



RENSHUU

Learn To Know, Practice To Excel

Consultation services





RENSHUU

Learn To Know, Practice To Excel

HR Consulting focus on helping organizations - plan, execute and evaluate to ensure their people are challenged, happy, competent, knowledgeable and trained and therefore, highly engaged with a high productivity rate in the workplace.

Choose Your Services

Check your selections



Organizational Assessments / Surveys



Change Management



Human Resource Planning



Training and Career Development



Job Analysis and Job description



Compensation & Benefits



Recruitment & Selection



Management and leadership skills programs



Performance Management System



Employee motivation programs



Outsourced HR





RENSHUU

Learn To Know, Practice To Excel

Organizational Assessments / Surveys



- Do you know what your employees are thinking?
Understanding your workforce is the first step in developing a human capital
- Strategy to improve organizational success.
- We use state of survey questions tailored to get at the root of employee issues.

Human Resource Planning



Having a Human Resource Plan is more than just having the “right people in the right place at the right time”.

We can help ensure that you have an effective HR Plan that puts the people side of your business into your overall strategic plan.

- a- Build HR policy and procedure.
- b- Making Gap analysis and action plans
- c- Establish a Human Resource Management System (HRMS)
- d- Planning for implementing the HRMS and follow up on the implementation



RENSHUU
Learn To Know, Practice To Excel



Recruitment & Selection

As part of our services we can do all or some of the following menu service options:

- Create sourcing strategies based on your budget and the type(s) of candidate(s) you are seeking.
- Assist with writing and finalizing job descriptions.
- Write compelling job postings that get the attention of competitive talent pools and ensure listings are posted in locations best suited to reach the target audience.
- Carefully screen candidates and submit those most appropriate.
- Schedule candidate interviews and provide detailed information throughout the screening and interview process so you can make informed hiring decisions.
- Help promote a positive brand image for the company and ensuring candidates have a positive impression of your company.
- Assist with conducting applicant testing, reference checks, background screening, negotiations, offer letters, legal agreements and any required paperwork.
- Help you manage or create an employee incentive program and employee On-Boarding program.



RENSHUU
Learn To Know, Practice To Excel



Change Management

- Change has overtaken every organization.
- Creating change, managing it, mastering it, and surviving it is the agenda for anyone in business who aims to make a difference and we're here to help you navigate change.



Job Analysis and Job description

Interviewing and observing employees for making accurate job responsibilities and qualifications
Providing the Job Description and make orientation for employees on it.

Performance Management System



- Identify the required Performance evaluation tools
- Recommend performance management solutions.



RENSHUU
Learn To Know, Practice To Excel



Compensation & Benefits

Our compensation and benefits consulting services cover a broad range of assistance on the total rewards spectrum, from market pricing and salary structure development to the complete design of organization-wide compensation strategies and systems, sales incentive and variable pay programs.

- Ensure compensation and benefits standards comply with company policies and/or other regulations or legislation.
- Participate in market and salary surveys.
- Monitor reviews of compensation and benefits packages to maintain market positioning.

Compensation Programs and Policies

- Job analysis and job evaluations
- Compensation policy and structure design
- Market pay benchmarking
- Salary structures and ranges
- Salary surveys
- Incentive compensation plans





RENSHUU

Learn To Know, Practice To Excel

Training and Career Development



Our value-added services are designed to help organizations ensure that they obtain enduring value from training, whether this be by helping them select the correct delegate, or by ensuring that the work environment has evolved to support the high-end training that we deliver. These services, which are described in more detail :

- Training Needs Analysis (TNA) process to ensure the right training programs are developed to enhance people capability
- Training Design :design & develop customized training programs at all levels within an organization
- 70 – 20 – 10 People Development Model
- Training Evaluation – review of the impact and effectiveness of in-house training programs.
provide recommendations to enhance transferability of skills and knowledge to behavioral change back in the workplace.



RENSHUU
Learn To Know, Practice To Excel

Management and Leadership Skills Programs



A weak leadership development program, a hands-off leadership team, a lack of succession management and poor alignment to building capability to meet organizational goals is common in many organizations.

- Build a strong team of leaders around them who take ownership of succession management and development of those directly reporting to them
- Focus on growing talent within an organization through increasing knowledge, skills and behaviors that drive business success
- Develop a positive environment—that acknowledges and rewards people for good performance and inspires people to do more and become more

Employee Motivation Programs



Fun training programs for employees



RENSHUU

Learn To Know, Practice To Excel

Outsourced HR

Outsourced HR services are designed for businesses that need HR support, but don't need someone fulltime. By having us focus on managing HR, you will have more time to focus on your many other responsibilities as well as the flexibility to change direction quickly as HR issues arise.



Your outsourced HR solution can include all or a combination of services including:

- **Ongoing support** to assist employees and managers with HR related questions or concerns.
- **General employment practice compliance and administration**, which may include maintaining employee files, leave coordination, position descriptions, and legal requirements.



RENSHUU

Learn To Know, Practice To Excel

Outsourced HR

- **Compensation strategy to attract**, retain and motivate talent while meeting your budget.
- **Employee onboarding** to ensure new hires get off to a smooth start and complete new hire paperwork and benefit enrollments.
- **Employee relations support** as needed as well as proactively identifying issues and taking steps to avoid risk.
- **Performance review process design, implementation and maintenance**, which can include management training on how to document performance issues and give constructive feedback.
- **Employee handbook** update or creation, and rollout.
- **Workforce planning and development** to ensure continued growth and productivity of your employees.
- **Recruiting services** to assist with finding and attracting top talent.
- **Administration of other HR programs and processes** that will maximize employee productivity and return on investment.

