

HELIOS HRSM

OVERVIEW OF SERVICES



HR MANAGEMENT:

- HR Management Outsourcing
- Strategic & Operational Retainers
- Interim HR Management
- HR Strategic Planning



RECRUITING:

- HR & Recruiting Placements
- Contract Recruiters
- Recruitment Process Outsourcing
- Candidate Sourcing
- Effectiveness Assessments
- Employer Branding



TRAINING & DEVELOPMENT:

- Instructor-Led Training Courses
- Leadership Coaching & 360° Reviews
- DiSC® & MBTI® Assessments
- Performance Management Design
- Workforce & Succession Planning
- Career Path & Competency Design



HR COMPLIANCE:

- Compliance & Best Practice Audits
- SCA Consulting
- OFCCP Audit Response
- Affirmative Action Plans
- Policy & Procedure Development



COMPENSATION:

- Total Reward Programs
- Market Analysis & Benchmarking
- Job Leveling & Descriptions
- Compensation Design
- Incentive & Bonus Plans



BENEFITS:

- Benefits Benchmarking & Analysis
- Benefits Plan Evaluation, Design & Implementation
- Leave Benefits Administration



HRIS:

- HRIS Requirements Analysis & Recommendations
- Implementation Services
- Large Scale Data Entry & Compilation



EMPLOYEE RELATIONS:

- Complex Employee Relations Resolution & EEO Mediation
- Employee Separations



SPECIALIZED SERVICES:

- Organization Structure Design
- Change Management
- Merger & Acquisition Integration
- Employee Engagement Surveys
- Diversity, Equity & Inclusion Consulting