

Human Resources Consultants for Law Enforcement



We deliver exceptional Human Resources solutions that add fundamental value. As consultants, we fuel a passion for building and growth. We make ourselves accessible to your organization, create a disarming approach and provide HR solutions tailored to your unique needs. We transform complex principles into clear, actionable strategies. Collectively, we offer a diverse set of backgrounds and strengths.



Justin D. Kepple, Psy.D.

Blending psychology and human resources provided a unique perspective to our clients. Dr. Kepple brings his passion for the psychological sciences to the ValoriHR team, where he collaborates and advises on human factors at the individual, group, and systemic levels. Utilizing a dynamic approach in psychological assessment, intervention, and consultation, Dr. Kepple can develop a tailored, evidence-based protocol to address a myriad of personnel and organizational concerns at the psychological level. As a licensed clinical psychologist, Dr. Kepple is fully credentialed to conduct pre-employment, selection, and fitness-for-duty psychological evaluations for candidates seeking a career in public safety.

SERVICES AVAILABLE

• ASSESSMENT CENTERS

A standardized evaluation of behavior based on multiple evaluations such as an in-basket, structured interview, leaderless group discussion, oral presentation.

• PYSCHOLOGICAL SCREENING

ADA compliant screening procedures assess for psychopathology that may impede an individual's ability to appropriately carry out their privileged duties.

• SELECTION BOARDS

A review and update of interview board materials and interviewer errors guide. Job related KSAs and competencies can be integrated into the process to create a more valid assessment tool.

• CANDIDATE PREP

Coaching, tips, AC exercises, rater sheets and a Q&A session can be bundled into the best package that suits your needs. Guidance on incorporating past accomplishments can also be provided.



WE WORK FOR YOU

Selection boards, assessment centers, and psychological screenings are critical components of the public safety selection and promotion process. We collaborate with subject matter experts to ensure each component is validated and specifically tailored to your organization.

We possess the formal education, credentials and professional experience with law enforcement agencies to understand the care and specificity with which these services must be delivered.

Our principal consultant, Ms. Holguin is a trusted HR leader with 20 years experience. As the HR Director for the El Paso Police Department, she oversaw the administration of all selection and promotion components. Ms. Holguin was a primary respondent in litigation items. Consequently, she appreciates the credibility, and competence required to successfully administer selection processes.



Minnie Holguin, SHRM-SCP

Visit our website or contact us to find out more about our services.