

Human Resources Consulting Services



Beason & Nalley's human resources consultants are your long-term business partners on people issues. We will help your organization effectively address its human resource needs, and save you time and money in the process. Beason & Nalley provides the following services:

HR Placement Services

- Executive, management and professional search
- Selection process design

Employee Performance Management

- Performance philosophy and strategy development
- Performance appraisal system design
- Performance corrective action process and design
- Performance documentation and record retention
- Termination process design

HR Planning Services

- Individual career development plans

HR Department Operations

- HR risk review
- HR department structure and design
- HR staff development and training

HR Compliance

- Affirmative action plan development and implementation
- Affirmative action compliance review support
- Sexual harassment policy development and training

- Records development and retention
- Employee handbook
- Policy and procedures

Benefits

- Administration
- Outsourcing
- Health/dental/vision
- 401K
- Life insurance
- Cafeterial plan / Flex 125
- PTO, vacation and sick leave

Compensation

- Wage and salary program design
- Incentive programs design
- Market pricing of jobs
- Job description development
- Job evaluation system design and implementation
- Exempt/non-exempt evaluations
- Compensation administration guidelines

Training and Development

- One-on-one management coaching
- Leadership and management training
- Staff training and development

Employee Relations

- Employee relations advice and counsel

Contract HR Services (Outsourcing)

- Provide clients with seasoned human resources professionals on an interim basis to fill a temporary void or full time in the human resources department

AT A GLANCE

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Contract HR Services (Outsourcing)

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