

# How We Can Help

The HR Solutions Group team is comprised of specialists and experts for each specialized area of HR. Our clients leverage that expertise to develop new programs, support an ongoing need, provide strategic guidance, and get assistance for complex employee situations.

Let us fill the expertise gap with:

## **ORGANIZATIONAL DEVELOPMENT**

- Employment Experience / Culture Development
- Career Progression Programs
- Succession Planning
- Talent Development
- Performance Management
- Policy & Process Guidance
- Workforce Planning

## **HR SERVICE CONTRACTS**

- HR Department Services
- HR Leadership Transition Support

## **EMPLOYEE HANDBOOK**

## **HR ASSESSMENT**

## **HR INFORMATION SOFTWARE**

- Software Needs Analysis
- Vendor Evaluation & Selection
- Implementation

## **COMPLIANCE**

- Federal & State Labor Laws
- Recordkeeping Audit

## **TALENT ACQUISITION**

- Employment Branding
- Attraction Strategy
- Candidate Sourcing
- Candidate Screening & Selection

## **COMPENSATION & BENEFITS**

- Total Reward Strategy
- Pay Analysis & Recommendation
- Pay Grade Structures
- Merit Budget & Distribution Strategy
- FLSA Exemption Testing
- Job Description Creation
- Benefit Plan Offering & Cost Structure

## **EMPLOYEE RELATIONS**

- Coaching
- Performance Management
- Termination Guidance
- Onboarding Strategy & Administration
- Offboarding Strategy & Administration