



EMPLOYER SOLUTIONS:

# HR Consulting

## Overview

A strong and dynamic Human Resources (HR) function is a key component of Human Capital Management (HCM), which aims to optimize the organization's performance by effectively aligning human capital resources with growth objectives.

The historic view of HR as an administrative and necessary cost center has given way to a new view, where more and more business leaders see HR as a strategic component to bottom-line success.

Our HR Consulting services provide clients a robust set of capabilities designed to deliver day-to-day efficiencies as well as long-term strategic advantage through improved HR management. These services can be delivered independently or as integrated bundles to give clients the flexibility and expertise they need, when they need it.

## Essential HR

Our Essential HR services enable clients to build standardized, compliant and sustainable HR infrastructures, which in turn provide their organizations with a strong foundation on which to build their enterprise HCM strategies. From answering questions and assisting with general day-to-day HR activities to delivering customized projects, our Essential HR offering provides clients with a wide-range of support services, such as:

- ▲ HR Assessment/Compliance Reviews
- ▲ Employee Handbook/Policy Development
- ▲ Leave Management Policy Guidance
- ▲ Recruitment & Selection
- ▲ Background Checks  
*Criminal, Credit, Driving, Education, and Employment Verification*
- ▲ Training Programs

**HDH** Human Capital Management  
*Transforming How You Benefit™*

*A high-performing workforce is critical to a company's growth and success.*

*Our HR Consulting services deliver improved operational efficiencies while helping employers compete for, win and retain the best available talent.*

## Strategic HR

For organizations ready to leverage the enhanced performance and competitive advantage that strategic HR initiatives can provide, our Strategic HR services build on our clients' strong HR foundations to improve how they recruit, retain, manage and reward their employees. Our services include:

- ▲ Total Rewards Optimization
- ▲ Succession Planning
- ▲ Career Coaching/Leadership Development
- ▲ Talent Management
- ▲ Employee Engagement

*Costs may be associated with our HR Consulting Services, based on the scope and depth of the project.*

*Employer Solutions*

- Healthcare Reform Modeling
- Alternative Funding
- Health Risk Management
- Employee Benefits Consulting
- Financial Reporting & Analysis
- Technology
- HR Consulting
- Compliance
- Fiduciary Preparedness

*Workforce Solutions*

- HR, Benefits & Payroll Systems
- Enrollment & Communications
- Voluntary Benefits
- Benefits Administration
- Claims Advocacy
- Wellness Programs
- Retirement Preparedness



*Results*

- Enhanced Recruitment
- Strengthened Loyalty
- Optimized Efficiencies
- Improved Productivity
- Increased Business Growth

**HDH** Human Capital Management  
*Transforming How You Benefit™*

Our Human Capital Management offering helps clients improve how they manage, retain and reward their employees, which improves productivity and bottom-line performance.

Our HCM Employer Solutions promote business growth and improve talent management, while ensuring regulatory compliance. Our HCM Workforce Solutions optimize business processes, strengthen employee loyalty and increase productivity. Together, these solutions transform how employers and employees benefit.

*HCM Employer Solutions*

**Services that promote business growth, improve the recruitment and retention of top talent, and ensure compliance.**

- Healthcare Reform Modeling
- Alternative Funding
- Health Risk Management
- Employee Benefits Consulting
- Financial Reporting & Analysis
- Technology
- HR Consulting
- Compliance
- Fiduciary Preparedness

**About HDH Group**

The HDH Group is a leading insurance advisory and brokerage firm offering human capital management, risk management, and alternative risk solutions. An owner in Assurex Global, the largest global network of independent insurance brokers with over 500 offices across 6 continents, HDH Group combines specialized industry and insurance expertise with an extensive national and international reach.

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