



# Offshore Human Resources Consultancy of the Year

## SmartHR



Commenting on being awarded 'Offshore Human Resources Consultancy of the Year 2013', Gail Yeowell, Owner & Managing Director of Smart HR Solutions Limited ('SmartHR'), based in the Isle of Man, said "I am extremely delighted and proud that SmartHR has been recognised as a leading provider of HR consultancy services in only our fourth year of trading. We provide a wide range of tailored services to our clients and, in accordance with our business values, we aim to provide excellence in everything we do. Whilst we receive excellent testimonials and positive feedback from our clients on a regular basis, and the majority of our business is from client referrals, to be formally recognised by Acquisition International is very rewarding indeed."



SmartHR provides a range of flexible, tailored HR consultancy and training solutions for clients including:

- **HR Consultancy, Advice and Support:** we provide advice, guidance and support in all aspects of day-to-day people management to ensure our clients comply with ever changing employment legislation requirements and minimise the risk of employment-related claims.
- **HR Strategy, Audit and Planning:** we partner and work with Boards / Senior Management Teams to review or create HR strategy, conduct HR audits, identify HR priorities, recommend and create HR plans, and implement appropriate solutions.
- **Retained HR Services:** if a business is not large enough to employ a dedicated HR professional or it would benefit from having specialist HR expertise on a part-time or flexible basis, we can be retained to provide a wide range of HR consultancy services and support on an offsite and/or onsite basis.
- **E-HR Shop:** our unique online 'E-HR Shop' provides clients with a wide range of template HR documents to preview, download and purchase, including HR policies, procedures, template letters, forms and checklists. They are ideally suitable for IOM and UK SMEs. We can also provide tailored documents.
- **HR Projects / Interim Solutions:** we assist clients by completing HR projects such as: reviewing and updating offer letters, contracts of employment, HR policies and employee handbooks to ensure compliance with employment legislation; creating

performance management frameworks to drive sustainable performance; supporting change programmes; implementing HRMI systems; creating tailored induction and succession planning programmes; and due diligence reporting.

- **HR Coaching and Mentoring:** we provide coaching or mentoring to HR staff or Managers on specific people management areas such as managing performance, absence, discipline and grievances.
- **Training and Development:** we deliver a range of Training Workshops to enhance skills, knowledge, competence, and improve both individual and business performance; create training programmes to suit client needs and deliver employment law updates to keep Management Teams up-to-date with changing employment legislation.
- **Redundancy Support and Outplacement Services** – we support businesses going through reorganisation and restructuring, by providing advice, guidance and documentation. We can also actively manage the planning and consultation process and provide support to Managers and staff. We also deliver professional outplacement services.

**All our clients are different... so we tailor our services to suit their exact requirements.**

Client testimonials and further details of SmartHR's wide range of HR consultancy, training and outsourcing solutions can be found at <http://www.SmartHR.co.im>



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