

EXECUTIVE HUMAN RESOURCE SOLUTIONS

HR Solutions for Entrepreneurs



EHR
EXECUTIVE HUMAN RESOURCE SOLUTIONS

Here is how Executive HR Solutions can work for you.

We make it possible for you to stay flexible with a wide range of professional human resource services.

We provide assistance with:

- **Talent Acquisition:** Evaluating talent for hire or promotion, linking people skills to business strategy.
- **Executive Coaching & Executive Team Development:** Preparing you and your staff for change.
- **Personnel Compliance Issues:** Auditing compliance with Federal & State laws.
- **Employee Handbook:** Drafting HR policies for dealing with sex discrimination, drug use, Family Medical Leave Act (FMLA), employee terminations, etc.
- **Employee Communications:** Preparing newsletters that recognize top performing people and customer service.
- **Training & Employee Development:** Sharpening employee skills.
- **And More:** Succession planning, compensation & benefit planning, performance management.



Affordable Human Resource Assistance When You Need It.

Are you prepared?

- If the government audits your company, are your personnel files in compliance with Federal and State laws?
- If your Foreman is called up to Active Duty or a shift worker goes out on Maternity Leave, do you know how to make the Family Medical Leave Act (FMLA) work for you?
- If an employee brings a sexual discrimination, EEOC or negligent hire complaint, do you know what to do?

These are just a few of the challenges facing growing businesses today.

Confidential Human Resource Assistance When You Require It.

Is your Company at the point where it needs a professional to handle the HR function but not ready or perhaps not large enough to warrant the added expense of a full-time HR professional?

EHR is your professional, affordable solution.

www.executivehrsolutions.com
724.825.8299



Challenges Facing Employers

Today's employers face many challenging and sophisticated issues.

- A highly competitive business environment.
- The need to optimize human resource productivity and quality.
- Hiring and retaining the most qualified people.
- Escalating costs of medical benefits and wages.
- Increasing government regulations.
- An aging, skilled workforce.
- Accelerating changes in technology.
- Excessive staff overhead costs.
- Human Resource function lacking a focus on business needs and objectives.

Call today to **EXPLORE**
how EHR can bring **VALUE-
ADDED** HR solutions.

Professional Human Resource Experience When You Need It.



Put your staffing dollars where they will benefit you the most—
in running your business.

- Turn fixed costs into variable costs
- Reduce and control operating expenses.
- Free up investment dollars.
- Focus on your core business.
- Add HR resources not currently available to you.

Turn **FIXED** HR costs
into **VARIABLE**
operating expenses.



**Gregory J. Smith, Ph.D.,
President**

Greg has broad global experience in Fortune 300 companies developing and applying best practices in talent management and organizational development to achieve sustainable results.

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***Executive HR Solutions
When YOU Need Them.
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HR Professionals "On-Demand"