

Skilled HR technical support for change processes

Remote or on-site skilled HR advice and support for senior management and HR teams, with people change processes



Do you have a short-term requirement that must be delivered at pace, and don't have the level of skilled HR professionals available to support the change?

Our team of skilled and experienced HR experts can support senior management and/or HR with embarking on business change processes. Processes may include restructure, redundancy and varying the contract of employment.

Our experts can provide full guidance and preparation with developing your business case, ensuring the best outcome for the business and your people.

Feature and Benefits

- 1. HR expertise with extensive experience in people change processes**
Our HR experts can support with mitigating risk for the business and your people by ensuring you follow a fair and reasonable process whilst maintaining engagement
- 2. Considering and preparing a robust business case**
Expert HR support with your business case to ensure delivery on the initial objectives
- 3. Access to a team of HR experts who can integrate with your business**
Our team can work as an HR consultant to your business, or alongside / supplementary to your in-house team
- 4. Quick mobilisation – usually within 2 weeks**
We have access to expert HR professionals to understand and deliver your requirements when the level of skilled HR support in your business is not available
- 5. HR professionals to support communication with impacted employees**
Our HR professionals support internal management to ensure they are confident in delivering messages about the change process to impacted employees.

Our experts can provide full guidance and preparation with developing your business case, ensuring the best outcome for the business and your people.

Many organisations go through a period of change that requires significant HR support. Whether it's a merger or acquisition, business restructure, redundancy or changes to contractual T&Cs, they all put pressure on an HR team to provide strategic, people and administrative support.

Instead of recruiting or repurposing valuable resource to meet your needs, AdviserPlus' team of qualified HR professionals can support your senior management and/or HR team with embarking on business change.

Our experts can provide full guidance and preparation with planning and considering the impact of proposed changes; the business case; adopting a meaningful consultation process; and, communication and engagement strategies with impacted employees.

Preparation and delivery of a restructure to the business

Challenge

You need to restructure a department as the focus of the business has changed, and the roles within the department no longer deliver the objectives.

The business doesn't have the appropriate level of skilled HR professionals to support the senior management team with a proposal which fully considers the objectives and ensures that you engage with your employees appropriately.

Solution

How will you ensure engagement throughout the process and retain your skilled workforce, to meet the overriding objectives of the business?

Our HR professionals can support senior management with preparing and delivering a proposal that is effective and engaging, whilst minimising the impact to employees and ensuring the process is fair and reasonable.

Preparation and delivery of varying contracts of employment

Challenge

You need to vary the terms and conditions of your contracts as the operation is inefficient due to the days and hours employees are contracted to work.

The business doesn't have the appropriate level of skilled HR professionals to harmonise the terms and conditions of the contracts so that objectives are met.

Solution

How will you ensure you avoid breaching the contracts of the affected employees when considering varying their contract of employment?

Our HR experts can provide support with your objectives to improve the efficiency of the operation and deliver a set of harmonised terms and conditions. They can ensure you follow a fair and reasonable process with your employees to minimise risk and avoid constructive dismissal claims.

Preparation and delivery of a redundancy situation

Challenge

You have had a downturn in business and need to reduce the workforce.

The business doesn't have the appropriate level of skilled HR professionals to support the senior management team with a clear business case for redundancies. A clear business case will minimise the risk of employment tribunal claims for unfair dismissal.

Solution

Would your employees believe the proposal to be genuine and understand the reasons for the changes?

Our team of HR experts can support with developing your business case to ensure the process is followed in a fair and reasonable manner and ensure the best outcome for the business and your people.

For more information or if you would like to get in touch please use the contact details to **speak to one of our experts today and see how we can help.**

- ☎ 0844 327 2293
- ✉ info@adviserplus.com
- 🌐 adviserplus.com

GET IN TOUCH

