

## Human Resource Solutions

The “people” issues facing a business grow more complex every day. Wise decisions enhance an organization’s success. Poor decisions can be costly. Errors may mean government involvement.



### An Organization is its People.

The success of any business, regardless of size, depends on the effective utilization of its human resources. Failing to properly manage those resources can result in a myriad of issues including miscommunication, poor decision making, ethics issues, lack of teamwork - or worse - lawsuits. Our consultants bring a high level of human resource expertise to address these issues by supplementing your internal resources or by serving as your outsourced HR department.





## Human Resource Solutions

### Staffing Solutions

- Unique staffing solutions plan
- Contract recruiting
- Executive/management search
- Interim HR professionals
- Permanent placement

### Training and Development

- Supervisory skills
- Compliance techniques
- Customer service and sales
- Performance appraisal
- Custom designed programs

### Outsourced HR

- Full or partial HR outsourcing
- Your company's HR office

### Human Resource Management

- FMLA management
- Policies and handbooks
- Job descriptions
- Compensation planning
- Benefits administration
- Performance systems
- HR operations audit
- Compliance audit

### Applicant Testing

- Behavior/role analysis
- Background checks

### Outplacement

- Group or individual

### Surveys

- Employee attitude surveys
- Client opinion surveys

As a provider of human resource consulting and HR outsourcing, our experienced team is committed to providing HR services that contribute to operational strategies while helping to ensure a compliant, high-functioning workplace. From large companies to small ones, and in a wide range of industries, our knowledgeable team can serve as your HR department or supplement your internal resources.

**Retained Human Resource Solutions** - We have found many business owners and key executives appreciate the value of HR functions, but for a variety of reasons, having an in-house HR department is not realistic. By engaging us on a monthly basis, you have full access to all of the HR support and counsel your company needs, when you need it most. We offer a trusted team of professionals who partner with you, becoming your HR department on a full or part-time basis.

**Outsourced Human Resource Programs** - Employment-related regulations require close, professional attention to ensure compliance and avoid costly errors, citations, fines and suits - all of which can disrupt daily business. We offer a trusted team of experienced professionals who can provide a wide range of HR management and administrative services. Be it FMLA administration, policies and handbooks, job descriptions, compensation or performance management programs, we can help. Often we step in just to help employers in a tight situation with discipline, employee relations or regulators. You benefit from our HR expertise and the associated peace of mind knowing you are compliant and current on key issues and are practicing state-of-the-art employee relations.

**Staffing Solutions** - Do traditional "head hunting" and employee recruitment models really fit today's fast-paced, cost-conscious business environment? As an employer, you need to know your employee recruitment efforts will result in the "right" match at a manageable cost. Our staffing plan is a unique approach to recruiting - one with proven results and reasonable fees.

**Human Resources Risk Management Audit** - A risk management audit can help prevent costly problems while elevating your team's performance. Our policies and procedures audit will provide you with a comprehensive picture of how you deal with your employees. Our audit serves as an excellent risk assessment and management tool, revealing areas of possible compliance exposure.

**Training and Development** - Companies that establish regular employee training and development programs see continuously improved performance and achieve their business goals. Our experienced consultants use a variety of techniques to ensure your team is engaged and learning. Choose from a variety of timely topics or work with us to create a program that is uniquely yours.