

## Customized HR Solutions Mapped To Your Business Needs

TPO offers you a full-range of HR consulting services in a variety of flexible formats—short term, long term or on-demand. You can turn to us for high-level strategy, outsourcing, management of a special project, on-call support, or interim assistance when your internal staff needs a hand.

### Strategy: Learn How To Make HR Work Toward Your Larger Goals

TPO helps you clarify your business priorities and translate them into people priorities, identifying the steps you must take to make your staff and people operations work toward your vision and business goals.

### Outsourcing: Shift The Management Of Your HR To The Right Desk—Ours

TPO can assume all aspects of your HR management, freeing you to focus on other facets of your business. Our HR professionals will establish and operate a comprehensive suite of HR programs that support your business objectives.

### TPO On-Call: On-Demand Support When You Need It Most

We know small organizations. Your management group wears multiple hats and people issues seem to take up a disproportionate amount of time. For organizations that have occasional HR needs and want to be sure that they are applying best practices, TPO is available On-Call.

## TPO Toolkits—Quantify the Business Value of Your HR

TPO's toolkits are true innovations in the field, offering clients the ability to quantify the value and outcomes of HR processes and practices that, traditionally, have been difficult to measure.

### Onboarding: TPO's Onboarding Productivity Measurement Toolkit

Onboarding—or the way in which new employees are brought into your organization—is a business priority, responsibility and investment with quantifiable impact. Make the right hire and your business can thrive. But make a bad hiring decision and there can be bottom-line consequences. TPO can help you:

- Enhance the speed at which new employees become productive.
- Protect your recruiting investment by reducing short-term turnover and enhancing long-term retention.
- Rapidly identify and address bad hires.

### Consulting Engagements: When You Need Just The Right Team

TPO provides support for all types of consulting engagements and initiatives, including:

- Compensation—Salary and Incentive Programs
- Integrated Performance Management Systems
- Succession and Transition Planning
- Workforce Assessment and Planning
- Audits
- Affirmative Action Plans
- Incident Investigations
- Business Start-ups
- Employee Handbooks and Policy Development
- Employee Recognition
- Confidential CEO Guidance
- Recruiting Strategy

### Interim Support: Lean On TPO During The Unexpected

Are you facing a vacancy on your HR team? Our interim resources are for clients experiencing an unexpected, temporary HR vacancy.

## TPO Onboarding

Reduce Non-Productive Compensation and Identify Bad Hires Sooner

## TPO Consultants

TPO's greatest strength is yours as well—people. Our team is singularly focused on finding smarter ways for you to leverage your people to achieve your business goals.

TPO consultants bring 15 to 30 years of human resources and senior business management experience to their consulting work at TPO. They have backgrounds in professional services, nonprofit organizations, professional and trade associations, government contracting, technology firms, healthcare, finance, manufacturing, international firms, entrepreneurial enterprises and Fortune ranked organizations.

TPO's clients are supported through the entire HR experience by our carefully chosen team. Clients benefit from the focus of a dedicated consultant backed up by the strength and knowledge of the entire TPO organization.

### The Focus of an Expert Resource



### The Value of an Experienced Team

## Consulting Practice Resources

Businesses don't run themselves. People run businesses. That's why TPO believes passionately that every organization, no matter what size, deserves to benefit from great HR. Our approach is to find the best and brightest HR professionals and provide them with the resources and infrastructure required to perform at the highest level.

Resources include:

### Proprietary intellectual property library

- Toolkits
- Templates
- Case studies

### Industry resources

- Salary surveys
- Industry benchmarks
- Human Resource and other databases

### Professional tools

- Training curriculum and delivery programs
- Surveys

### Professional partners

- Employment attorneys
- Recruiting experts
- Executive coaches
- Benefit consultants
- Payroll professionals
- Organizational development professionals