

WHAT WE'LL ASSESS

Talent Acquisition

- Company culture & brand
- Conduct a job analysis
- Identify job requirements
- Identify methods for recruiting
- Identify methods for candidate selection
- Employee onboarding

Total Rewards

- Approaches to gathering data
- Compensation philosophy
- Defined pay structure
- Approaches to recognition
- Defined leave and benefit plans

Employee Relations

- Compliant policies and procedures
- Dispute resolution programs
- Workplace investigations
- Disciplinary procedures
- Workplace safety and health

Performance Management

- Performance management systems
- Methods to handle difficult behavior
- Approaches to goal setting and recognition

Staff Development & Succession Planning

- Employee competencies and skills
- Learning development techniques
- Workforce planning
- Knowledge transfer and upskilling



CONSULTING

www.mfsconsulting.co



HERE'S WHAT YOU'LL GET

Talent Acquisition

Understand how to create an employee value proposition, perform a job analysis and identify job requirements. Develop behavior based interview questions to identify qualified candidates. Understand inclusive hiring practices, organization entry, and socialization strategies.

Employee Relations

Understand employee rights along with development and implementation of workplace policies. Develop methods to conduct workplace investigations, progressive disciplinary procedures and approaches

Performance Management

Develop a system to relate performance appraisal to the organization's objectives. Identify appropriate appraisal methods. Use the performance management process to improve the employee's performance and experience.

Total Rewards

Understand compensation philosophies and how to communicate compensation and rewards to employees. Development of a total rewards strategy and pay structure. An understanding of pay practices and issues.

Staff Development & Succession Planning

Understand evaluation of employee's competencies and skills. Determine leadership objectives and how to promote knowledge transfer. Identify career development techniques and how to provide employees opportunities for upskilling.

