

HR Solutions International, Inc

Who We Are and What We Offer

Fact Sheet



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Who We Are:

- A Human Capital Management Consulting Firm specializing in Employee Engagement and retention.
- Diversity Experts - chosen by the Institute for Diversity in Health Management (a part of the American Hospital Association) as the engine behind their Diversity Recognition Survey and Award Program.
- Overall Customer Satisfaction scores of 92 percent favorable, whereas the national norm is 73 percent.

What We Offer:

Our survey instruments, regardless of approach, are designed to quantitatively and qualitatively measure Employee Engagement and arm you with knowledge and recommendations to act on the results.

- **Sweet 16® Employee Engagement Survey** – Measures four key aspects of an Employee's Engagement within the organization: Organizational Effectiveness, Recognition/Career Advancement, Supervision & Management, and Co-worker Performance/Cooperation.
- **Short-Form Employee Engagement/Satisfaction Survey** – Ideal for companies who elect to continuously monitor their workforce to keep abreast of what is important to them and the organization.
- **Comprehensive Employee Engagement/Satisfaction Survey** – Ideal for companies who do not survey on a regular basis or have not recently surveyed their workforce.
- **Exit Survey** – A five-part system which will more accurately and confidentially measure the reasons why your employees are leaving the organization, thus, allowing you to successfully reduce turnover and bolster retention.

Each instrument can be fully customized, or clients may utilize the standard version with additional supplemental items.

Other Survey Instruments Available

HR Solutions also offers the following assessments:

- Diversity Surveys
- HR Strategic Value Surveys
 - HR 360™
 - HR Service Excellence
 - The Value of HR Survey
- Customer Surveys
- Management Surveys
- New Hire Surveys
- Benefits Surveys
- Leadership 360° Assessments
- PEER® (Personal Employee Engagement Report)

Consultation Services:

We provide consultative services to guide your organization in bringing about positive change. Areas include:

- Performance Management
- Teambuilding
- Development, implementation, and evaluation of mentoring programs
- Speaking Engagements/Workshops
- Sexual Harassment Prevention Training
- Union Vulnerability Index
- HR Executive Search & Staffing
- Recognition Platform

How We Are Unique:

Best Practices Facilitation – For years HR Solutions has maintained a special Best-in-Class® Normative/Benchmark database of organizations that score in the top 10 percent. Additionally, unlike our competitors who purposely confine themselves to one industry, HR Solutions provides clients two main advantages:

1. Access to best practice approaches from a variety of organizations and industries.
2. Ability to apply insights from other organizations, which is crucial in helping companies retain satisfied, loyal, and engaged employees. Should your company score low on a particular subject/survey item, HR Solutions puts you in contact with those who are excelling in that particular area.

HR Solutions' Innovations

A Series of Firsts

- Unique to HR Solutions is PEER®, the **P**ersonal **E**mployee **E**ngagement **R**eport (Patent Pending). Offered by no other vendor in the industry, PEER® allows employees to confidentially discover their own level of Engagement and provides them with best practice recommendations for improvement.
- Ground-breaking research on the linkage between Diversity and Employee Engagement.
- Only provider of a scientifically-constructed Union Vulnerability Index.
- Access to one of the largest normative databases of employee opinions, which is vital in benchmarking employee feedback against peer organizations.
- First provider of custom item norms – clients can receive the benefit of custom survey items without foregoing benchmarking capabilities.

Robust Reporting and Action-Planning Solutions:

ActionPro® is a state-of-the-art interactive online reporting and action-planning system.

Reporting

- Provides syndicated or customized ad-hoc reports and charts for managers.
- Provides linkage reporting that examines possible relationships between Employee Engagement, New Hire, Exit, and Customer Satisfaction survey data to compare gaps and alignments.
- Decreases reporting cycle time to 10 business days from the survey close.
- Empowers clients the flexibility of enhanced graphical representation of the data results and additional statistical reports at the click of a button (i.e., management dashboard, balanced scorecard, parameter reports, etc.).

Action-Planning

- Training your senior leaders and managers to design meaningful action plans.
- Unprecedented post-survey action-planning and communication support.
 - Assistance with the development of the post-survey action-plan communication campaign.
- Action plan review.
- Access to a comprehensive and continually-updated knowledge library of more than 2,600 field-tested, best practice recommendations to create effective action plans.

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