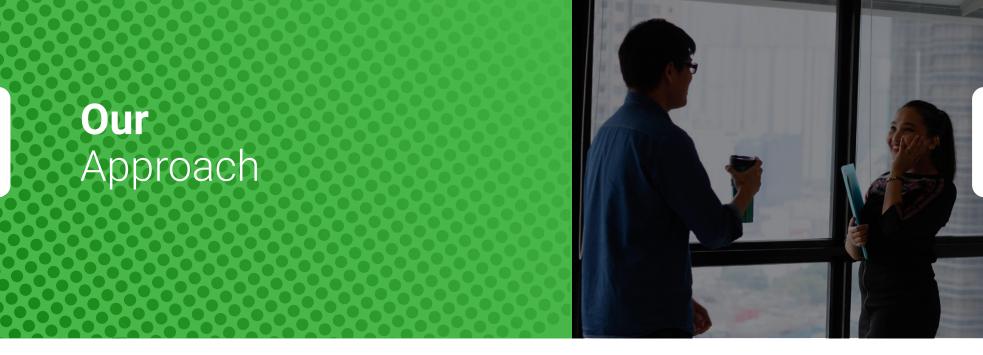


SUSTAINABLE HUMAN CAPITAL SOLUTIONS

FOR TODAY AND TOMORROW

www.consulthrpartners.com



Our approach is simple...

we listen and act as partners through the **Exceptional Service and Expertise** of our Consultants in support of your profit and risk management goals

We commit to delivering cost-effective and high quality Human Resources Solutions to:

- 5 to 1000+ employee workforce
- Start-up, newly acquired or fast growing companies that may need to augment their internal HR team

Business Challenges & Opportunities



- Are you faced with higher turnover that is costing you in recruitment and lost productivity/revenue?
- Is there a lack of accountability and ownership in your Company?
- Are you having difficulty in hiring great Talent in your Company in a quick/efficient manner?
- Are employees leaving for better opportunities due to lack of growth and career path or other reasons you need to find out?
- Has your succession planning efforts been reactive or non-existent?
- Are you not keeping up with required employment and management training?
- Is your policy manual or employee handbook outdated and needs to updated to comply with state/federal labor laws?
- Do you need a dedicated person to outsource your day-to-day HR responsibilities, so you can focus on your core business?

Core HR Solutions -HR Outsourcing or Augmenting HR Departments

- HR Audit and Compliance (Documentation and Training)
- Comprehensive Employee Handbook and Company Policies specific to company culture and state/federal regulations
- Coaching, Counseling and Progressive Disciplinary Actions
- Employee Investigations / Employee Separations
- Workplace Safety Prevention
- HR & Payroll Technology (Requirements, RFP Solution & Selection)
- Online training for a variety of HR/Safety coursework (Ex: OSHA, Sexual Harassment, Workplace Violence, Business Ethics)
- Dedicated HR support to provide resources, tools and answers to urgent matters (Based on service level agreement for the client)

Core HR Solutions – Hire to Retire Programs

Employee Experience	Employment Branding and Internal Communications	
Recruitment	Full-Lifecycle Recruitment and Onboarding System and Process -Job Description Development, Marketing Plans, Selection of Top Talent	
New Hire/Onboarding	Develop a high impact and interactive new employee orientation and onboarding program using Gamification and other engagement strategies	
Total Rewards	 Wage Analysis & Base Pay Compensation Planning Short and Long-Term Incentives Planning Employee Benefits and Wellness Planning Health and Welfare RFI/RFP Retirement RFI/RFP 	
Employee Engagement/Retention	 Development of Mission, Vision and Core Values Culture Assessment and Recommendations Employee Events / Recognition Programs Employee Surveys / Focus Groups 	
Performance Management Series	 Overview of the PM Cycle Managing Top Performers Dealing with Problem Performance Delivering effective and high trust performance appraisals Improving how to set and measure goals Coaching, Feedback and Recognition to grow and develop Development plans for current role; next level role 	
Off-Boarding	 Exit Interviews Retention Analysis Transition Services 	

Organizational Development and Strategic HR Solutions

Organizational Design	 Evaluation of Optimal Structure and Core Functions Reorganization Planning Change Management Communication Planning
Assessment Tools	• Variety of tools to hire and develop Top Talent (PXT, 360 Feedback, DISC)
Performance Management System and Process tied to Company Strategies	 Goal-Setting (Company, Business Unit, Individual Level) Performance Ratings Annual Performance Evaluation Individual Development Planning
Organizational Training and Needs Analysis	 Questionnaire Developed Compile Data and Report Results Deliver Training Strategy, Plan and Budget
Leadership and Management Development	 Emerging Leaders and Supervisory Development Coursework Executive Leadership Development and Coaching Solutions High Potential Leadership Curriculum
Learning Management Solution	 Curriculum selection and development System requirements and selection System deployment

Why Consult HR?

We will get to know your Business and Culture and serve as an extension of your Team...



Our Solutions will directly protect your revenue and maximize your profit

Available Options

OPTION 1	OPTION 2	OPTION 3
HR Project based fees tied to deliverables and milestones	Affordable monthly retainers OR hourly rates for HR Outsourcing	Market competitive and reasonable fees for contingent or retained recruitment

My Profile

Jennifer Martinez

- Hands-on Senior HR leader with more than 25+ years global and diversified operational experience within premiere publicly traded and private equity ownership companies
- Personally led HR operational and transformational efforts for Companies that were start-up, fast growing and supported multiple mergers and acquisitions
- Down to earth, fun loving, dog lover and mom of
 (3) wonderful children



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