

Aligning Business Strategy and HR



P	Policies and Procedures - and an employee handbook ensure the beginning of a strong foundation that represents your desire to be Employer of Choice. As well, making sure everything is crystal clear to avoid misunderstandings and unnecessary need for lost productivity for employees, your leadership team or you.
R	Recruitment - By ensuring you have the right recruitment & orientation process as well as contracts in place, you set the stage for hiring the right value added people the first time and protect your company's interests from the onset of the employment relationship.
A	Audit - As an evolving company, your focus is on the business and the processes come second or even last. We look at how your internal processes flow and determine what's missing and/or how to improve them so processing times are reduced and productivity increased.
C	Compensation - Total Compensation including base pay (job analysis, job evaluation & pay structure) bonus, benefits, performance management and work life effectiveness are all components of the largest expense you may have. We can assess them all to determine what the right blend and structure is for your organization now and in the future. From there we build what your organization needs ensuring your programs are sustainable.
T	Team - Everyone works interdependently and each role is a critical component of your success. When things are going well we can support you in celebration or to keep the momentum going. When they become derailed, we can support you in getting them back on track into a productive capacity again.
I	Inclusiveness -The world is becoming smaller each day and our Canadian workforce is changing rapidly. The skill and talent you have now may be very different a few years from now. Many factors are influencing this shift. We can ensure your culture is abundant and ready to embrace change.
C	Coaching - Coaching comes in different forms for different reasons and all are great influencers on productive, supportive and proactive work environments. The coaching services we provide include executive, succession planning, talent development, performance improvement, group and career transition. The true power in coaching results in personal and professional awareness and supporting people to find their excellence.
A	Administration - Administration is a critical function but often overlooked. Having the correct policies, procedures and systems in place to keep your company running smoothly is the beginning of the process. Once everything is working well, you want it to stay that way. We can support your ongoing HR requirements so you know you have the expertise when you need it.
L	Legislative - We will guide you to ensure you are compliant with required legislation pertaining to Human Resources within our area of expertise.

As the business landscape becomes more complex and the HR field expands so do your needs, that's why we have a network of affiliates that are also experts in their field. When your needs are beyond our expertise, we'll let you know and point you in the right direction.

