

**LIBRA MANAGEMENT**

**The People Management  
Company**



# Recruitment, Executive Search

- Investors and management know that talent build companies and that its supply impacts growth...in today's competitive marketplace, having the best talent in place is critical to success.
- Our consultants bring instant expertise and focus to our clients recruitment efforts. Our consultants are highly trained professionals who can manage the talent acquisition process of your company.
- Also...if you are looking for qualified candidates and have limited time, resources, and expertise to find them, we can help by:
  - providing professional preliminary consulting support
  - developing and writing position descriptions and specifications
  - composing and placing ads
  - evaluating applicant responses
  - sourcing, assessing, conducting interviews
  - new hire administration and induction



# LABOUR LEGISLATION CONSULTANCY

- Employment legislation is more complex than ever, so it is no longer enough to be simply aware of the law without knowing how to apply it to everyday business. We are providing to you the following services:
- Employee relations strategies and policies
- Individual and collective labor contracts ( collective bargain agreements)
- Assistance with sensitive issues: terminations, lay-offs ( individual and collective)
- Work schedule, disciplinary policies, disciplinary research files, internal regulation book
- Information and consultation regarding trade unions and employee joint consultative committee, dispute resolution ( internal procedure, arbitration)



# HR MANAGEMENT CONSULTANCY

- Our company delivers people-centered human resources consulting services and programs that maximize your investment of time and money in people, first by analyzing your company's structure and strategies, than by cost-effectively creating the right plan for you and teaching your staff hoe to implement and use it.
- HR administration
- Employment documents, Staff handbooks, Job descriptions
- Recruitment and Selection
- Training and development Administration
- Performance & Compensation Management
- Attract the best candidates of the market
- Induction program design to better integrate new employees



# HR MANAGEMENT CONSULTANCY

- Motivate key employees
- Define competitive pay level, benefit package and incentive structures
- Career management coaching
- Implement recognition programs
- Succession planning
- Increase employee engagement – obtain individual & team commitment
- Internal communication flow
- Organizational health check
- Employee satisfaction survey
- Organization Development Consulting
- Alignment of roles to support organization objectives
- Culture assessments
- Role duplication / ambiguity
- Policies and procedures that help accomplishment of goals
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# HUMAN RESOURCES OUTSOURCING

- ***Outsourcing your HR will give you the peace of mind of knowing that your staff and your legal responsibilities are being looked after , giving you the time to focus on your day to day priorities.***
- ***Outsourcing is an arrangement whereby an external supplier provides services that would otherwise be fulfilled in-house.***
- Fundamental benefits that HR Outsourcing can deliver:
  - Enabling businesses to focus on core operations
  - Delivering cost savings - whether direct or indirect
  - Helping to create a stable, cost-effective operating platform
  - Transferring focus from internal processes to achievement of business goals
  - Ensuring compliance with legal, regulatory and best practice requirements
  - Transferring risk and liability for people issues
- What Functions could be outsourced?
- HR Strategy & Implementation
- HR administration
- Recruitment and Selection
- Training and Development Administration
- Performance & Compensation Management
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# STARTUP HR

- Start-ups are challenged with product development, securing funding, and building an organization during the most challenging and competitive period in history.
- It can be difficult to hire, retain, and compensate your employees while ensuring that you are compliant with the myriad of business laws and at the same time focus on releases and budgets.
- We relieve you of the worrisome, time-consuming burden of HR, saving you money by preventing costly problems down the road.
- We proactively protect you from tomorrow's nightmares: workers' compensation claims, morale problems, incorrect payroll, and employee turnover
- Start-ups need the basics now, and also need to plan for the future. So, we offer:
  - **Employee Benefits**
  - **Policies&Procedures** , documents, and handbooks
  - Job descriptions and performance appraisals
  - **Compensation Consulting**, incentive and bonus plans
  - Complete **Outsourced** HR function
  - **Team Building, Executive coaching, and Management Training**

