

# Human Capital Solutions

↳ Strategic Consulting Solutions Tailored To Your Organization's Needs

We provide HR and strategic consulting solutions that help improve employee performance and mitigate organizational risk. Our team helps organizations create, maintain, and analyze various parts of their business. This can be accomplished through serving as an extension to your current staff or on a project basis. Our goal is to help identify needs, develop a strategy, and work with you to create customized solutions designed to increase efficiency, communication, and employee morale.

## ▶ IT STARTS WITH AN ASSESSMENT

An assessment objectively examines your organizational and HR structure, policies, and procedures. We'll help you assess where your practices stand today, outline areas for improvement, and put processes in place to help mitigate risk.

After an assessment, we'll create a custom package, tailored to your needs and organizational goals.

### COMPLIANCE

- Employee Handbook Creation/Update
- HR Policy Development
- Compliance Audits & Assessments
- Workplace Investigations
- Employee Relations

### RETENTION

- Employee Engagement Surveys
- Stay Interviews
- Recognition & Rewards Programs
- Career Pathing
- Employee Mentorship Programs
- Employee Onboarding & Offboarding

### RECRUITING

- Full-Service Executive Recruiting
- Job Description Development
- Applicant Tracking System Set-Up & Management
- Resume Screening & Initial Candidate Assessments
- Interview Training For Hiring Managers

### DEVELOPMENT

- Strengths-Based Solutions
- Leadership Development Workshops
- Performance Management Solutions
- Coaching & Mentorship Programs

### STRATEGY

- HR Strategic Planning Sessions
- Organizational Design & Restructuring
- Culture Analysis
- Change Management Support
- Executive Appraisal
- Succession Planning

A lot goes into your HR and organizational framework, but small improvements can have a big impact. **Together, we can identify the most pressing issues facing your organization and start addressing them.**

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