

## BEACON FOR CHANGE

Lighting your path to success

# Human Resources Management

*Human Resources Management is the strategic and coherent approach to the management of an organization's most valuable assets – the people...*

To foster growth, innovation, customer satisfaction, and employee satisfaction, today's organizations must move well beyond the controlling paradigm of structure, rules, and procedures, into the world of employee engagement and alignment with corporate vision. A high performing organization typically has the following characteristics:

- Creative, innovative behaviour exhibited by staff;
- Committed, long-term employees;
- Co-operative team players;
- Discouragement of a culture of mediocrity and "playing it safe";
- Ongoing training and development programs tied to organizational strategy;
- Well developed career paths that are mutually determined;
- Effective and accepted performance evaluations systems;
- Creative compensation plans tied to performance;
- A culture of employee involvement in decision-making; and
- Regular upward and downward communication.

### Features

- Highly trained and experienced human resource professionals
- A customized, results-based approach that is tailored specifically for you
- A focus on helping you create a "knowledge-driven" organization where employees contribute to the design and building of the workplace

### Benefits

- Helping your people grow by enabling a culture of constant employee learning
- Discovering how to inspire people by creating conditions that foster openness and trust
- Mastering exemplary leadership skills on the soft side - people skills, judgement and character

You can expect to experience each of the following when you involve Beacon for Change:

- **Advice you can count on**  
We only engage highly qualified consultants for the job. Our approach is honesty first, even when it's a hard message to deliver.
- **Results you can bank on**  
By ensuring that the right people, processes, and tools are in place, you are assured of a higher return on your investment.
- **A friend you can lean on**  
We are committed to your success, regardless of the challenges you may face in defining and achieving your goals.



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