



The Human Resources Revenue Program

As entrepreneurs, every person has to count and every person has to be effective in driving the company forward. Effective Entrepreneurial Human Resource Management is all about connecting what is typically the biggest expense you have to the bottom line.

Many public corporations will tell you that "Our people are our most important asset". Well if that is true for public corporations, then it is critical for privately owned entrepreneurial companies.

Being able to *attract, develop and retain* excellent people is the single most critical factor in an entrepreneurial company's ability to grow. We can't hire three people and hope one works out. We must hire one person, make sure they work out, grow in the contribution they deliver and stay with us.

The HRP Program has been developed to help entrepreneurs become 'Employers of Choice' and to drive the best possible performance from this critical resource.

Program Benefits

- Enhanced Operational Performance
- Active Performance Management Program
- Entrepreneurial Compensation / Benefit Programs
- Increased Ability to Attract / Develop / Retain the Best People

Program Components

- Positioning of HR as Key Business Component
- Linked HR to Business Strategy
- Compensation / Benefit Program Development
- Entrepreneurial Employee Relations Program
- Performance Management
- Recruitment
- Progressive Discipline
- Entrepreneurial HR Policies / Practices

DISCOVERY

PHASE 1

Review of how your current HR practices either support or hinder your overall business plan.

- Review of Current and 3 Year Business Plan
- Identification of HR Related Issues & Opportunities Driven From This Review

RISK MANAGEMENT

PHASE 2

Identify the Human Resource risks currently present in your company.

- Determine Strategy to Reduce / Remove
- Create Long Term Strategy to Implement New HR Program
- Determine / Assign Accountability for New Process Implementation & Management

EXECUTION

PHASE 3

This phase will:

- Design New HR Program
- Create Project to Ensure Execution
- Develop / Install Management Process to Monitor Progress

CULTURE CHANGE

PHASE 4

This phase will:

- Create Permanent Change
- Maintains Relevance of HR Management to Your Ongoing Business Strategy
- Establish "Employer of Choice" Company Reputation