

HUMAN RESOURCES

CONSULTING SERVICES

GOT TALENT?

Human Resources (HR) is an integral part of every organization, ensuring the quality of the talent that drives your organization's success. Your team reflects your organization's core competencies and its culture, which is why it is crucial to hire and retain the right talent, develop all employees and maintain compliance when completing HR activities. Many organizational leaders become overwhelmed with the ever-changing business environment and the complexities of the recruitment process, employee retention and compliance issues. If this is your organization, you are certainly not alone.

Many leaders seek assistance from outside experts to strengthen their HR processes. For example, some decide they may need to improve their recruiting and staffing methods to attract more qualified candidates and hire a talented team of professionals that blend well with your company culture. In this case, an organization can rely on an HR expert in attracting qualified applicants, screening candidates for the right skills and interviewing the most qualified individuals to ensure they receive the perfect fit for the team. Additionally, these HR professionals can train managers in the recruitment and staffing process. However, it's not all about recruiting, and different organizations have different needs that require specialized solutions.

HR ON DEMAND.

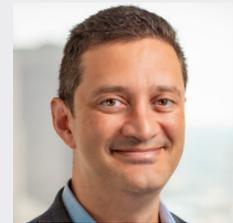
Instead of investing in a full human resources staff and interrupting your current business practices, consider HR consultants. Offering on-demand help, Sikich HR consultants blend in and help your organization focus on strengthening your core business process. Partner with a team that will hit the ground running and can offer you a highly developed start-up process that positions your organization to make effective choices about HR priorities. One benefit of this process is the "high touch" advantage, which ensures that all supervisors and employees will have access to real people with in-depth knowledge of your organization and industry, as well as a custom solution structured to your needs. This personalized solution will enable you to drive success through your core business practices without the worry of back-office operations.

Human resources does not have to be an overwhelming or painful function of your operations. In fact, with expert help to guide you and complete what can be the most complex and tedious tasks, it can become the strong foundation your organization needs. The human resources team finds your best talent, creates a relationship between your workers and the company and adds skill sets to your repertoire, so ensure flawless activities with an expert.

BENEFITS

- Strengthen the core of your business with a full range of services
- Meet your needs and budget with our high level of expertise
- Get a wide reach with our high level of expertise
- Effective long-term decision making
- Leadership building through training the line of management
- Talent acquisition for any industry and position
- Cost savings with an affordable alternative to hiring a full-time HR team

OUR EXPERT



KEN CRANNEY
SENIOR MANAGING DIRECTOR

T: 508.834.7045

E: ken.cranney@sikich.com

ATTRACT, RETAIN, MOTIVATE.

Regardless of what your needs are, Sikich HR consultants can assist you with the following processes by providing you a customized solution for your organization:

RECRUITING & ONBOARDING

Hire the right people the first time around and save time from conducting one interview after another with the right recruiting and onboarding process. By sourcing, screening, interviewing and performing background and performance checks, to hiring and onboarding qualified job applicants, remain confident that you will receive a team of performance-ready employees that will expand the competencies of your organization and help drive success.

COMPENSATION & COMPLIANCE

Staying current with industry trends and new regulations can be a job in itself because human resources functions are constantly changing. Protect your organization by hiring an expert HR consultant who is highly knowledgeable of all new state and federal laws and regulations, and who will ensure your firm is always compliant and up-to-date.

BENEFITS

Competitive benefit packages can be a determining factor in whether or not you secure the best candidate for an open position at your organization. Develop or update valuable benefit plans for your current and potential employees, from medical insurance plans and wellness programs to vacation time and continuing education reimbursement. By providing your organization's most important asset—your people—with benefit plans that will positively impact their working and personal lives, you're likely to retain your best employees.

Our services encompass:

- Total Plan Design
- Government and Regulatory Compliance
- Employee Education
- Specialty Compensation Packages
- Cafeteria Plans
- Plan Design and Administration

EMPLOYEE RELATIONS

Effective employee relations are necessary to maintain a successful human resources strategy. Stay ahead of potential issues through:

- Supervisory Training and Coaching
- Team-building Exercises
- Compensation and Benefits Reviews
- Opportunities for Confidential Employee Feedback

At the backbone of these processes is a strong employee communications program that makes your employees feel connected to the organization—from handbooks and training manuals to newsletters and websites.

DEVELOPMENT

Business growth requires strong employee and organizational development plans. Whether you're looking to train new employees, provide ongoing employee performance feedback or align the organization's vision and expectations, start by knowing your long-term goals. After determining the foundation for your organization's development, drive your growth progress by talking to a human resources professional at Sikich.

For more information about our services, visit www.sikich.com/human-resources.

GET HELP WITH

TALENT MANAGEMENT

You have one or more open positions and want to ensure you hire the right person. Employee turnover may be high.

LACK OF ENTHUSIASM

Your team is missing motivation and you need help finding effective ways to raise morale.

LOW PRODUCTIVITY

Your human resources team feels burdened by numerous tasks that they need to complete but do not understand.

COMPLIANCE ISSUES

Your organization is struggling to keep up with ever-changing laws and regulations.

LACK OF EXPERTISE

You need flexible, professional assistance to complement existing HR capabilities and to fill in any gaps.

ORGANIZATIONAL CHANGE

Your organization is making changes in infrastructure and business practices.