

# HR consultancy services for businesses

*It is often said that a business's greatest asset are its people; yet employing staff is complicated and few employers actively use HR to drive their business success.*

## What we offer

Whether you are evolving organically, by acquisition or in response to the changing environment there are always decisions to be made about people and roles and questions over how to reward performance and maintain motivation. At Target we offer a unique combination of HR expertise and commercial insight to help employers fine tune their operations and boost business performance, cost-effectively. This often combines very well with broader financial requirements and we frequently work with other Target teams to provide an integrated service.

## Areas of expertise

With expertise across a wide range of sectors and business size, we cover everything from the day to day essentials of people management to strategic business structure planning.

| Level      | Resource  | Support  |
|------------|---|--|
| Strategic  | HR Director<br>Debbie Taylor<br>07595 203 844                 | Organisational development and strategic HR planning<br>People structures, change management, international advice, training and development, reward and recognition, succession planning, executive coaching. |
| Advisory   | HR Manager<br>Clair Jack<br>01225 486 300                     | Practical implementation of HR strategies and plans<br>People management, appraisal implementation, performance management, training needs analysis, training and development programmes, restructure,.        |
|            | Senior Recruitment Consultant<br>Andy Hawkes<br>01225 486 300 | End to end recruitment projects, including role profiles, sourcing, short-listing, interviewing and testing.   |
|            | HR Advisor<br>Man-Ling Tam<br>01225 486 300                   | Managing absence, maternity, policy reviews, contracts of employment, flexible working, job descriptions, disciplinary, grievances.  |
| Compliance | HR Executive<br>Becky Conlin<br>01225 486 300                 | Outsourced HR administration<br>Personnel file and database maintenance, processing holidays, sickness, new starters etc, paperwork for all changes in terms and conditions.                                   |

## Fees

Our fees are agreed up front, based broadly on an hourly rate but central to our approach is flexibility. We work with you to understand the precise requirements of their business in order to develop a pricing structure (often fixed) that matches this and works for you.

## Get in touch

To learn more, please don't hesitate to get in touch, or alternatively visit our website.

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