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Best HR Consultants 2016 - Isle of Man



Smart HR Solutions Limited ('SmartHR') is a leading provider of multi-sector HR consultancy, outsourcing and training solutions. The firm partner with organisations to help them drive sustainable performance improvement, achieve their people management objectives, and minimise the risk of litigation by offering a comprehensive range of flexible and effective HR solutions, including the delivery of professional advice or services that are ethical, responsible and value-adding.

For over six years, SmartHR has been supporting new business start-ups and SMEs through to global organisations covering a wide range of industries. The team pride themselves on their reputation for successfully delivering professional, knowledgeable and value-adding HR solutions to their clients and the excellent testimonials they receive. The firm's HR expertise has been gained over 20 years and their flexibility ensures that clients receive tailored HR solutions bespoke to their needs; supported by a friendly, collaborative, and client-focused service.

Over the last two years, SmartHR has provided support to companies with acquisitive growth strategies including detailed HR due diligence reporting, harmonisation of terms and conditions of employment, and post-acquisition integration activities.

HR OUTSOURCING...“To be...or not to be?”

Firstly, what is HR outsourcing? It is delegating either all or some of your HR activities or processes to an external provider to manage on your behalf. This can cover a wide variety of areas such as: HR strategy and communication, creating HR policies, standardising procedures and processes, managing recruitment and selection activities, maintaining HR systems and records, performance management, talent management and succession planning, training and development, organisational development, employee relations support, managing redundancy processes, outplacement services, managing ad hoc projects, and providing general HR advice and guidance.

There are various reasons why you may want to consider outsourcing... You could be a new or smaller business with no internal HR resource, or a larger company that needs specialist HR expertise or to outsource specific activities on a cost effective flexible basis – you only pay for the services that you want.

It can enable you to utilise a different HR skill set; for example, HR strategy and planning, compliance with employment legislation, assisting with restructuring, and managing redundancies, and can help to improve productivity as management time is utilised on other activities. Using an external provider will give you an independent perspective that can result in fresh ideas for your business.

Outsourcing can also help you to reduce your risks and minimise your exposure to potential litigation. If your HR policies, procedures and employment documents are not compliant, or you don't know how to handle particular situations e.g. discipline and dismissal, then this could be costly for you – not just financially, but for your business reputation.

So... What should happen next? Think about your business – where you are now, and your future vision. This will help you to identify what organisational structure you should be working towards. By completing your “As Is – To Be” analysis, you can drill down on the skill sets needed for your future success and where operational efficiencies can be made. Consider the use of technology – how will this change in the future and what impact will it have on the business? How you manage your people should be reviewed as part of this. Ask yourself...

- Do we need to change the way that HR operates?
- What resources and skills do we want to benefit from?
- What HR activities should be retained and managed internally?
- What can we outsource?
- What will this cost?
- Is outsourcing right for us and what will be the benefits?
- Will outsourcing achieve what has been identified?
- What impact will outsourcing have on the business?
- How will we communicate and manage this?

A close-up portrait of Gail Yeowell, a woman with short, layered blonde hair and bangs. She is smiling slightly and looking towards the camera. She is wearing a dark blue or black blazer with a subtle white pattern. The background is a plain, light-colored wall.

Outsourcing to a competent and experienced HR services provider such as SmartHR can take the pressure off you, and can give you peace of mind that your HR activities are being managed well, and enable management time to be spent on other areas such as growing the business, developing new products or services, identifying cost savings and forward planning.

Improving how you manage people will help you to attract, retain and develop them for future business success.

With employment legislation constantly changing it is vital that employers keep up-to-date with developments and ensure that they comply with employment legislation. SmartHR's solutions include:

- HR audits and planning;
- M&A support including HR due diligence reporting and harmonising terms and conditions of employment;
- Reviewing and updating employment contracts;
- Reviewing and updating employee handbooks, HR policies and procedures;
- Fully outsourced HR management, ad hoc or retained HR advisory services;
- Organisational design and restructuring;
- Redundancy and outplacement support;
- Training and development;
- Performance management frameworks; and
- Other ad hoc projects such as implementing customised HR management information systems.

Gail Yeowell, Owner and Managing Director of Smart HR is extremely delighted and proud that SmartHR has once again been formally recognised by the Wealth & Finance 2016 Finance Awards, as a leading provider of HR consultancy and outsourcing services. Having recently recruited an additional HR Consultant, the firm will continue to provide effective, tailored HR solutions as well as expanding the range of services offered to clients.

For further details of SmartHR's solutions or to view their testimonials, please visit www.SmartHR.co.im