

## Strategic HR

An Alliant Company



### PROVIDING KNOWLEDGE AND NEWS

*"Working with Strategic HR can save you time and money, and best of all help you meet deadlines to get difficult or tedious projects completed."*

### Strategic HR Members receive preferred rates on these additional services

#### **Employee Handbook**

Employee handbook is reviewed and developed to ensure consistency, uniformity, and to help protect against lawsuits.

#### **Human Resources Audits**

Comprehensive audits of policies and practices to identify potential risks and liabilities; includes a report that details recommendations.

#### **Benefits Administration**

Benefits Administration is designed to offer a means to outsource the tedious aspects of health and welfare benefits, and provide a "virtual staff" to augment the current HR function.

#### **Solution Center- An Employee Advocacy Call Center**

Employees have a toll-free designated phone line to Strategic HR's Solution Center. The Solution Center is designed to provide a benefit advocacy service for employees, and an extra arm, voice and heart for the staff.

#### **Benefits-Related Documents**

Summary Plan Descriptions (SPD), Pre-tax Premium Only Plan (POP), Wrap documents can be developed or reviewed for state and federal compliance.

#### **Human Resources Manager Program**

A senior-level HR consultant goes on-site to your firm or assists remotely to manage, direct, and support your HR function.

#### **Loss Control/Safety Programs**

Comprehensive loss control/safety programs to ensure compliance with environmental, health, and OSHA laws and regulations, including written programs, training, and on-site hazard/risk assessments.

#### **Compensation Systems**

A wide range of compensation services to analyze, design, and implement compensation systems and monitor their effectiveness.

#### **Affirmative Action Plans**

Effective and compliant affirmative action plans and related processes, including training, reporting, and implementation, are developed and maintained.

#### **Staffing Solutions**

Complete staffing solutions for a variety of departments for positions ranging from entry level to senior management. Services include:

- Temporary, temp-to-hire, full-time placement
- Executive search (contingency and retained)
- Special project and department outsourcing
- Contract recruiting

#### **Management/Supervisory Training**

Training sessions are delivered on-site or via web-based training.

Some Topics include:

- AB 1825 Training: "Harassment Prevention"
- Building Better Relationships with Effective Communication
- HR Essentials for Managers and Supervisors
- Improving Employee Performance through Coaching
- Interviewing and Selecting the Right Person for the Job
- Managing Diversity: An Identification and Survival Guide
- Navigating the Maze of Leaves of Absence
- News Laws (Updated every year with an attorney firm)
- Succession Planning – Defining Your Company's Future
- Preventing Violence in the Workplace

Please click [here](#) to review course outline.

#### **Insurance Services**

Our parent company, Alliant Insurance Services, Inc., the largest specialty insurance brokerage firm in the U.S., can provide your business with an extensive array of insurance coverages, including property and casualty, employee benefits, workers' compensation, surety, and financial products and services. HR members who obtain their insurance through Alliant Insurance Services receive additional savings on the services provided by Strategic HR.

#### **About Strategic HR**

Since 1996, Strategic HR has provided a wide range of human resources services to more than 7,500 companies and organizations of all sizes and to a variety of industries in both the public and private sectors.

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