

Consultancy Support

*expert support,
when you need it*



Access experts and insight to *support your* strategic priorities, from *HR transformation* to tactical campaigns.



To realise the full digital simplicity of **empower** you need to ensure the foundations, your policies and procedures, are fit for purpose.

Many organisations go through a period of change that requires significant HR support. Whether it's a merger or acquisition, business restructure, redundancy or changes to contractual conditions, they all put pressure on HR teams to provide strategic, people and administrative support.

“The team did an absolutely amazing job – I could not be happier with the service they provided. As per usual, thank you so much.”

LHR Manager, The Gym Group

Harmonise your policies

If your policy set is out of date, overly complex or not aligned with your organisation's goals, they could be doing your organisation more harm than good. Our HR consultants will focus on understanding your strategy to ensure our recommendations are in line with your organisation's values and objectives. We can build a comprehensive set of policies from scratch or we can help you modernise and streamline your existing policy set.

Support for wholesale changes

If you have a short-term requirement that must be delivered at pace, we can help. Instead of recruiting or repurposing your own valuable resource to meet your needs, our team of skilled and experienced HR experts can provide project support to your in-house senior management, HR team, and/or line managers when embarking on business change or people change processes.

High volume admin support

Our team of professionals can support your in-house team and line managers with people change processes such as restructure, redundancy or changes to contractual T&C's for your employees. Support can be provided on-site or remotely (telephony based) and could include: note taking at formal meetings; issuing, tracking and receiving of HR documents relating to people change; compliance-checking of HR documents.

Issue resolution

If you require complete impartiality in a high profile conflict, management of a grievance involving a senior member of staff, or would benefit from an independent mediation service, we can support such matters at short notice with sensitivity, professionalism and objectivity.

Expert support, when you need it

"We need to consult with employees but don't have the people resource available with experience of redundancy situations to conduct the consultation meetings."

Chair consultation meetings during a redundancy situation

We have the expert resource available to conduct consultation meetings fairly and objectively, while ensuring the process is legally compliant. It also enables your HR team to continue to focus on the strategic activity that is required. We can also attend interviews acting as a company witness and provide guidance to leading managers who are conducting the interviews.

"We've acquired a number of businesses over the years and as such our policies are all different and are not aligned across the organisation."

Harmonising policies

If there's a lack of harmony in your HR policies we can help you produce comprehensive, streamlined policy documents that apply to all your employees. Alongside reviewing, re-writing and creating policy documents, we can help roll out your new policy set across your organisation with training sessions (remotely or on-site), organisation-wide communications, supporting documents, and practical guidance for managers and employees.

"Our business has a significant number of employees on different contracts with varying terms and conditions which need to be consolidated."

Review of changes to employees' contractual T&Cs

Our HR experts can draft or review the changes to employee terms and conditions, ensuring all contracts are compliant with employment law. We can help roll out your new policy set across your organisation with training sessions (remotely or on-site), organisation-wide communications.

"One of our employees has raised a dispute, having felt they've been unfairly treated by management. They perceive that one of our own HR advisors are likely to side with managements' point of view and have requested for someone independent from the organisation to mediate the dispute."

Workplace mediation

If you require complete impartiality in a high profile conflict, management of a grievance involving a senior member of staff, or would benefit from an independent mediation service, we can support such matters at short notice with sensitivity, professionalism and objectivity, to ensure the issue is resolved.

Innovative technology sits at the heart of the **empower** proposition, with complementary services available to provide enhanced business benefits.



Technology

Digital simplicity for HR process



Advice Line

Expert support where it can most add value



Analytics

Translate data into actionable people insight



Consultancy

Point solutions to further strategic objectives



Learning Solutions

Develop manager capability and confidence



Legal Support

Robust preparation and representation

To find out about our other solutions, please get in touch.

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