

HCM & PAYROLL CONSULTING

HUMAN RESOURCES ADVISORY SERVICES

Effective talent solutions and guidance that align with your HR department's needs and match your organization's overall business goals

Human Resources is an integral part of every organization, ensuring the quality of your service delivery model drives your organization's success. Your people reflect your organization's core competencies and its culture. It is crucial to hire and retain the right talent, develop and reward employees and maintain compliance for your organization. Because your business is distinct, so are your needs. Rely on the professionals at Sikich to develop and deliver tailored talent solutions, strengthen internal HR processes, complete special projects or simply fill short-term needs.

IMPROVE BUSINESS RESULTS THROUGH EFFECTIVE HUMAN RESOURCES

WORKFORCE PLANNING & TALENT MANAGEMENT

In today's competitive marketplace, sourcing, hiring and retaining the best talent is critical for business success. Our professionals can assist you in building a strong workforce including:

- Analyzing current and future workforce needs and recommending talent solutions to support business goals
- Hiring the right candidate initially and minimizing replacement hires
- Developing candidate competency models for more effective workforce planning
- Implementing talent management solutions such as succession planning and performance management to improve individual, department and overall organizational performance
- Creating an organizational design to align employees to the culture and strategy of an organization
- Developing effective plans to manage individual and organizational change including employee communication and training

TOTAL REWARDS

Differentiating your company in the marketplace can be a difficult task to accomplish, but through unique and effective total reward plans, a company can attract and retain the best of the best. Our experienced and trusted consultants create effective compensation plans to drive the right behaviors for success by:

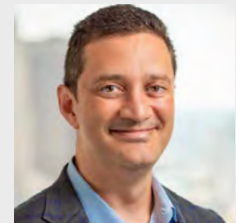
- Designing a total rewards strategy to attract, retain and develop the best talent
- Conducting compensation surveys to compare with local or national labor markets and similar industries to assess market competitiveness
- Establishing employee recognition plans to acknowledge key contributors and improve their overall engagement

OUR EXPERTS



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COMPLIANCE

With the substantial number of workplace laws and regulations, mitigating future risks through effective compliance management is a requirement for every company. Our experienced consultants can assess your risk and implement effective compliance management solutions including:

- Understanding the relevant compliance laws impacting your business and complying with an array of complex labor and employment laws
- Investing in proactive measures to ensure you are compliant and up to date – and stay compliant thereafter
- Adopting and adhering to a set of proven guidelines and procedures for managing your HR processes, procedures and employees
- Creating an effective code of ethics for employees, managers and executives that include anti-harassment and nondiscrimination guidelines, as well as other essential policies

In a rapidly changing environment, it's critical to link human resource strategies and programs to your company's mission, values and objectives in order to thrive. Our team can help you increase employee productivity and retention, enhance the effectiveness and efficiency of HR processes, reduce compliance risks and position your company for success.

For more information about our services, visit www.sikich.com.

QUESTIONS TO CONSIDER

- Is your organization struggling to keep up with the **ever-changing laws and regulations?**
- Does your company have the appropriate rewards and incentives in place to **retain future key talent** for the long term?
- Are your leaders and your Human Resources function prepared for the **future of your organization?**
- Is your company **hiring the right people**, the first time?
- Is your **performance management process** helping to improve business performance?