

# BizRESULTS CONSULTING



## Offering HR Business Solutions

At BizResults Consulting we partner with you and your management team. We provide you with customized tools to lead your organization and people more effectively. We have a wealth of experience and consultants ready to work with your organization to improve your bottom line.

Call us today at 587.877.7797 to book your FREE Building a High Performance Organization consultation.

## 3 KEY BUSINESS SOLUTIONS

BizResults' **3 Key Business Solutions** will help you attract, hire, engage and retain top performing staff while helping poor performers move on. BizResults can help you move forward with creating and driving your high-performance organization with the following:

### 1. Key #1: Attract and Hire Great People:

- a. Talent Acquisition process and policy
- b. Sample job profile
- c. Sample job advertisement
- d. Sample interview guide, forms and offer letter
- e. New employee onboarding program details
- f. Staff training and development policy

### 2. Key #2: Reduce Turnover and Engage Employees

- a. Human Resource Policies to build credibility and trust for management
- b. Engage, Retain and Build Trust
- c. Rewards and Recognition initiatives
- d. Organizational Structure development
- e. Sample Stay interview
- f. Sample Exit interview
- g. A Leadership Model
- h. Corrective Discipline resources
- i. Performance measurement resources

### 3. Key #3: Manage Absenteeism to assist

- organizations struggling with really severe employee attendance issues. Program includes:
- a. 'How to achieve a 500% ROI by Managing Absenteeism Effectively' article written by Devin Lloyd
  - b. The Frustrated Managers Pocket Guide to Managing Absenteeism
  - c. Absenteeism Management process
  - d. Absenteeism Management policy
  - e. Absenteeism Management Guidebook
  - f. Guidelines for reporting systems
  - g. Help dealing with physicians
  - h. Sample letters to staff
  - i. Termination guidelines
  - j. General Release from employment contract



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*"Results Are Our Business"*

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