



**Your People are Our Business!**

**HR Partners International, Inc.**  
**513.456.1030**  
**info@HRPInc.com**  
**www.HRPInc.com**

# Who We Are

**HR Partners International, Inc. is a global Senior Human Resources consulting and executive coaching firm, serving clients since 1991.**

Our consulting services cover a full range of leading-edge HR processes. Services are tailored to meet the unique challenges facing your organization.

Through an integrated consortium of independent experts, our Affiliate Partners system gives us the unique ability to provide the best in each HR-related area of expertise.

Based in Cincinnati, Ohio, we have Affiliate Partners regionally, nationally, and globally. All Affiliate Partners are dedicated to the highest levels of integrity, professionalism, and skill. They offer guidance you can trust, and the custom services you need.

## Service Spotlights

### Staffing

HR Partners is positioned to meet all of your staffing needs efficiently and cost-effectively. We provide sound advice to companies looking for exceptional talent in the marketplace and support you in creating a recruiting strategy specific to your company's culture and identity. Our recruiters are equipped to service your company at any level and represent you fairly, professionally, and ethically.

- **Temporary/Interim Staffing** — be it an extended illness, a maternity leave, or simply a vacant position resulting from a termination or resignation, HR Partners International is your resource for qualified, interim professionals.
- **Executive Recruiting** — with HR Partners' focus on rightness of fit, you can be assured that any potential candidate will be a match not only on skills and abilities, but also a good personality fit for the organization.
- **Assessments** — HR Partners offers a full range of testing products to provide objective data on which to base employment decisions.

### HR Hotline

Have Questions? We've got Answers. HR Hotline is an annual fee service designed for the employer who may not need a regular HR presence but has questions related to employees, employment issues, or workplace concerns, as well as for current HR professionals who'd like a "second opinion" regarding a workplace issue. Purchase packages that fit your needs, starting as low as 12 questions/year.

## HRFastTrack™

*Go from Zero to HR in 30 days!* HRFastTrack™ is a unique bundle of services that lays the foundation for your HR function in 30 days. All services are also available separately.

- **Full HR Audit** — take a snapshot of how you are doing things today, cross-check those processes (or lack thereof!) against both compliance and best practices indices, and provide a step-by-step, date-by-date guideline to get your HR practices in full alignment with your business.
- **Policies Handbook** — outlines all relevant policies in easy to understand language. Handbooks assist management in administering policies consistently, and help employees answer many of their basic questions themselves.
- **Job Descriptions** — we will share our copyrighted electronic job analysis/description tool to provide your organization with current, data driven, legally compliant job descriptions for each position, as well as a plan to maintain them as your organization evolves.
- **HRRoadMap™** — a detailed, custom plan for moving forward to maintain and build on this solid foundation.

## Talent Management

The impending retirement of Baby Boomers and shortage of skilled workers around the globe will result in leadership gaps and/or the misalignment of resources. The negative effects of this trend can be mitigated with proactive workforce planning, assessment, and action planning. Some of the tools HR Partners offers to identify gaps and enhance effectiveness include: Employee or Team Surveys, 360 Feedback, Competency Models, Identifying Critical Positions, Clarifying Strategic Business Needs, and Coaching.

## Retainer HR

Too small for a full-time HR professional but need the expertise? We are the HR department for small companies, ranging from 10 hours per month to full-time as needed. Our retainer services cater to the skyrocketing demand for HR staffing flexibility and breadth of expertise urgently needed by today's businesses. Use only the hours and level of professionalism that you need, increasing/decreasing service levels as your organization's life-cycle needs change. Generalist, Specialist, and Strategist levels.

# Our Three Levels of Service

Our services are customized to your organization's unique needs. Use only the hours and level of expertise that you require. Increase or decrease services as your needs change.



## 1

### Generalist Level Handle your existing HR Systems

- HR Policies Maintenance
- HRIS/HRMS Maintenance
- HR Communications
- Day-to-Day HR Questions & Answers
- Day-to-Day Employee Relations
- New Employee Integration
- Compensation Administration
- Benefits Administration

## 2

### Specialist Level Create and develop new HR systems Provide independent judgement on HR issues

- Compensation Studies and Strategies
- Job Analysis, Evaluation and Redesign
- Incentives & Variable Pay Practices
- HR Compliance Audits
- HR Best Practices Audits
- Employee Surveys
- Competencies/Gap Analyses
- Performance Management
- Employee Policies Manuals
- HRIS/HRMS Systems Selection
- Training Design and Implementation
- New Manager Training & Coaching
- Leadership Identification
- Leadership Development
- Employee Assessments
- Recruiting - Selection - Retention
- Orientation Program Design
- Outplacement Services - Full Support
- Termination Processes
- Exit Interviews
- Wellness & Work/Life Program Design
- Turnover Analysis
- Employee Communications
- Recognition and Suggestion Programs
- Community Relations and Involvement
- Labor Relations

## 3

### Strategist Level Integrate corporate and HR strategy Provide objective vision and best practices

- Mission, Vision, Goal Setting
- Strategic Planning, Forecasting
- Executive Coaching
- Business Development, Start-Ups
- Retreats/Meetings Facilitation
- Mergers & Acquisitions
- Change Management
- Corporate Redesign
- Succession Planning
- "Hot Line" Support

# What Our Client Partners Are Saying

HR Partners International, Inc. offers a wide variety of services and support for HR Professionals. I first learned about the work that Darlene, Penina, Randi and Amy provide during a time of transition. Each member of this team invests time and genuine care to encourage and connect people and processes. Since then, I have reached out to the group for assistance with the design and implementation of our first ever Employee Satisfaction Survey. The process of working with the HR Partners team was simple and effective. Not only did we achieve 93% participation in the survey, the report was so easy to review that we have already identified significant areas to focus our continuous improvement methodologies. Thank you, HR Partners for your outstanding service!

Sandy Sullivan, PHR  
Director, Human Resources  
Garretson Firm Resolution Group, Inc.

Through our experience with HR Partners we have found them to be a highly responsive and valuable resource in executing key projects. The team is talented and possesses a broad base of experience across the HR spectrum. They demonstrate professionalism, a sense of urgency and a willingness to do whatever it takes to deliver for their clients.

Jack Dupps  
VP, Human Resources  
Formica Corp

HR Partners worked in our Corporate office for the better part of one year, assisting us in analyzing our employee support structure, developing a model to meet our employee needs and company culture, and guiding us in finding and recruiting the right individual to fill a very important leadership role on a permanent basis in the future. Amy and HR Partners were responsive, professional, and flexible.

HR Partners International was respectful of our employees and our company culture and took a genuine interest in working with us to develop a model for meeting our employee needs in the future. I would highly recommend HR Partners International.

E. Paul Hitter, Jr.  
Senior Vice President & CFO  
Messer Construction Co.

The HR Partners International team is very easy to work with and they are all very willing to share their knowledge and expertise with others. They are truly passionate about their work and are committed to providing quality services. Their First Thursdays seminar series are very educational and provide an opportunity for networking. I am thankful to have them in my network of professional resources.

Kellie Muthert, SPHR  
HR Manager  
Bartlett

I just want to thank you again for putting the First Thursdays Seminar Series together every month. Like many other SPHR's, I sit in on other HRCI credit sessions and webinars, etc. that I would not consider relevant or a learning experience just to get the credit. Your guest speakers are always personable, interesting, and the topics are always relevant to the real world of HR.

Craig Oaks, SPHR  
Director, Human Resources  
Cornerstone Services Inc.

# HR Partners International

## Mission Statement

**We provide our clients with superior strategic, creative, and tactical expertise.**

**Our solutions are precisely designed to help clients clarify and achieve their visions and goals.**

**We bring objective, diverse, and flexible viewpoints to our clients' projects.**

**We have an unparalleled commitment to maintaining the epitome of integrity and professionalism in all our relationships.**

***Your people are our business!***

