

Corporate Profile

No. 1 Offshore Human Resources Consultancy - Isle of Man



SmartHR Solutions Limited ('SmartHR') provides tailored services and HR expertise to clients covering a wide range of industries— from supporting new business set-ups and SMEs through to global organisations. Recently, the firm was awarded the accolade of No 1 Offshore Human Resources Consultancy.

"It's fantastic that SmartHR has once again been recognised by Acquisition International as a leading provider of multi-sector HR consultancy, outsourcing and training solutions," enthuses Gail Yeowell, Owner & Managing Director. *"I am thrilled and very proud, and would like to take this opportunity to thank all of the clients that have used SmartHR's services over the last four years."*

"Awards like these highlight the market leaders in their industry who have demonstrated excellence in their chosen fields and provide businesses with a differentiating and credible advantage over their competitors."

"At SmartHR, we pride ourselves on partnering with businesses to help them achieve their people management objectives and outsourcing needs on a flexible basis."

Gail goes on to explain what sets SmartHR aside from the competition. *"I believe that SmartHR has four key strengths and differentiating factors compared to its competitors:*

- flexibility of tailored HR support and outsourcing solutions;
- service excellence;
- online E-HR Shop; and
- wealth of HR expertise.

Our HR expertise gained over 20 years, and flexibility, ensures that clients receive tailored HR solutions bespoke to their needs; supported by a friendly, collaborative, client-focused service."

"SmartHR's online 'E-HR Shop' is a unique resource for IOM based clients. No other company provides online template employment documents that comply with IOM employment legislation. Our online 'E-HR Shop' can be used by IOM and UK employers and is an easy, cost effective way for SMEs to source template documents."

"In addition, SmartHR's previous business awards "Small Business of the Year 2013", "Offshore Human Resources Consultancy of the Year 2013" and "Isle of Man HR Consultancy of the Year 2014" differentiate SmartHR from its competitors and demonstrate business excellence."

"A good HR consultancy business should have a proven track record of delivering flexible, tailored consultancy services to meet client expectations. It should have professionally qualified and experienced HR consultants who have an in-depth knowledge of employment legislation, and who can partner with clients to deliver value-adding solutions."

SmartHR's overriding philosophy is focused firmly on people, as Gail explains. *"SmartHR is people-focused. We live by our 'PEOPLE' values:*

- Professional partnerships: understanding our clients' needs and working with them to achieve results
- Expertise: ensuring our clients benefit from our expertise via the delivery of flexible, tailored solutions
- Operating with integrity: showing honesty, objectivity and accountability
- Providing impartial advice: to organisations and individuals on a range of people management areas
- Leadership: leading by example in an ethical and responsible manner
- Excellence: delivering excellence in everything we do to exceed client expectations

We pride ourselves on our reputation for delivering a professional, knowledgeable and value-adding service to our clients and the excellent testimonials we receive."

Smart HR Solutions Limited

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Cost Reduction Specialists of the Year - UK



Smith Bellerby is one of the leading cost management consultancies in the UK. Recently, the firm received a finance award for its dedication to the industry.

Steve Bellerby tells us more about Smith Bellerby, its clients and the services it offers.

"For the past 15 years we have provided the "glue" that enables large complex organisations with complex utility management problems to ensure that all stakeholders (finance, ICT, estates, energy managers etc...) are able to manage their utilities estate in the most efficient manner. Our clients have included EasyJet, Biffa Waste Services, GBR Phoenix Beard and Sandwell Council to name but a few."

"We manage energy, water and telecommunications (fixed line and mobile) for large complex organisations to ensure that their costs are kept to a minimum."

Certain developments have had an impact on the business, and indeed the industry, with constant challenges and opportunities presenting themselves.

"The continuing focus on energy costs will ensure that we remain busy for the next few years," says Mr Bellerby. *"However, we believe that the rapidly changing face of business telecommunications will be where the major benefits for our clients will be achieved over the next two to three years. Water continues to be the "undiscovered" utility, with significant savings being achieved on a regular basis."*

Mr Bellerby continues to describe how it felt to win a prestigious finance award, as voted for by readers of Acquisition International. *"Winning one of the Finance Awards helps to establish our credentials when dealing with potential clients and acts as a firm differentiator."*

It is not only awards like this, however, that set Smith Bellerby aside from competitors, it is also the firm's perseverance when acting on the behalf of its client-base.

"In our industry, a good business is one that deals fairly with both clients and suppliers. Like HMRC, we believe that clients should pay their utility suppliers exactly what they owe them – not a penny more nor a penny less."

"We always treat our clients, our suppliers and our client's suppliers in a totally ethical manner, and expect the same in return. Our clients tell us that we can be trusted to deliver what we say we will deliver, we go the extra mile on their behalf, and we deliver proven results – all-in-all a safe pair of hands."

Smith Bellerby Limited

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