

The background of the slide features a photograph of a modern office interior with large windows overlooking a city skyline. A green dotted pattern is overlaid on the left side of the image. In the foreground, four people are visible: a man in a suit standing, a man in a suit sitting on a bench, a woman in a blue top and beige pants standing, and a man in a white shirt and dark pants standing.

SUSTAINABLE HUMAN CAPITAL SOLUTIONS

FOR TODAY AND TOMORROW

www.consulthrpartners.com

Our Approach



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- Is your policy manual or employee handbook outdated and needs to be updated to comply with state/federal labor laws?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

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|-------------------------------|--|
| 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 | <ul style="list-style-type: none"> ● 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 | <ul style="list-style-type: none"> ● Development of Mission, Vision and Core Values ● Culture Assessment and Recommendations ● Employee Events / Recognition Programs ● Employee Surveys / Focus Groups |
| Performance Management Series | <ul style="list-style-type: none"> ● 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 | <ul style="list-style-type: none"> ● Exit Interviews ● Retention Analysis ● Transition Services |

Organizational Development and Strategic HR Solutions

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|---|--|
| Organizational Design | <ul style="list-style-type: none">● Evaluation of Optimal Structure and Core Functions● Reorganization Planning● Change Management● Communication Planning |
| Assessment Tools | <ul style="list-style-type: none">● Variety of tools to hire and develop Top Talent (PXT, 360 Feedback, DISC) |
| Performance Management System and Process tied to Company Strategies | <ul style="list-style-type: none">● Goal-Setting (Company, Business Unit, Individual Level)● Performance Ratings● Annual Performance Evaluation● Individual Development Planning |
| Organizational Training and Needs Analysis | <ul style="list-style-type: none">● Questionnaire Developed● Compile Data and Report Results● Deliver Training Strategy, Plan and Budget |
| Leadership and Management Development | <ul style="list-style-type: none">● Emerging Leaders and Supervisory Development Coursework● Executive Leadership Development and Coaching Solutions● High Potential Leadership Curriculum |
| Learning Management Solution | <ul style="list-style-type: none">● 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...

Assess
The Business
Problem

Agree to
the Solution in
a Simplified
and Transparent
Manner

Execute the
Solution and
Measure

Brand the
Solution and Train
Your Staff or Stay
On and Support

*Our Solutions will directly protect your revenue
and maximize your profit*

Available Options

OPTION 1

HR Project
based fees tied
to deliverables
and milestones

OPTION 2

Affordable
monthly
retainers OR
hourly rates
for HR
Outsourcing

OPTION 3

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



www.linkedin.com/in/jenjmartinez



consulthrpartners.com



702-358-3603





www.consulthrpartners.com

702-358-3603

info@consulthrpartners.com