

# Insperity Human Capital Consulting

## We give you a competitive advantage

In today's ultra-competitive business environment, building a talent advantage is at the heart of long-term prosperity. Unfortunately, for many organizations, strategy and actions don't always align, and that's where Insperity comes in.

Insperity® human capital consulting offers your organization compensation, culture and leadership solutions to ensure that your people practices align with your business goals for maximum success.

Whether launching a brand-new startup, a well established company with significant growth, or preparing to retire, Insperity can give you seasoned, unbiased advice.

### We can help you:

#### Build a talent advantage

At the end of the day, success is all about your people. Insperity works with your leaders to create an actionable human capital plan to take your organization from strategy to execution. Our consulting services include:

- Establishing or reviewing your human capital practices
- Developing your human capital brand
- Assessing your organizational design
- Measuring and tracking human resources

#### Develop your leaders

Challenging times call for smart leadership. Insperity's customized leadership development solutions inspire, challenge and equip leaders to elevate their skills and deliver high impact results at the personal, team and organizational levels. Our consulting services include:

- Psychometric profiling
- Coaching for mid-level to executive-level leaders
- Skill set training in areas targeted for growth
- Developing programs for those with high potential
- Succession planning

#### Develop a corporate culture by design

Building a business is all about building a thriving corporate culture. In fact, defining and leveraging your culture is likely the most important factor in determining the long-term success of your business. Our consulting services include:

- Assessing your organizational culture and intervening where necessary
- Facilitating and implementing your mission, vision and values
- Integrating culture change

#### Align your organization

It's difficult to succeed if you don't know where you are going. That's why the best companies regularly communicate their goals and priorities to provide focus and inspire action. Our consulting services include:

- Assessing, aligning and facilitating collaboration among your leadership
- Designing and implementing your purpose statement
- Reviewing and redefining competitive differentiators
- Tools, strategies and support to prioritize goals
- Organizational design infrastructure

Get help – no matter what stage your business is in



Start up



Growth



Established



Expansion



Maturity



Exit

### Develop a performance management system

Insperty helps organizations keep talent “front and center” by providing a disciplined approach to measure, track and reward individual performance to create a competitive advantage. Our consulting services include:

- Performance management design and execution
- Competency profiling
- Career development planning
- Performance coaching
- Competency-based training

### Foster culture-based recruiting

Smart companies hire for the company – not just for the job. They place a high value on attracting, hiring and managing talent that aligns with their core values and beliefs. Our services include:

- Developing a recruiting strategy
- Building your employment brand
- Profiling key positions
- Developing targeted competencies
- Establishing your selection process

### Develop a competitive wage and salary program

Rewarding talent with a competitive salary is one of the best ways to engage and retain employees and ultimately grow your bottom line. Our consulting services include:

- Strategizing pay to determine if you lead, lag or match the market
- Establishing a competitive pay target
- Designing a competitive salary policy
- Developing base pay structures and job assignments to align with pay grades and salary bands

### Define the right incentive compensation structure

A targeted incentive compensation program is a key tool to linking employee performance to measurable business goals. Our consulting services include:

- Identifying the optimal allocation of employee merit increases
- Designing your incentive/commission program
- Assessing skill/competency-based pay programs
- Creating rewards with recognition programs

### Mitigate your risk

There’s no doubt about it, HR compliance is essential to the success – if not the survival of – American business.

Our experienced consultants help ensure the right policies and practices are in place so you can focus on growing your business. Our consulting services include:

- Assessing HR compliance, policies and procedures
- Safety cost analysis, training and measurement
- Health Care Reform consulting

### Mergers and acquisitions

Business growing and expanding? Studies say the failure rate of mergers and acquisitions are somewhere between 70 and 90 percent. Get the resources, tools and support you need to facilitate a smooth transition. Our consulting services include:

- Executive alignment
- Culture integration
- Organizational alignment
- Change management
- Total compensation and Key Performance Indicator (KPI) development

Contact Insperty to find out how you can get a competitive advantage by calling 800-465-3800.

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“Our partnership with Insperty has been instrumental in our ability to improve employee engagement, culture and accountability. They helped our management team get aligned behind our long term strategy and worked with us to develop yearly plans to get us there. The impact has been incredible as we’ve seen marked improvement in customer service, staff turnover, and have been recognized by our national organization.”

Shannon Evers, CEO, Girl Scouts of Western Oklahoma