

Managing Your People



We understand that attracting, retaining and developing good people is a given in any successful business. As a result we have developed a range of training and system interventions that will impact positively on your management processes. These include:

Appraisal and development - Our appraisal methodology enables you to assess the performance of your employees and ensure that training and development are linked to the needs of your business.

Employee pay and benefits - We can help you benchmark your pay levels as well as working with you to budget, design and implement flexible benefits schemes. Our aim is to help you attract, motivate and retain your people, the most important asset in your business so that they see the whole cost of their remuneration package.

Managing your talent - HR Insight is an accredited user of SHL and we are able to offer a wide selection of psychometric tools to enable you to assess the abilities and competencies of your existing personnel and the new people that you are considering appointing. Within a competency framework, managers are trained to look for evidence in interviews of behaviours, the key differentiator in respect to a successful appointment in your business.

Employee and Climate Surveys - One of the most powerful ways to truly engage your employees and increase the levels of commitment and motivation is to involve them in providing feedback on a range of organisational and business issues. We structure the survey to your specific needs and produce results that are used to effectively drive the change agenda within your organisation. If you are keen to unlock that hidden talent and energy within your employees then this process will certainly set you off in the right direction.

Training - HR Insight provides a menu of training courses and workshops. Our programmes cover the essential skills required in business and can be customised to meet your exact needs and requirements. It is essential that managers know what they can and can't ask in an interview; what comments can be interpreted as having a discriminative meaning; and when to escalate issues for disciplinary action.