



Your Human Resource processes and procedures can help align your employees with the goals of the organization ... or create legal risks that could cost you significantly in dollars, customers and reputation.

A Sequent Human Resource Assessment will alert you to your HR legal vulnerabilities as well as give you useful information and recommendations to decrease your risk and improve your business results.

Our customized solution allows you to choose the Assessment that is right for your business as well as optional analytical and reporting options to meet your specific needs.

"A problem well-stated is a problem half solved."

Charles Kettering, Founder of Delco

THE CHALLENGE

ADA, ADEA, FCRA, FLSA, FMLA ... sometimes you must wonder if you're running a business or drowning in a sea of legal alphabet soup! You're not alone. Many organizations feel challenged by the complexities of employing people. And yet, you are obligated as an employer to know and abide by the law. Not knowing the law does not get you off the hook.

Would your employment practices pass the scrutiny of legal challenge? Are you willing to accept the risk of not knowing?

Attracting, retaining and engaging people is the number one challenge for any business. Building effective processes that invite, develop and reward talent can set you apart from the competition and help you reach the level of success you've been striving for.

How do you know if your human resource processes support or detract from hiring and keeping the right people? Are you confident that your HR programs are aligned with your organizational values and goals? Could disconnects exist between policies and what the organization wants to achieve strategically?

THE SOLUTION

A Human Resource Assessment can help you evaluate the effectiveness and delivery of the HR programs and services supporting your organization. The Assessment results will arm you with vital information and insight with which to make critical decisions influencing your people, your organization ... and your business results.

YOU CHOOSE WHAT YOU NEED

You choose the breadth and depth of Assessment that fits your organization's needs. We offer three types of web-based Assessments with optional analysis services such as customized interviews and document review.

- **Compliance**—Primarily geared toward identifying your risk, we review your HR processes for legal compliance.
- **Baseline**—In addition to assessing your legal exposure, we evaluate your human resource programs against best practice standards.
- **Baseline Plus**—Beginning with an understanding of your organization's goals and strategies, we focus on determining if your HR programs and processes are aligned and whether or not they are supporting, detracting, or having little impact on your business results.

THE OUTCOMES

A Human Resource Assessment provides you with the information you need to evaluate the effectiveness of your HR programs and services that support your organization. The results will give you insights to measure the risks that program gaps may cause to your business. A customized analysis and recommendations report is delivered for planning new HR initiatives.

Some of the specific outcomes you can expect from this assessment are:

- Gauging your corporate culture and its alignment with leadership and employees.
- Measuring the impact of turnover.
- Focusing human capital strategy.
- Benchmarking your results against best practices.
- Identifying the tools and processes for organizational effectiveness.
- Developing a high-level action plan that serves as a customized roadmap for creating effective HR management processes when implemented.

OUR APPROACH

Our assessment approach includes a proven methodology for helping companies assess their current processes against their future needs. We incorporate the best practices we have deployed with our clients to create a custom plan for you. The process we use includes three-phases: **Discover**, **Develop** and **Deploy**.

In our **Discover** phase we survey, assess and understand your goals. Sequent consultants will present an assessment survey to the select group in the organization. Then we will analyze the survey responses and correlate the results.

In the **Develop** phase, we will work closely with your organization to develop a customized, high-level action plan to help prioritize what to do in order to achieve your goals. This action plan will outline the Next Steps in the form of the tools and processes needed to manage and/or change the information needed to make critical business decisions influencing your people, the organization, and your business results.

Finally, in the **Deploy** phase we show you how we can work with you to use the tools and processes identified in the Develop phase to manage and/or change your HR policies and procedures. Our ultimate goal is to maximize the effectiveness and delivery of the HR programs and services that support your organization.

