

What is HR Partnering?

HR Partnering is a hands-on approach to human resources that is completely tailored to fit your company, whether you need intensive staff trainings, brainstorming sessions on compensation strategies or workforce planning, or simply a system for filing the correct paperwork.

We work with you to balance your organisational needs, budget and existing staff with legal obligations, workforce development and best practices – and then we educate, delegate and implement, often via regular visits to your office. We also prioritise HR concerns so that long-term clients have legally compliant employee manuals and job descriptions, optimally trained employees and effective HR management systems.

It's like having an exceedingly qualified Human Resources Manager on the payroll, but only as needed and always on call.

Would HR Partnering help your business?

If your answer to any of the following questions is “Yes,” HR Partnering may be a good fit for your business:

- Are you looking a long-term, ongoing solution to human resources management?
- Are you a small company that cannot justify the expense of a qualified, full-time HR professional **OR** a larger company that needs help supporting an overworked HR department?
- In the past, have your HR policies been legally questionable or inconsistently implemented?
- Will your executives need regular expert advice on hiring, managing and retaining top talent?
- Would your workforce benefit from ongoing trainings regarding institutional issues such a diversity or conflict resolution or legal issues such as discrimination and immigration compliance?
- Have you had difficulty keeping track of HR paperwork or implementing fail-safe systems to ensure that you are complying with state, federal and local labor laws?
- Are you concerned about potential HR blindspots?

Company benefits

HR Partnering makes bottom line sense by tapping the expertise of top-of-their-field HR consultants and talent management experts through cost-effective retainer fees. Each partnering arrangement is one-of-a-kind, which lets you build a program specifically for your needs and budget that draws on the strengths of your existing office staff.

What's more, the additional oversight and on-call advice lets senior leadership rest assured that the company is legally compliant while establishing a lifeline of support for complex HR decisions, legal investigations or unanticipated crises.

In the end, our HR Partnering program is dedicated to developing, implementing and managing people strategies that are fair, legally sound and strategically aligned with your mission and values. Learn more in a case study of how HR Partnering helped Columbia Shelving and Mirror align its people strategies with overall business goals.

Employee benefits

Firms without a full-time human resource representative will reap the benefits of consistent HR policies, clearly communicated expectations and a private, fair employee records system. Meanwhile, firms with HR departments will have a reliable resource for questions on new and changing employment laws and HR best practices, as well as the support they need to properly implement workforce development and human resource strategies. The end result is a fully functioning, productive and welcoming work environment.