

# HR consultancy effective people management

Over and above day to day HR administration, companies face complex HR challenges as they evolve. Getting your people projects right is critical to the continued success of your company.

Growth projects such as acquisitions and mergers can give rise to restructuring or TUPE activities, or can lead to other large scale organisational change projects. Challenges such as employment disputes must be managed correctly from the outset to achieve the best outcome for your company. And ensuring that your workforce is engaged and aligned with your business objectives is one of the keys to success.

These projects all require specialist expertise and, crucially, time. RSM's HR consultancy services can provide your business with assistance on an ad hoc or project basis, either acting as or working with your existing HR function.

## How HR supports business success:



### Advisory and claims management

All businesses must actively manage their workforce including performance management and potentially disciplinarys, grievances, disputes, claims and settlement agreements – time consuming and costly, active management of these projects can help to minimise risk and financial or reputational consequence.



### Mergers and acquisitions

Effective and timely HR due diligence and well planned and implemented on-boarding activities such as TUPE, harmonisation, cultural alignment and effective workforce communications all help to effect successful corporate expansions.



### Business change and organisational design

Strategic advice and implementation on restructuring, organisational design and cultural change programmes help to achieve both short and long term business objectives.



### Employee engagement

Closely linked to learning and development and active talent management, effective employee engagement will ensure that your workforce are motivated, engaged and productive – resulting in positive outcomes for workers and company alike.



### Performance optimisation

Helping you to enhance the performance management, retention and talent strategies, which align to your wider business objectives. Assessing roles and responsibilities within your business to enable you to have the right people doing the right tasks. This may also include assisting with succession planning, leadership development and talent mapping.

## How can RSM help?

RSM's HR consultancy services can provide you with assistance on an ad hoc or project basis, when you need additional and specialist expertise to address your people related matters. Working with our team brings a number of benefits to clients.



## For more information please contact:

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