

# HR PARTNER

Managing benefits is just one aspect of a Human Resources (HR) department's overall responsibility to attract, retain and motivate an engaged and productive workforce. To help our clients face multiple and often competing demands, Willis created HR Partner, a consulting service designed to help you unlock your HR department's full potential.

## ESTABLISHING A FOUNDATION

Our HR Partner Consultants are available to provide guidance and information on HR best practices that are the foundation of your HR department. We can assist with your HR policies and procedures and the supporting forms and documents by providing you with best-in-class samples, reviewing your existing tools or developing custom solutions in areas such as:

- Employment files and records
- Harassment prevention and guidance
- Equal Employment Opportunity
- Americans with Disabilities Act
- Electronic communication
- Surveys and exit interviews
- Fair Labor Standards Act
- Recruitment and selection
- Paid and unpaid time off
- Family Medical Leave Act (FMLA)

## MAKING AN IMPACT

Human Resources functions, large and small, have played an expanding role in supporting the organization's strategic direction. HR's ability to contribute to the organization's bottom line means it must continually evaluate and strengthen its service model to ensure value, meaningful impact and competitive advantage. HR Partner Consultants can work with your organization to better align HR to your company's business objectives and position HR as a strategic business partner in the following areas:

- Audit HR for best practices and compliance
- Define an HR strategy aligned with the business strategy
- Optimize HR processes to increase efficiencies
- Facilitate HR SWOT analysis



- Deliver workforce metrics and analytics for management decision making
- Transform the HR organization and service delivery model

## DRIVING ENGAGEMENT

Companies increasingly understand attracting and retaining top talent and creating a high level of employee engagement is critical to their organization's success in the marketplace. Today's best companies engage employees through a mixture of compensation, benefits, work/life initiatives and career development and training. HR Partner and your local Willis Account Team can work together to create a Total Rewards Strategy that will drive employee engagement and maximize your investment in human capital.

## WORK/LIFE INITIATIVES

Over the last couple of decades we have seen a dramatic shift in the workforce and the needs of employees to effectively manage demanding work schedules and their personal lives. Programs focused on work/life balance speak to these issues and result in increased employee morale and productivity, lowered absenteeism and reduced stress. HR Partner can explore options and create recommendations for making change around programs, such as paid and unpaid time off plans, flexible work arrangements and child and elder care resources.

## PERFORMANCE AND RECOGNITION

Is your performance management process effective in creating a clear line of sight to organizational goals? In addition to having a direct impact on company revenue, profitability and quality, studies have shown that actively managing individual performance will result in increased employee engagement, improved attraction and retention, increased productivity and effective management of pay. HR Partner can work with your organization to improve the processes and policies surrounding

performance and recognition programs by analyzing key metrics of effectiveness and/or developing, updating or evaluating performance management tools and instruments.

## COMPENSATION

HR Partner Consultants and their partners will work with you to design a strategy for spending your compensation dollars effectively. Whether it is designing an internal pay strategy that addresses the relative value of jobs within your organization, external pay strategies that determine market competitiveness or a sales compensation strategy providing incentives for new business, we can help.

Market pricing using reputable published salary surveys, along with large-scale compensation consulting and market analysis, may also be performed for a fee.

## TRAINING AND DEVELOPMENT

Training in the 21<sup>st</sup> century is more than teaching new hires how to do their jobs. It's about promoting proper conduct in the workplace, communicating employee rights and employer expectations and instilling an effective and ethical organizational culture. Let Willis assist in your training and development needs through:

- On-site or webcast training for managers, employees and HR professionals conducted by HR Partner Consultants
- *Willis Training Solutions*: a state-of-the-art e-learning tool that provides interactive web-based training content and tracking capabilities
- Access to hundreds of complete training kits that include PowerPoint presentations with trainer notes, exercises, quizzes, handouts and other activities through the Training Library in *Search Willis*

## SAVING YOU TIME

In addition to our HR Partner Consultants you will have 24/7 support through *Search Willis*. *Search Willis* is a comprehensive website for fast, reliable employment and labor law information and time-saving HR tools, such as checklists, job descriptions, policies and forms. You may also access compensation data and the latest news impacting HR.

## CONTACT

Please contact your Willis Client Advocate® to learn more about how Willis partners with HR to manage human capital costs – one employee at a time.