

Aligning people and strategy

Outsourced HR business partnering services

Ensuring the right people with the right skills are in place to deliver an effective people agenda aligned to your company's strategy is crucial for business success.

Is your company resourced to deliver your people agenda?

- Do you from time to time require additional HR resources to augment project teams?
- Could you benefit from having additional HR support to cover peaks or periods of leave within your business?
- Do you have a HR Partner ready to provide HR advice and support as and when needed?
- Is there merit in outsourcing certain HR processes to allow HR teams to focus their energies on value-add activities?

How can RSM Ireland can help?



Augmenting HR teams

We have a team of seasoned HR Consultants ready to augment your HR team and support with:

- Project delivery in areas such as Organisation Design, Culture, Performance Management and Employee Engagement
- HR cover during periods of leave or peaks in your business
- Onsite HR Business Partners for extended periods of time
- Provision of day-to-day employment law and HR advice



Employee engagement and development

Our team can support your organisation in developing employee engagement initiatives that help make your business a great place to work! We give employers deep insight into motivators through the delivery of:

- Engagement surveys to test the temperature of your people in relation to key matters
- Culture assessments to ensure the inherent culture supports the delivery of strategy
- Exit interviews to understand people's drivers and what mechanisms can be put in place to enhance retention
- Meaningful performance management and development processes that are rooted in real-time conversations and aligned to achievement of company's strategic goals



Managed recruitment services

Our team have significant track record in managing end-to-end recruitment processes. Our services include:

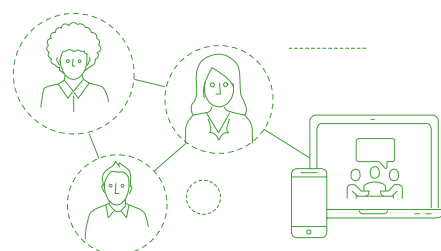
- Managing the placement of job adverts, candidate communications, screening of applications, facilitation of shortlisting meetings, interviews, and pre-employment checks
- Conduct of psychometric testing to enhance the selection process
- Delivery of bespoke interviewer training and coaching services to new managers



Employee relations case management

It is important that procedures are open, transparent and fair and that the requirements of natural justice are followed. Our team can case manage employee relations issues such as:

- Disciplinary and Grievance hearings
- Appeal processes
- Cases before the Workplace Relations Commission and Labour Court



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For more information, please contact:

James Birchall

Consulting Manager

T: +353 (0) 1 496 5388

E: jbirchall@rsmireland.ie

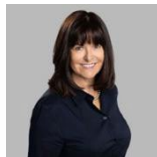


Catherine Corcoran Gearty

Head of Consulting

T: +353 (0) 1 496 5388

E: ccgearty@rsmireland.ie



Graham Murphy

Consulting Director

T: +353 (0) 1 496 5388

E: graham.murphy@rsmireland.ie



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