

# Building customized HR solutions

We are a team of **HR & MARKETING** professionals who will work **HAND-IN-HAND** with **YOU** to build **EFFICIENT**, easy to **IMPLEMENT**, **VALUES** based solutions

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## Analyze, Strategize, Design

We get it – the idea of an outsourced human resource department doesn't sound like it would work at face value. But trust us – we can get more done by NOT being at your office than we would inside. We start by taking a look at all of your people programs and ask the basic questions of “why” and “is it still worth it?”

### HOW DO WE DO THAT?

We've built an amazing tool that measures your people practices against best practices that allows us to come up with an “easy-to-do” checklist. We look at what's already in place and we'll work with you and your team to move your organization to the next level.

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## Support & Implement

We'll capitalize on what you already have and use our assessment to develop programs and create relationships, working alongside your team for successful implementation.



### RECRUITMENT AND SELECTION PRACTICES

We work with you through all steps of the recruitment process from defining the job descriptions to finding your next perfect team member.



### COMPANY GUIDELINES

Ensure company policies and procedures are up to date and compliant with current standards by developing, standardizing and renewing existing guidelines.



### PERFORMANCE MANAGEMENT SYSTEM AND DESIGN

Create and implement performance management which capture both feedback from the employee and manager as well as a goal section for the employee to work towards and continue developing.



### COMMUNICATION AND ENGAGEMENT

We develop, implement and review your Vision, Mission and Cultural Values through communication processes, employee effectiveness strategies and succession planning.



### EMPLOYEE JOURNEY

Create the best introduction experience for new team members and support them through their employee journey.



### COMPENSATION & RECOGNITION

Analyze each position against target market, and design its bonus, benefits and recognition program

Elevated



### WELLNESS AND SAFETY

Optimizing on mental health programs, ergonomics and day to day office strategies that keep your organization healthy



### TRAINING AND DEVELOPMENT

Focus on leadership development (outline careers paths to encourage retention, develop succession planning initiatives, build a training library to encourage career growth)



### EMPLOYEE SEPARATION

Employee offboarding is still a part of the employee journey. We help to implement off-boarding experiences. This includes drafting the necessary documents for managers and ensuring the employee is provided with accurate and necessary information



### RECORD KEEPING

Create, implement, administer and improve the employee record keeping system to capture and ensure necessary information is retained throughout the entire employee life cycle. Outcomes include recommending convenient and accessible ways of storing information, ensuring security and maintaining current records

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### Analyze, Repeat

Once the programs are implemented, we will need to ensure they work. Constant testing of the programs, a re-vamp of the programs, and making sure the programs are doing what we need them to do! In addition, we provide support to you and your team in any HR matters.

### WHY WE ARE RIGHT FOR YOU:

- We are a committed team of HR and marketing professionals, motivated to “get things done” and implemented
- We provide easy to implement HR strategies that fit in your business
- We are creative in approach (let's not do what everyone else is doing, let's do it better!)
- We have the ability to build strong relationships with a variety of people, regardless of level in a company
- We have international experience in a multitude of industries