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The right time to bring HR into your business is when you are ready to decrease your legal exposure, increase your employee's commitment and elevate your company's productivity.

When you are evolving as a company, your sole focus is on growing your company. HR is not on the top of your mind, if at all. When you are a small company, you can operate on the "fly" and be quite successful. However, as you grow, operating in that manner becomes more complex as you have to keep focused on the business and having more employees without the proper HR foundation can become quite distracting and costly and it can happen very quickly.

Bringing in an HR expert to help you develop and formalize processes and procedures will save you future time, money and effort. An HR expert can provide you with *just what you need* so you can remain focused on driving your business results!

Here are examples of challenges you can face all at the same time.

- One of your key employees has just resigned. When they are gone, it will leave a huge hole in your organizational structure.
- Another employee has had decreasing performance and has now just given you a doctor's note advising you that they will be off sick for an indefinite period of time. The note is vague and you don't know what your rights are as an employer or how to handle the absence without more information.
- You have employees who are having significant interaction issues and you're not sure how to handle it, so you ignore it hoping it will go away....then the bomb drops....you receive a Human Rights complaint.

Does this sound like it could happen in your company? At Lasting Solutions HR Consulting & Coaching we understand that your focus must remain on your business. With your desire to be an "employer of choice", your team is a huge part of your business success so you know you need to provide a work environment where they feel committed to come to work, empowered to make a significant contribution and feel appreciated for a job well done.

We can make it simple for you. We understand that you don't have the time or budget to deal with complicated HR issues. At this point you don't need HR full time or even part time but you know you need it. Acting as your HR Practitioner, we can work with you to identify your needs and implement solutions that will be tailored to your company within a budget you can afford. We will also be a phone call away when you need something quickly so you have peace of mind and can focus on what you are meant to do...Drive Business Results!

Some typical results you can expect are:

- Decreased legal exposure
- Empowered and highly productive employees
- Retention of key talent
- Design of compensation programs to reduce payroll costs and enhance employee commitment
- Momentum to keep your business moving forward through strategic planning support
- Improved teamwork and leadership capability

Call us today at (705) 431-8546 for a free 30 minute consultation to determine if the time is right for you.

Take care,

A handwritten signature in red ink that reads "Lotte".

Lotte Struwing CHRP, CTACC