

## Maximising employee performance and minimising compliance risk

Professionals in Partnership HR Consultancy offers both strategic and operational HR services to meet your business and individual challenges. Detailed below is an illustrative list of products and services:

- Clear and pragmatic advice from a professional who will get to know you and your business.
- Compliant employment contracts, staff and manager handbooks, policies and procedures.
- Identification of HR risks and practical advice on how to mitigate them.
- Support managing discipline, grievance, dismissal, performance, recruitment and general workplace conflict issues.
- An independent professional to undertake investigations, conflict resolution, mediation and appeals.
- Advice on Data Protection Act /GDPR compliance and related documentation.
- Provide BeTalent Psychometric assessments to support recruitment, team building and individual development.

We are your independent, trusted HR Partner and have experience working with micro businesses, SMEs, corporates and individuals within a diverse range of professional groups, including scientists, engineers, doctors, dentists, lawyers and media creatives.



**Karen Ferris is a professionally qualified member of the Chartered Institute of Personnel and Development (CIPD).**

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### **How we work with our clients...**

#### **Team restructure and managing a redundancy process**

*"We wanted to change the strategic direction of the firm and were conscious that we needed HR expertise in helping us to manage our staff and comply with the all the legislation that exists. We worked with Karen Ferris to develop the business case, manage the consultation and redundancy process and provide all the relevant documentation for compliance and formalities within the processes.*

*Karen is now our trusted HR Partner. She demonstrates real initiative and cares passionately about providing the best outcomes for all involved. Karen is an excellent communicator and delivers pragmatic, best practice, commercial solutions to HR issues."*

#### **Director, Private Client Solicitors**

### **What our clients say...**

*"I thought our session was hugely productive. It really feels as though we are making headway and beginning to put everything into perspective and operation. I will be taking time this week to work more on the action points from all of the sessions – so wonderfully laid out in your last round up email.*

*Your help is most gratefully appreciated – by all of us."*

#### **Managing Director, The Paperback Shop**