

HUMAN RESOURCE CONSULTING

The Human Resource Consulting professionals at Marks Paneth & Shron LLP help companies develop processes and systems to improve organizational capability in key business areas such as goal alignment, performance management, accountability, leadership, career development, change management and succession planning.

We offer assistance with design, development, implementation, evaluation, assessment and reviews.

Services Offered:

Critical HR Functions:

- Organization Design
- Policy and Procedures
- Job Analysis and Design
- Recruiting and Hiring
- Compensation and Benefits
- Competency Analysis
- Training and Development
- Career Development
- Succession Planning
- Employee Relations

Key HR Indicators:

- Turnover
- Reporting Structure
- Performance Goals

Core HR Competencies:

- Performance Management
- Interpersonal Communications
- Coaching
- Team Building
- Conflict Resolution
- Delegating
- Customer Service
- Meeting Facilitation
- Motivation
- Stress Management
- Supervisory Skill Development
- Time Management
- Training Trainers
- Active Listening
- Management Skills Development

Comprehensive HR Assessments and Compliance Reviews:

- HR Policies, Practices, and Processes
- HR Compliance Deficiencies, Exposure, and Improvement Areas
- Employment Record Systems
- Family and Medical Leave Program Compliance
- Due Diligence Reviews

Policy and Employee Handbook Development:

- Developing employee handbooks, human resource manuals, and individual policies, which meet regulatory compliance and reflect management organizational values

Effective Employee Communications: Management and Supervisor Training and Coaching:

- Providing managers training and individual and group coaching on a variety of employee issues and challenges