

It's HR, But Not as You Know It

For more than two decades, TPO has provided outsourced human resources (HR) and strategic HR consulting services to small and medium-sized organizations in the Greater Washington, D.C. area, but we're not your typical provider of outsourced HR:

- We're an innovator known for the unique, data-driven approach we take to your HR and business challenges called **TPO Effect** SM.
- While we are experts in the tactical, day-to-day aspects of HR, we are also well versed in business strategy and management.
- We analyze your people programs and practices through the lens of your business strategy and priorities. We leverage proprietary, best-in-class tools and practices. And as a result, we deliver HR support that is connected to your business drivers.
- Every meeting and every engagement begins with a discussion of your business priorities—and how they impact your people priorities.

Involve HR in your strategy and planning process



You might just start something

We Start With—and Never Stop Focusing On—Your Business Goals

HR doesn't start with processes and paperwork—and neither do we. We begin every discussion with a thorough review of your business priorities. In addition to taking the tactical aspects of HR off your hands, TPO helps you align your people-related priorities with your overall strategy so that HR is constantly driving tangible business results. TPO helps you:

- Learn to better leverage your people resources.
- Discover how value-added HR support is directly connected to your business drivers.
- Achieve bottom-line results for your organization better and faster.
- Develop and implement strategies to help you enhance employee performance, engagement and retention.
- Enjoy a deep, trusted relationship with a TPO consultant who truly understands what keeps you up at night.

TPO Effect SM—Our Uniquely Business-Centric, Data-Driven Approach

Any HR consulting firm can claim to have a unique approach or methodology. But to bring that claim to life, they need consultants who are trained from a business perspective—not just as HR people—and who know how to leverage tools that actually measure how people-related programs impact business priorities. And that's TPO. Our consultants:

- Are trusted experts and advisors in HR who also have deep experience in business and management. So we understand how to make your people priorities work toward your business goals.
- Are armed with TPO's unique toolkits—a suite of proprietary, evidenced-based methodologies that enable you to measure how well HR programs are working to achieve business priorities.

When Do Organizations Call TPO?

A variety of circumstances drive the need for TPO's unique breed of services. Do any of these situations sound familiar?

- My HR department isn't working.
- We're growing so fast that we can't keep up.
- The person I just hired isn't fitting in or producing.
- Our revenue is lagging. What should we be doing differently?
- Every time we make a great hire, he or she turns around and goes to a competitor.
- We're restructuring and getting a new CEO. How should we realign?
- I can't keep up with labor law compliance. Can someone else manage that for me?
- How can we bring our new vision and mission to life with our workforce?
- How can we boost morale among our team members?
- Our HR director is going on leave. How can I fill the void while he or she is gone?
- We're implementing a new service line. What do our people need to do differently? And do we even have the right people?
- Are our salaries market competitive?
- We have a business plan. What's next, and how do we align our individual staff objectives with our business objectives?
- I need help finding people with new skills, fresh thinking—change agents and people who can lead initiatives.

Where We Can Help

Our team of consultants can advise you in a variety of crucial areas. TPO can help you:

- Ensure the way you **pay** people is aligned with what you want to achieve.
- Identify and **recruit** the right people.
- Build internal programs that foster staff loyalty and **retention**.
- Ensure your **performance programs** produce the results needed to drive business results.
- Promote and foster a staff **culture** that maps to your business goals.
- Link your **workforce plan** to your business strategy.
- Manage and administer your **employee programs, policies, compensation and benefits**.

TPO's role varies depending on your needs. In some cases, a single TPO consultant accomplishes all aspects of a comprehensive HR program. In other engagements, it is a team of TPO professionals or a blend of your internal resources and TPO's expertise. Whatever the arrangement, you can count on a customized solution and a trusted partnership that aligns with your business goals.

