

Dimensions HR

Where Proactive Quality Service Yields Optimal Results

Why a partnership with an HR Professional is the right solution

Throughout the years, the function of Human Resources has grown immensely and become more complex and time consuming. No longer does HR merely consist of hiring, firing, payroll, and the occasional employee relations issue. Employers are now faced with establishing and maintaining a competitive workplace, keeping on top of evolving health care programs, and remaining current on ever changing federal, state, and local regulations. In addition, the responsibility of ensuring compliance with a plethora of employment law acts such as the Americans with Disabilities Act, the Family and Medical Leave act, and the most recently implemented Affordable Care Act can prove to be more than cumbersome.

Small companies with limited human capital may find themselves overwhelmed by the increasing demands of HR and thus searching for credible solutions to relieve some of the burden. This phenomenon is all but uncommon. A recent study conducted by The Society for Human Resource Management {SHRM} has shown that companies turn to external HR Professionals to:

- 🌀 Save money and reduce operating expenses;
- 🌀 Control legal risk and improve compliance and accuracy;
- 🌀 Gain greater HR expertise;
- 🌀 Streamline HR functions;
- 🌀 Offer services the organization could not otherwise provide;
- 🌀 Allow the company to focus on its core business strategy;
- 🌀 Reduce the number of HR staff and related expenses;
- 🌀 Improve service delivery;
- 🌀 Allow HR staff to put more emphasis on strategy; and
- 🌀 Make up for the lack of in-house expertise.

Partner with energetic, creative, hands-on professionals who can assist with getting the job done!

Summary of Services Offered

Training, Coaching, and Development

{One on One 🌀 Small Groups 🌀 Large Groups 🌀 Monthly 🌀 Quarterly 🌀 Annually}

Communication Skills 🌀 Customer Service Skills 🌀 Effective Recruitment and Hiring Practices 🌀 Performance Management 🌀 Effectively Coaching Employees 🌀 Essential Discipline and Termination Practices 🌀 HR 101 for Managers 🌀 Succeeding as a First Time Supervisor 🌀 Managing Change 🌀 Diversity 🌀 Preventing Violence in The Workplace 🌀 Harassment Prevention 🌀 Interviewing Skills 🌀 Conflict Management Skills 🌀 Strategies for Retaining Good Employees 🌀 Generations in the Workplace

Human Resource Essentials

Employee File Organization and Auditing 🌀 Training for Entry Level HR Staff 🌀 Development and/or Restructuring of HR Department 🌀 Performance Management {360 Feedback • Self-Evaluations • Annual Review Process} 🌀 Round Table Sessions {Employee Feedback} 🌀 Employee Relations Guidance and Support 🌀 Succession Planning 🌀 Employee Reward and Recognition Programs 🌀 On-Boarding Plans and Practices 🌀 Exit Interviews 🌀 Performance Improvement Plans 🌀 Job Descriptions 🌀 Employee Handbook and Policy Development 🌀 Employment Law Compliance and Updates

In Person & Virtual Services • Short & Long Term Projects • Specially Designed Packages • A la Carte Options

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