



Strategic HR

- Is your HR strategy aligned to your business strategy?
- Do you have the right number of staff, with the right knowledge, skills and abilities, in the right place, at the right time and at the right cost to meet the needs of the organisation?
- Are your staff motivated and engaged with the organisation’s vision and values?

Strategic HR is about shaping your workforce and equipping them with the knowledge, skills and abilities required to meet your organisation’s needs now and in the future, building an organisation that can anticipate change and has an inbuilt ability to adapt.

As the world of work or funding environment changes, you may need to look at your leadership, organisational structure, values, reward and recognition processes, recruiting the right staff and retaining the right talent.

At the HR Services Partnership we work with clients to unleash the full potential of their employees.

What we offer

Developing the strategy

- ✓ Working with the Board and Senior team to explore the options.
- ✓ Designing the people strategy.
- ✓ Aligning the people strategy with the business strategy.
- ✓ Considering the changes necessary and their associated risks.

Preparation

- ✓ Developing organisational values.
- ✓ Developing core or job specific competences.
- ✓ Helping to prepare or review the business case for change.
- ✓ Identifying the obstacles to change and how to overcome them.
- ✓ Preparing the timetable and agenda for implementation.

Implementation

- ✓ Guiding the decision making process.
- ✓ Equipping everyone with the skills they need.
- ✓ Coaching, mentoring, team building, training.
- ✓ Taking you through the process and supporting engagement of staff.

Why choose us?

- ✓ Qualified experienced HR professionals
- ✓ Flexible involvement to suit client needs
- ✓ Dedicated consultants to ensure continuity
- ✓ On-site support when required



“We are a small but rapidly growing arts charity and have therefore needed expert consultancy on a whole range of personnel matters during a time of major growth and change. I have found it invaluable to be able to approach HR Services Partnership at a moment’s notice, in the knowledge that I was going to receive help and advice that is up-to-date, and pertinent to our sector, size and budget”
Vanessa Swann, Chief Executive - Cockpit Arts.

Visit our website for further testimonials

Call us for more information

Tel: 01403 240205
www.hrservicespartnership.co.uk

How can I improve skills?
 HOW DO I INTRODUCE A NEW PAY STRUCTURE?
 What is the process we need to follow?
 How can we adapt?
 WHO CAN I TURN TO?
 We need a strategic approach?
 HOW DO WE UPDATE OUR STAFF POLICIES?
 We haven't got the time!
 HOW CAN WE DO THIS LEGALLY?
 What do my staff really think?
 WHO CAN I RELY ON?
 Why are some staff always calling in sick?
 How can I reduce recruitment costs?



The Right choice HRSP

We definitely made the right choice in choosing HRSP and would have no hesitation in recommending them.

Tracie Colin-McKenzie, Trustee,
 Worthing Women's Aid.

"A professional and efficient service in a friendly, pragmatic way"

I have worked with HRSP during my time as CEO of several charities and would not hesitate to recommend them to others. In my most recent role as CEO for Samaritans we have used HRSP to provide support to our branches regarding employing staff and also to provide independent advice and support to our busy HR team at the Central Charity. HRSP quickly built up good working relationships with the HR team and staff and soon grasped an understanding of our complex structure and unique way of working. HRSP have provided a professional and efficient service in a friendly, pragmatic way.

Catherine Johnstone, CEO – Samaritans

"Tailored their service and advice"

"On being appointed, the HR Services Partnership very quickly understood the ethos and culture of our organisation and tailored their service and advice accordingly. In my experience of a range of HR service providers, their help in bringing our HR policies and procedures in line with good practice and regulatory requirements has been second to none. In addition and equally important, working with all members of their team has been a pleasure".

Adrian Maunders, CEO, English Rural Housing

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