



## HR Assessments-A Start to the Future

Whatever specific challenges your organization is facing, our HR assessment services can help you enhance processes and procedures that are directly impacting your greatest asset—your people. Our team at Evolve HR Services understands the nuances of federal and state labor laws to help you understand and execute procedural tasks surrounding HR compliance. We can also help you address cultural issues that might be holding your business back.

### Here are a few reasons we recommend an HR assessment:

1. **Helps ensure compliance with important HR regulations.** Staying up to speed on the latest compliance and regulations updates is critical. Whether you are trying to avoid ACA-related penalties or provide appropriate overtime compensation, HR assessment services can help you ensure you are avoiding any potential fines or penalties.
2. **Helps you stay up to date with the latest employment laws and trends.** The business world is changing rapidly, including the laws that govern human resources departments. HR assessment services can ensure that you are not only adapting to the employment law trends that are shaping today's workplace but that you are also up to date on the general business trends that could impact your organization.
3. **Helps eliminate the guesswork around compensation and benefits packages.** Making sure your employee compensation and benefit packages are legal and competitive is one of the most challenging aspects of human resources. An HR assessment can help you answer questions around which compensation and benefits are right for your business and how you might be able to simplify your annual processes. As an employer, you need to know what fair pay should be for your employees and how to communicate about fair pay and compensation. An HR assessment can provide insights into both areas and help address inequities or inconsistencies helping the company avoid any unwanted surprises.
4. **Helps accurately classify your employees.** As the popularity of freelance work and independent contractors has risen in recent years, so has the ambiguity on how to classify employees. An HR assessment can help you determine how an employee should be classified or what type of hire you should make.
5. **Helps analyze and reduce employee turnover.** The competition among employers to acquire and retain top talent is fierce. Using HR assessment services can help identify reasons why employees may be leaving and improve retention. Whether you are looking to capture insights through an effective exit interview or ways to boost morale and improve your company culture, an HR assessment can provide insights to help you reduce employee turnover.

6. **Can improve organizational effectiveness.** Whether starting your business or experiencing rapid growth, using HR assessment services can help you evaluate and improve the people, processes, and procedures you use to run your business. As your company grows and evolves, an HR assessment can help you re-assess policies and programs related to the impact of your training and development programs to upskill leadership and organizational competencies.
7. **Helps you hire better.** We are in ever changing, diverse and competitive marketplace for talent. By reviewing your talent acquisition strategy, tools, employment branding and processes you will know what works and where improvement need to be made to reduce time to fill and hire right.
8. **Will help you adapt to the evolving expectations of the Workforce.** As Millennials continue to make up the larger percentage of today's workforce, employers must be ready. An HR assessment can help you ensure you are prepared and equipped for the ways in which Millennials will impact your organization and how to blend programs that attract and retain a diverse demographic employee.
9. **Helps improve employee engagement.** When HR programs, policies and infrastructure are running smoothly your people take notice. Conducting a HR assessment can help you prioritize where to invest to maximize engagement and productivity.
10. **Helps Plan Your Next Steps.** As you grow and change so should your HR programs, tools, resources, and overall infrastructure. An HR assessment gives you the data you need to prioritize actions and investment for the highest returns and outcomes.

#### **HR Assessment Areas of Focus include:**

- ✚ HR Regulatory & Compliance
- ✚ Talent Acquisition
- ✚ Talent Lifecycle & Management
- ✚ Talent Development
- ✚ Total Rewards-Compensation & Benefits
- ✚ Employee Engagement
- ✚ Strategy, Planning & Infrastructure

#### **Assessment Timeline:**

Length and time commitment of your team and the Consultant will be determined based on organizational size, complexity, and pre-assessment preparation.

#### **Post Assessment-What you will Receive:**

- ✚ A detailed report on findings in each Area of Focus
- ✚ Follow-up Consultation on Report Findings, Recommendations, Prioritization & Next Steps