

The Topic

Human Resources Management Systems and Processes for a Start-up Organization

The Issue

The company was in a start-up situation and understood the value of having effective Human Resources Management Programs and processes. The company needed to institute initial processes and systems to allow for effect and efficient future growth.

People Insights, Inc. Role

Worked with senior management from the start of the organization.

Projects included:

- Developed a people philosophy for the organization.
- Developed a comprehensive employee and managers' handbook based on the people philosophy.
- Implemented initial HR Systems and Processes to allow for effective organizational growth.
- Hired/mentored an HR Administrator
- Provided senior level H.R. Management expertise to the client on an on-going

The Client Benefits

The organization experienced several benefits as a result of this engagement. Some of these include:

- The People Philosophy has served as a great tool for making difficult people decisions by guiding managers to the right action.
- Managers are well trained in all areas of Human Resource management to effectively manage people and avoid critical mistakes that could affect the company reputation.
- All managers have templates and tools to manage human resources from a legal and ethical standpoint.
- Turnover has been reduced, the ability to attract excellent employees had increased, and the level of productivity has shown a marked increase.
- The new HR Administrator has become self sufficient in leading edge HR techniques and now only utilizes People Insights on an on-call basis in dealing with difficult situations.

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