welcomed back Mr. Richard Hardie, a TAA employee and veteran who has demobilized from a year-long deployment to both Iraq and Afghanistan. Rich was deployed first to the U.S. Embassy in Baghdad, where he served as the sole Logistics Civil Augmentation Program (LOGCAP) Support Officer (LSO) for the \$100 million-plus Task Order supporting the U.S. Department of State (DoS). In this position, Rich covered the International Zone and seven Enduring Base Offices, providing State a military interface and program oversight of the LOGCAP contractors; assisting in the transition of LOGCAP services from U.S. Forces-Iraq to U.S. Mission-Iraq; and ensuring the seamless conversion of LOGCAP III to IV contracts. Mid-Tour, he was transferred to Afghanistan for assignment to the LOGCAP Operations Section as an equivalent Brigade Operations Officer (S3) forward in support of Operation Enduring Freedom; in this role, Rich developed processes to track actions from five Regional Commands covering the entire country of Afghanistan, supporting a \$3.5 billion effort.

Rich began his Army career with the U.S. Army Reserves back in 1987 as an enlisted 88M Motor Transport Operator (aka truck driver) and quickly advanced to the rank of E4 Specialist. After receiving a commission in the Ordinance Corps in 1992, he spent several years as a drilling Reservist in Virginia and Maryland, simultaneously working as the Operations Manager for a regional dairy distribution company. Highlights included his term as the Commander of the Headquarters and Headquarters Detachment, 326th Maintenance Battalion, and staff positions as S3 (Operations) and S4 (Logistics).

In 2004, Rich was called to active duty to become one of three LOGCAP Support Officers supporting Operation Enduring Freedom in Afghanistan. After a year in Kandahar, he found the LOGCAP assignment both challenging and rewarding enough that he extended his mobilization, serving at Bagram Air Field and Salerno Forward Operating Base (FOB) also in Afghanistan. Rich returned to the U.S. in 2006, remaining in the LOGCAP Support Unit as a drilling Reservist, until a few months later, when he accepted an active duty position at the Department of Defense Task Force to Support Business and Stability Operations (TFBSO), where he acted as Operations Officer (rear), in charge of personnel, logistics, and contracting activities at the Pentagon.

Upon completing his second active tour, Rich joined TAA, making use of both his military background and his experience in commercial trucking by acting as a consultant to the Iraqi Transportation Network (ITN) initiative. After briefly returning to assist TFBSO in Iraq, he was chosen to become the Business Transformation Agency (BTA)'s first Liaison to the US Army Central Command (ARCENT). In this role, he spent 14 months in Kuwait, coordinating the Procure to Pay Match effort, assisting with the retrograde of contract payments to the Defense Finance and Accounting Service (DFAS) and supporting the in-theater deployment of standard Department of Defense business systems such as Wide Area Work Flow.

In 2011, TAA released Rich for his most recent deployment to Iraq and Afghanistan. Now stateside again, Rich is settled back in Alexandria, VA with his wife, Wanda, and is supporting TAA with his extensive logistics expertise. "The Army sent me to places I never expected to see, to do things I never thought I could do", says Rich. "One of the most significant lessons I took from my somewhat non-traditional mix of deployments and assignments has been how critical it is in the modern logistics world to work at the interfaces among military, government, and commercial cultures. I'm eager to bring some of my unique experience to bear with TAA, to continue to provide world class consulting services to our clients.



“When a small business loses a critical resource like Rich Hardie, it’s very hard to fill that void,” says Mr. Campbell Shannon, CEO of TAA. “Rich is typical of the Military employee: mission focused, driven to finish his assigned tasking; in short, a model employee. We are very excited to have him back safe from Iraq and Afghanistan, and to have his skills available to our clients. In our experience, veterans make excellent employees; they’re battle tested. My veteran employees always give 110% to TAA and to our clients.”

As an ongoing feature of their web site, TAA will provide future “spotlight” articles introducing TAA veteran employees, according to Mr. Shannon. “We’re excited to make these high caliber, experienced resources part of our team, and strongly encourage other companies to make veteran hires a priority.”

Transformation Advisors Group, LLC is a Service Disabled Veteran Owned Small Business serving the Department of Defense, Defense Agencies and Federal Government. TAA brings unparalleled experience with transformation strategy and the integration of transformation activities across organizational boundaries. TAA is a proven knowledge leader that delivers integrated policy, process, technology, and organizational improvements and cultural change across your identified business areas. TAA deploys seasoned, experienced change advisors who implement a value-driven approach to solving urgent and complex client business requirements. You can visit their web site at www.taateam.com.

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