

HR Services

Anne Howard Human Resource Consulting delivers human resource management services that enable the continuous development of people and the organizations in which they work. We ensure human resource management strategies are aligned with business strategy and we focus on processes and approaches that create potential.



Change Management

People tend to resist organizational change. That resistance is a combination of fear of the unknown, comfort with the current circumstances, and a lack of understanding about why change is necessary and beneficial. Today's world requires constant change. AHHR helps organizations build and sustain an environment where productive change is understood and supported.

- ⇒ Development of Change Strategy
- ⇒ Change Process & Program Development
- ⇒ Development & Implementation of Communication Strategy

Workforce Planning

There are now more people leaving the workforce than there are entering it. Every year for the next 10 years it will become increasingly difficult to find people with the knowledge, skills, and abilities necessary. Workforce Planning involves looking at the work, the most effective ways of getting the work done and ensuring that the right resources are and will be in the right places at the right time. AHHR supports clients in developing realistic workforce plans.

- ⇒ Job Analysis, job design and work assessment
- ⇒ Analysis of existing and projected workloads
- ⇒ Identification of HR needs



A professional in her field for more than twenty years, Anne Howard brings to her clients a combination of knowledge, experience and common sense.

Anne's service goal is to deliver excellent work every time and to make every client feel like they are her only client.

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Talent is the decisive competitive factor in today's business environment. AHHR brings creativity, knowledge and experience to the development and implementation of the Talent Management processes that enable and support individual and organizational competitive capability.

Process Development & Implementation

Alignment of all aspects of the process used for human resource management with the business purpose and goals is essential to organizational success. AHHR establishes an understanding of the organization and then develops and implements customized Human Resource Management processes that enable achievement.

- ⇒ Human Resource Management Audits
- ⇒ Review and Assessment of Existing H. R. Management Processes
- ⇒ Process Improvement Planning

Organizational Effectiveness

In our global economy, organizations must be as effective and efficient as possible in order to succeed.

That requires the basics – well-designed jobs with articulated outcomes and metrics to ensure achievement, an organizational structure that creates synergy and decision-making approaches that ensure efficacy. AHHR supports organizations in developing and improving those core elements of organizational design.

- ⇒ Job Analysis & Design
- ⇒ Core Competency and Outcome Expectations
- ⇒ Job Efficacy Metrics
- ⇒ Alignment & Integration of Human Resource Management Processes
- ⇒ Alignment of Human Resource Management processes with organizational strategy

Culture

Culture is the shared assumptions a group has about itself and how it fits into the world. It teaches people the 'right' way to think and do things in their environment. Every group has a culture – it will develop with or without intention. The most successful organizational cultures are those that are intentional and have leaders who are focused on ensuring the desired culture is continuously reinforced in every aspect of the business. AHHR helps organizations understand their existing culture, how to ensure activities, processes and beliefs are enabling achievement of long term aspirations.

- ⇒ Culture Analysis
- ⇒ Culture Management
- ⇒ Communication Management

Recruitment

Attracting and recruiting talent has always been a marketing activity – building a recognized and respected brand and promoting that brand with the desired talent. Today’s workforce is using technology and social media to identify the work they want and to connect with employers they are interested in working with. AHHR helps organizations develop recruitment strategies and programs that create the opportunity to build the reputation and connections necessary for attracting and recruiting talent.

- ⇒ Attraction and Recruitment Strategy
- ⇒ Recruitment Planning
- ⇒ Recruitment Process Development & Implementation

Learning Management

How work is done, along with the knowledge and skills needed to do it are changing rapidly. The need for continuous on and off the job education and training that ensures people remain competent and can contribute to organizational success is greater than it has ever been.

AHHR develops learning management processes that integrate every aspect of the work experience into focused individualized learning. AHHR also develops and provides customized learning programs that build core skills.

- ⇒ Employee Development Strategy & Plans
- ⇒ Orientation and Onboarding Programs
- ⇒ Education, Training & Development Process Design and Implementation
- ⇒ Development and Delivery of Custom Learning Programs

Performance Management

The very best performance is achieved when people know exactly what is expected –what is to be done and the necessary outcomes, and how the individual needs to behave in doing so – and they are provided with clear, constructive timely feedback on their action. AHHR supports the development and implementation of the processes and management skills needed to achieve that goal.

- ⇒ Design, Development and Implementation of programs and processes
- ⇒ Linkage of Performance Management and Compensation Management
- ⇒ Multi-rater feedback for leaders – proprietary leadership assessment tool

Career Management

In a world where jobs and skills become redundant overnight and people must be able to apply existing skills and abilities in new ways, an effective career management program is a necessity if organizations want to attract and retain the talent they require. Whether you are an organization that hires new workforce participants and provides their initial work experience, or one that hires highly developed specialized talent, or one that falls somewhere between those two extremes, AHHR can design and support the implementation of career management processes that satisfy your needs.

- ⇒ Career Planning Programs
- ⇒ Mentorship Programs

Rewards & Compensation

The myths surrounding compensation and rewards are numerous. The reality is that humans expect to be rewarded fairly for their contribution. Access to information about pay, benefits, perquisites, services and a variety of other forms of reward have intensified the need for organizations to develop and implement compensation and reward programs that are seen by employees as a fair return on the effort invested. AHHR provides creative, practical approaches.

- ⇒ Design, development and implementation of all aspects of rewards, compensation and benefits programs and processes
- ⇒ Development of Job evaluation processes
- ⇒ Custom Compensation Surveys

Succession Planning

Canada is well into the exodus of the baby boomer generation from the workforce. In a decade every baby boomer will be 65 years of age and older. Leaders and highly skilled key talent are increasingly hard to find and keep. Developing succession plans is an essential human resource management activity. AHHR supports not just the development of succession plans – we know succession plans are dependent on people with the right knowledge, skills, and abilities being available at the right time. AHHR can ensure all human resource management processes facilitate that priority.

Research

Custom organizational effectiveness and human resource management research projects.

