



# HR PARTNER

From the Amber Group

For every business, the current employment landscape presents challenges and opportunities that inevitably affect its people.

As the heartbeat of your company, your employees' motivation, productivity and wellbeing are critical if you are to successfully navigate the path ahead.

The Amber Group has a team of qualified HR professionals, with extensive business experience, available to provide advice and support, however you need it.

Our HR Partner services are accessed in a range of ways, depending on needs and budget including:

- Pay-as-you-go (charged by the hour)
- Draw-down advice (a day of HR support purchased in advanced and accessed as needed)
- Monthly retained support

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## OUR SERVICES:



### WORKFORCE PLANNING

Aligning your people strategy to changing business needs to ensure you have the right people, in the right roles, with the right skills and at the right cost to carry your business through the times ahead.



### ON-CALL ADVICE

Telephone or on-site support for all employee-related matters from qualified HR professionals, with relevant agency experience.



### MANAGING CHANGE

Guidance on maintaining high levels of performance and motivation as you restructure, grow or downsize your team.



### POLICY & LEGAL GUIDANCE

Employment practices that comply with current legislation. Includes the development of best practice processes, policies and handbooks.



### EMPLOYMENT TERMS & CONDITIONS

Handling key statutory processes including contract formation, changing employment terms, bringing staff out of furlough, redundancy consultation and handling grievances or disciplinarys.



### PERFORMANCE MANAGEMENT

Equipping managers with the skills and processes to motivate, empower and constructively manage team performance.



### APPRAISAL SYSTEMS

Tools to help line managers run constructive performance reviews and set SMART performance goals that motivate and achieve desired results.



### REMEDY SESSIONS

'Clinic'-style one-to-one sessions with employees at all levels to provide support and guidance on a range of issues.



### RECRUITMENT & SELECTION

Designing effective recruitment processes that help you hire the right people, first time.



### RETENTION STRATEGIES

Programmes to develop and retain your most valued employees.



### REWARD PROGRAMMES

Remuneration and benefits packages that stimulate desired employee behaviours and performance.



### EMPLOYEE WELLBEING PROGRAMMES

Implementing programmes to support a culture of positive physical and mental health.



### EMPLOYEE AUDITS

Gaining insight into employees' opinions and satisfaction levels to facilitate business planning and decision-making.



### PSYCHOMETRIC PROFILING

Using the Insights Discovery® model to recognise behavioural preferences and identify how to adapt for more effective interactions with others. Can be applied to a range of workplace scenarios including team and client relationships, sales performance, personal communication style and recruitment.



### TRAINING & COACHING

Bespoke workshops or one-to-one coaching sessions designed around employees' development needs. We cover a wide range of topics including management and leadership, personal effectiveness, resilience, Insights Discovery®, presentation skills, bid/pitch support, writing skills and storytelling, holding crucial conversations, negotiation skills and networking.

[www.ambergroup.co.uk](http://www.ambergroup.co.uk)