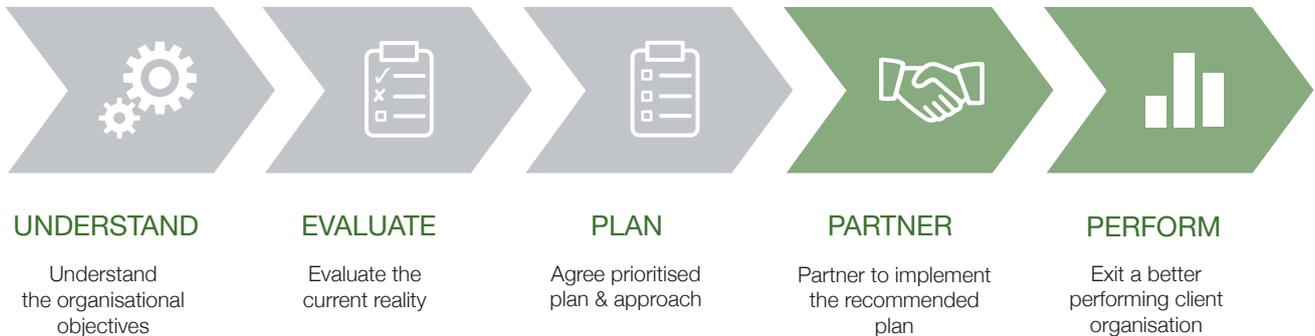




next steps
consulting

HR PARTNERING

Bringing in external HR Professionals can add real value to both your organisation and HR teams whether that's on an ongoing basis or to support with a specific project. At Next Steps Consulting, our consultants bring not only crucial extra focus and manpower but a truly independent view to your world. The team have a breadth of HR capability gathered from lengthy commercial careers which means they can provide expertise and best practice across strategic, operational and people HR partnering.



HOW WE WORK

We work with you to truly understand your organisational and people objectives. We invest time understanding whether your people strategies are fully aligned to your organisational strategies and then testing your people understanding of those commercial goals. Our team provide a clear route of how to get you to your end goal and ensure you take your people with you.



Our consultants position themselves as critical trusted advisors, taking leaders, teams and operational practitioners through organisational transformation to shape the work environment and enhance the organisations performance as well as individual and team capability.

**Deborah Harris, HR Partnering,
Next Steps Consulting**



OUR SERVICES

We provide HR Partnering at the level your organisation needs, helping your teams with:

- Organisational transformation including systems and process reviews
- Organisational culture, values & behaviours
- Employee life-cycle
- Performance management design and implementation
- Succession planning
- People performance
- Structural reviews and change programmes project management
- Outplacement and coaching

STRATEGIC HR PARTNERING

We engage at a strategic level with your leadership team and key stakeholders to provide expertise across key areas such as; organisational transformation, performance, change and alignment programmes.



Next Steps ensure that when transformation plans are developed there is always a focus on both employee engagement and key drivers for organisational performance and culture.



We'll help your leaders to shape, develop and deliver HR plans and solutions in line with the organisational strategic needs and priorities.

OPERATIONAL HR PARTNERING

Where operational level support is needed, we work in partnership with your teams to analyse your people operations, processes and technology.

We can help to define and shape roles, identify operational performance improvements and enable project and change implementation – both operationally and culturally. Where necessary, we'll carry out process and structure reviews and evaluate current practices and procedures.



Our team partner with you to shape your People Plans and understand your strategic resource needs.



We also provide guidance and input on workforce planning, business unit restructures and succession planning, always ensuring that core operational HR processes are applied appropriately.

PEOPLE HR PARTNERING

Our specialist team are highly skilled in helping organisations enhance the employee experience lifecycle. We can improve organisational performance across; attracting and hiring talent, on-boarding and employee engagement initiatives, steering performance and development, off-boarding or outplacement.



Our team create a plan to implement best practise solutions that work for your organisation. Where appropriate, we can also provide tailored individual coaching and team development workshops.



Where employee engagement is an issue, we'll carry out a gap analysis to understand any misalignment between your people and culture.



If HR is aligned with, and in effective partnership with, the leadership structure, it's in a prime position to critically evaluate, influence and develop the appropriate people solutions to help the leadership team achieve their vision and objectives. HR then becomes both a strategic partner and strategic enabler in one.

CIPD HR Business Partnering article, 6 August 2019

