

SHRS GROUP

“Good outcomes start.....

.....with good beginnings!”

SHRS GROUP

Human Resources Function:



◆ **We listen**

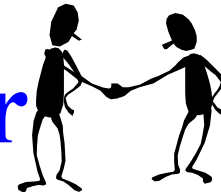


◆ **We learn**

◆ **We change**

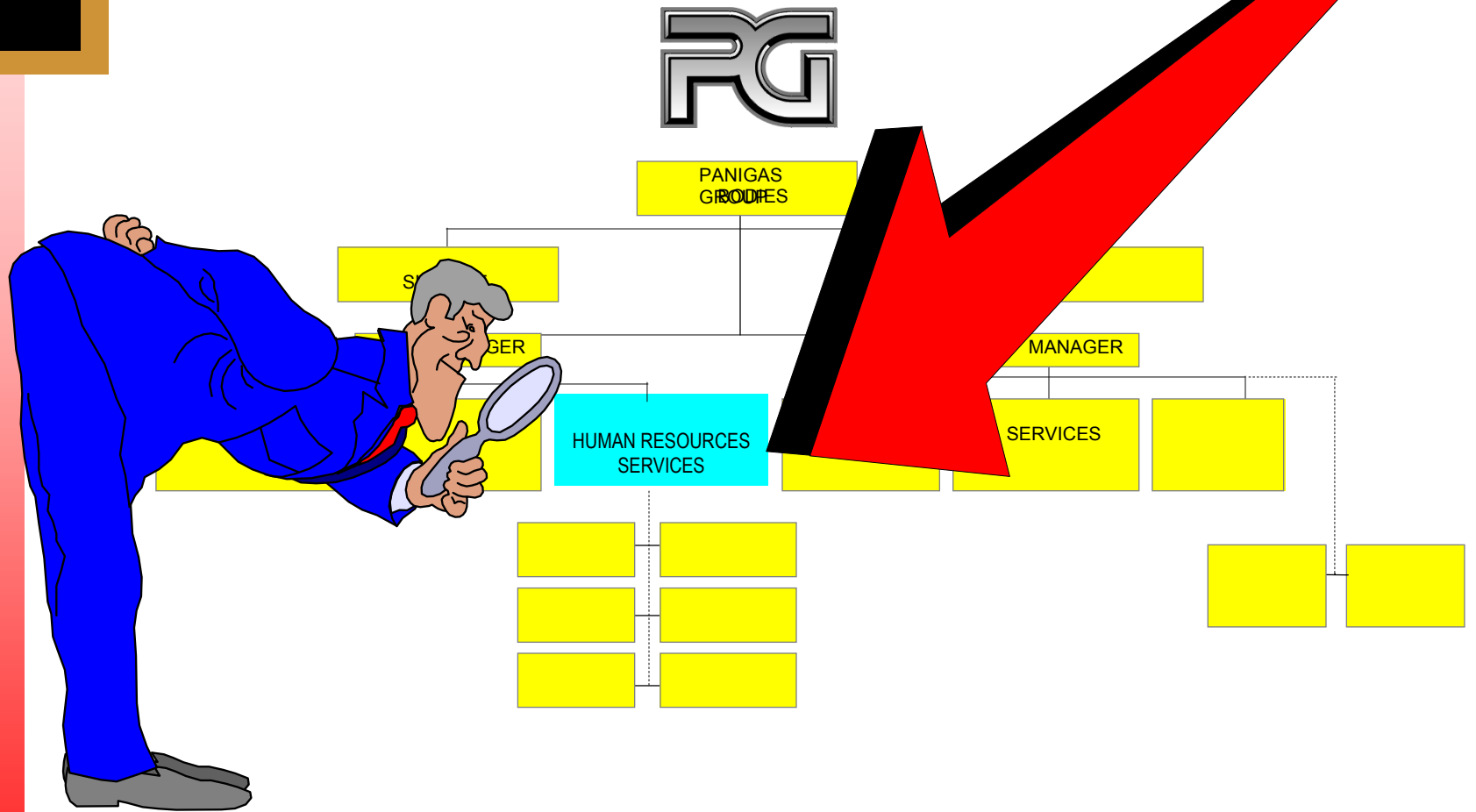


◆ **We deliver**



You'll see!.....

Let's take a closer look at HR!



Mandate:

HR/HRD will:

- ◆ **combine functional and technological innovation to**
- ◆ **deliver new and revised strategic enterprise-wide people solutions for business success.**

Strategic Imperatives:

- ◆ **Improve organizational effectiveness and productivity.**
- ◆ **Ensure change readiness and change capability.**
- ◆ **Continuously improve the capability and potential of our talent pool.**

Strategic Imperatives:

- ◆ **Be valued as an internal business resource, coach and consultant.**
- ◆ **Build trust and develop a win/win philosophy.**

Strategic Imperatives:

- ◆ **Must ensure that there is strategic and business linkage to all HR objectives/projects.**
- ◆ **Add measurable value and provide excellence every time in every thing we do.**

Strategic Imperatives:

- ◆ **Identify emerging business and strategic issues in human resources policy and procedure, labour standards, employee relations, management/leadership trends and OHS&E.**

Strategic Imperatives:

- ◆ **Develop feedback tools that increase meaningful communication that encourage a positive conflict resolution process that promotes understanding, buy-in and open dialogue.**

Strategic Imperatives:

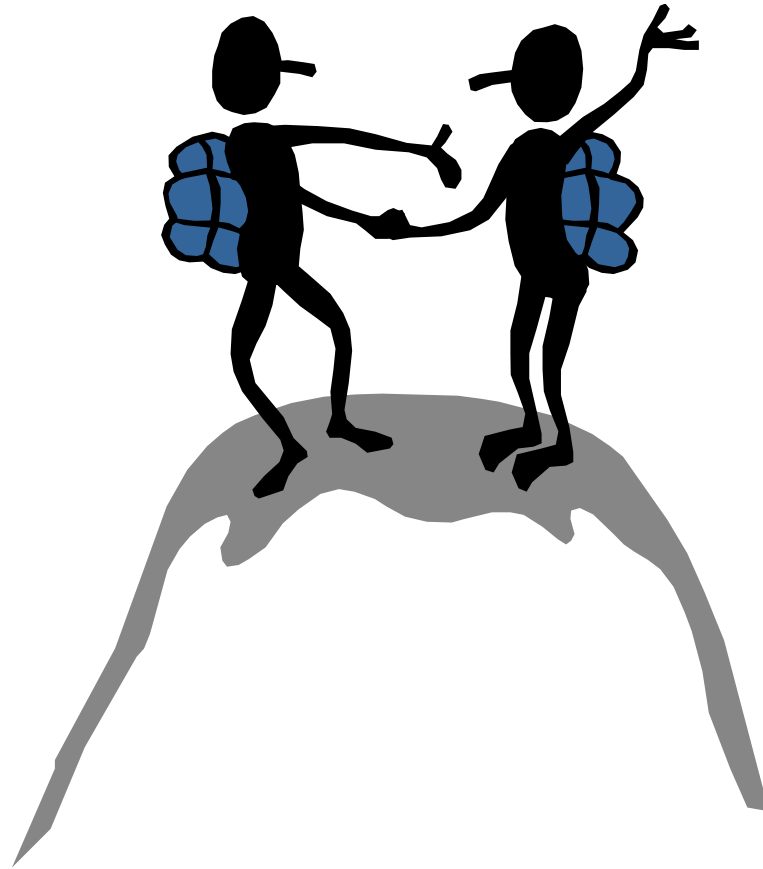
- ◆ **Leverage information technology to evaluate, implement and become a world class HR/HRD function in the construction/design build industry.**

Strategic Imperatives:

Summary:

- ◆ Resources Talent
- ◆ Sponsor Feedback
- ◆ Win/win philosophy
- ◆ Coach & consultant
- ◆ Value and excellence
- ◆ World class operation
- ◆ Readiness and capability
- ◆ Effectiveness and productivity
- ◆ Strategic and business linkage
- ◆ Business and strategic effectiveness

How will this be achieved?



How will this be achieved?



- ◆ **Get clear on what SHRS GROUP is trying to achieve..... and structure accordingly.**
- ◆ **Where are we headed and what's the business strategy to get there?**
- ◆ **Which jobs are key to helping us get there?**
- ◆ **What are our critical issues and what needs to change?**

Solutions Highlights:



Compensation Philosophy:

- ◆ “To be fair, market responsive, competitive with our benchmark comparators and will be targeted for the top of the second quartile.

Solutions Highlights:



Our Corporate Equals:

- ◆ **Survey our benchmark companies compensation and benefit programs:**
 - **1/2 from union operations**
 - **1/2 from similar size construction companies**
- ◆ **Use this blend of companies to monitor our competitiveness**

Solutions Highlights:



Bonus/Incentive Review & Proposal:

- ◆ Equitable compensated with access to incentive/bonus programs.
- ◆ Benchmark with similar companies.
- ◆ Re/write job profiles for all job titles.
- ◆ Select a point factor job evaluation software.

Solutions Highlights:



Benefits Review:

- ◆ Analysis current benefit profile.
- ◆ Conduct benefit competitiveness survey
- ◆ Explore a 'flex-benefit program options.
- ◆ Review affordability and costs
- ◆ Develop a enterprise-wide Benefits strategy and time frame.

Solutions Highlights:



Benefits Review:

- ◆ Design a benefit profile which:
 - is fair & competitive.
 - meets the health care & survival needs of our employees.

Solutions Highlights:



Develop Recruiting Strategies:

- ◆ **Develop a enterprise-wide strategies which will allow us to hire the brightest and the best in the labour market.**

Solutions Highlights:



Payroll /HRIS Implementation:

- ◆ Research and implement a payroll which meets our business needs which is on time and accurate.
- ◆ Easy access to employee/payroll data.
- ◆ Absence tracking, vacations, illness etc.
- ◆ Succession, career and manpower planning.
- ◆ Retrieve, manage & analysis employee data.

Solutions Highlights:

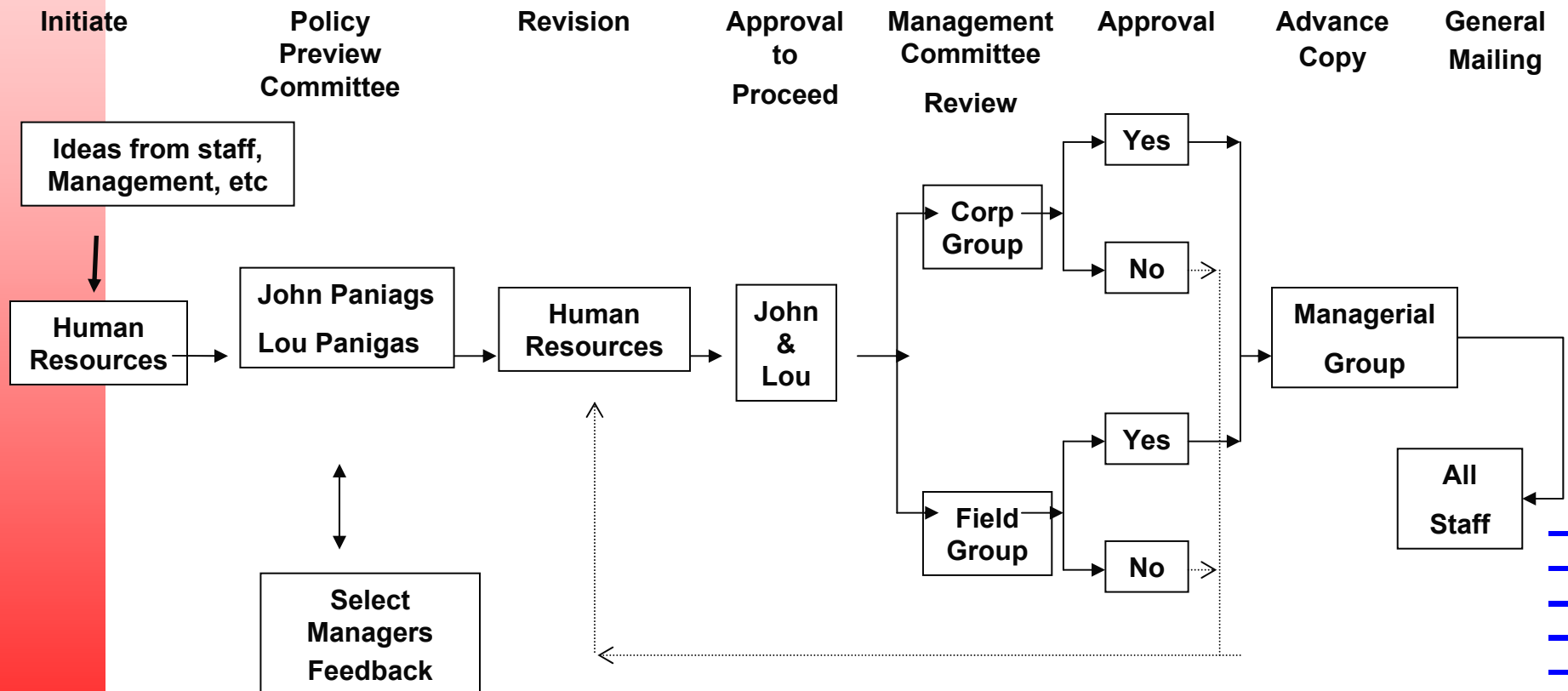


Policy Manual Development:

- ◆ Intranet
- ◆ Harassment
- ◆ Conflict of interest/CofC
- ◆ Internal equity
- ◆ Performance management
- ◆ Discipline
- ◆ Recruiting

Approval Process:

POLICY & PROCEDURE APPROVAL PROCESS



Thank you!.....

For your attention, support and approval!

SHRS GROUP

Together.....

...we can do better!

.....your HR Team!

