

Firm Overview & Services

An Introduction



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Overview



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 - 5 What Makes Us Different?
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01

Business Context

Business Context

- New Landscape & Challenges



Traditional Drivers

- Growing Competition – pressure on margins
- Increasing Customer Expectations - Value & Quality
- Investor Expectations – increasing Profits, EPS, etc.
- People Investment – maximising return on investments

STRATEGIC CHALLENGES

Recent Drivers

- Global downturn impacting Irish economy
- Record deficit, rising unemployment – need for international bailout
- Banking Crisis – loss of confidence, erosion of shareholder value
- Need to align Staff Costs with falling revenues while engaging with staff



02

HR's Unique Contribution

HR's Unique Contribution



HR Strategy & Programmes drive Business Success

- **Human Resources Strategy . . . *the right People Plan***
 - An integrated approach to sourcing, managing, developing and rewarding staff based on the specific needs of the business
- **Organisation Design . . . *the optimal Organisation Structure***
 - Definition of Role Families and Roles linked to business needs
- **Strategic Alignment. . . *the achievement of Business Results***
 - Aligning organisational goals to individual performance objectives
- **Capability . . . *the right People/Skills/Places***
 - The assignment of people to roles which best match their knowledge, skills and competencies
- **Rewards . . . *based on Performance***
 - The allocation of rewards to teams and individuals based on their performance and contribution to business results



Firm Overview & Services

Firm Overview



- What We Do

“We help clients achieve business & financial success through the effective management, development and reward of their people”

- Specialist HR Consulting Firm
- Serving Medium & Larger Companies
- Public and Private Sectors
- 40+ Years Experience

Effective Human Capital Management - Our Model to drive Business Performance



Client Services Overview



InvolveHR Core Services

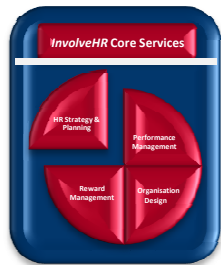
HR Strategy
& Planning

Performance
Management

Reward
Management

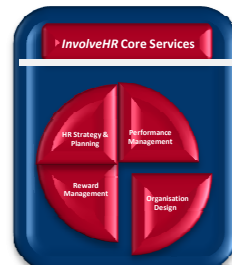
Organisation
Design

Service Components



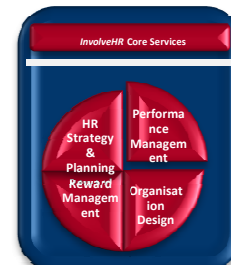
HR Strategy & Planning

- Strategic Planning
 - Align business, HR & employee goals
- HR Policies & Processes
 - Business Needs
 - People Policies
- Cost Management
 - Maximise efficiencies
 - Manage people costs
- HR Function
 - Structures/Roles
 - Service Delivery Models
- Change Management
 - Frameworks
 - Communications
 - Engagement strategies



Organisation Design

- Organisation Structure
 - Group
 - SBUs/Functions
- Role Families
 - Role Definitions
 - Role Profiles
- KS&C Framework
 - Knowledge
 - Skills
 - Competencies
- Employee/Role Mapping
 - Role Fit/Gaps
- Demand/Supply Forecasting
 - Resourcing
 - Budgeting



Performance Management

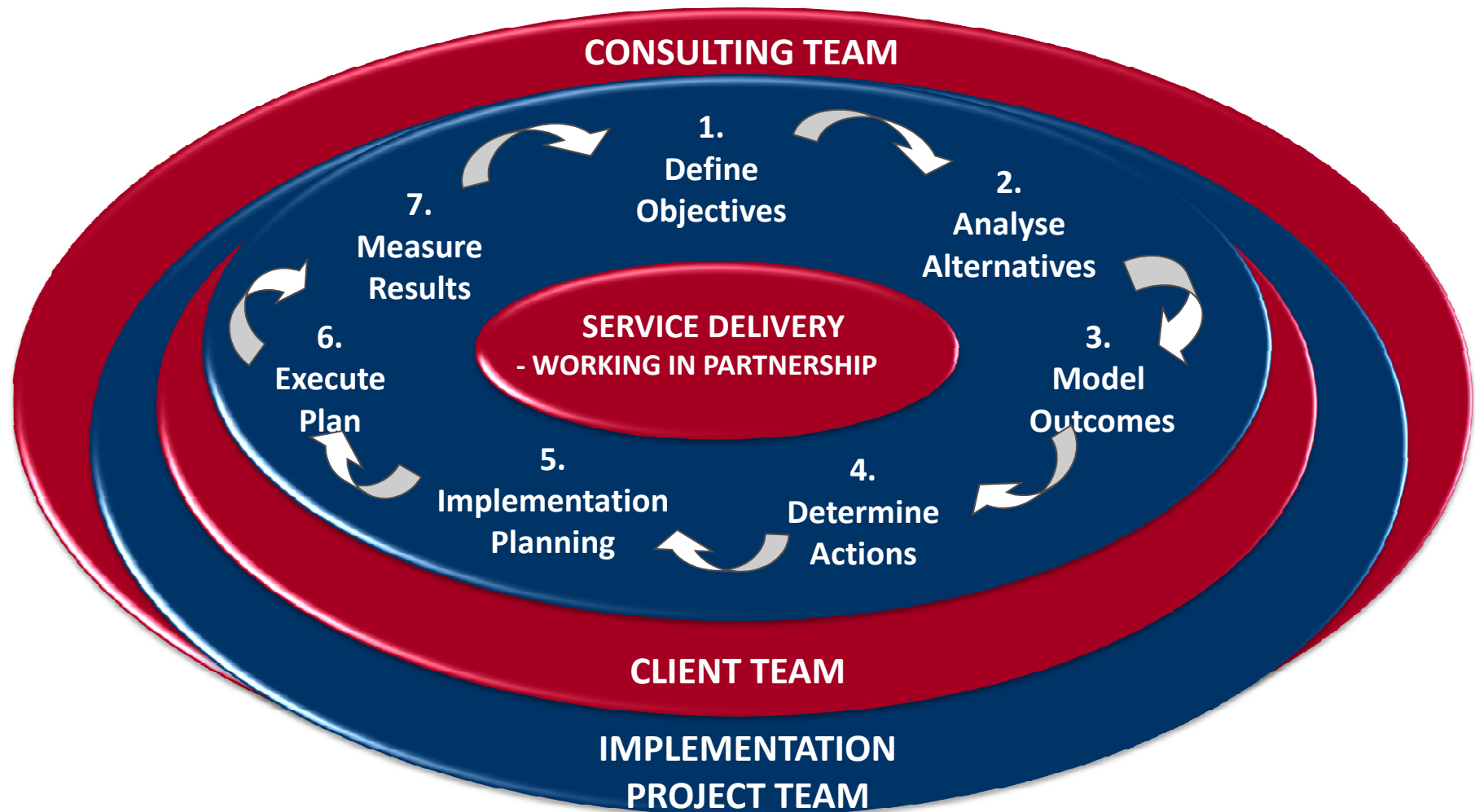
- Design
 - Policies
 - Processes
 - Objective Setting
 - Performance Review
- Training
 - Objective Setting
 - Performance Review
 - Performance conversations
- Personal Development Planning
 - Policies & Processes
 - Capability Enhancement
- Reward Linkages
 - Salaries
 - Bonuses/Incentives



Reward Management

- Total Rewards
 - Policy & Philosophy
 - Strategies
 - Components Mix
- Executive Comp
 - Fixed & Variable
 - Stock Plans
- Base Salary Design
 - Grading Structures
 - Performance based
- Variable Comp Design
 - Modelling Options
 - Cost/Benefit Analysis
- Benefits Design
 - Policy & Components
 - Maximising Value

Service Delivery - Working in Partnership





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Sample Client Assignments



- **Executive Remuneration**
 - Financial Services Group (large)
 - Design of new framework to align with CEBS (*EBA*) & CEIOPS (*EIOPA*)
 - Advice & support to Remuneration Committee and Risk Committee
- **Capability Development Framework**
 - IT Department (1,500 staff) in large Bank
 - Design and implement role families, role profiles & role/person matching
 - Build Capability Development Strategy
- **Performance Management Enhancement**
 - Telecoms Company (medium size)
 - Design and implement enhanced PM framework
 - Conduct training workshops for executives and senior managers
- **Performance Based Remuneration Framework**
 - FMCG (medium size)
 - Replace traditional remuneration framework
 - Introduce performance-based fixed and variable rewards
- **Staff Costs Management**
 - Financial Services (large)
 - Design of Rightsizing Strategy



What Makes Us Different?

What Makes Us Different?

- What our clients say....



What Our Clients Say:

- *Manage people as a business issue*
 - Analytical rigour, linked to financial outcomes
- *Measurable value*
 - Innovative yet practical solutions that deliver results
- *Work in partnership with us*
 - Shared accountability and knowledge transfer
- *Proven methodologies*
 - Project management & service specific frameworks
- *“See it through”*
 - You stick with us until we finish the job!

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