



AD INGENIUM  
HR CONSULTING

## THE PEOPLE AND HR REVIEW

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# THE PEOPLE REVIEW



## PURPOSE

Carry out a health-check of your People processes, policies and activities.



## PROCESS

Work together to assess all key areas through meetings, conversations, collaboration and documentation.



## PAY-OFF

The confidence your business has a robust and compliant approach to employing, engaging and retaining your people.

# PURPOSE

- To provide you with an impartial assessment of your people processes, policies & activities
- To assess & align the link between your People & your business objectives
- To understand any risks and opportunities based upon your current state
- To build a compliant and commercially pragmatic People plan & strategy

# PROCESS

Initial consultation to understand;

## BUSINESS

### Your Business

- What do you do?
- How do you do it?
- Why do you do it?
- What goes well?
- What are your main goals?
- What prevents you achieving them?

## PEOPLE

### Your People

- Number of employees & organisational hierarchy
- How do you attract, develop & retain your people?
- Why do people leave your business & why do people stay?

## PROCESSES

### Your Processes

- Who is responsible for HR & Employee Relations matters?
- What HR documentation is in place;
  - Employment Contracts
  - Employee Handbook
  - HR Policies

# THE PAY-OFF

- A report providing overall assessment of People processes, activities & policies
- Graded report highlighting;
  - Immediate action required
  - Action required in 6-12 months
  - Little or no action needed
  - Longer-term strategic planning suggested
- Highlight risks, opportunities & provide practical suggestions to support your People planning activities
- Implementation of a compliant, commercial, & pragmatic People plan consistent with meeting your business goals