

a la carte HR Offering Deliverables

Employee & Labor Relations

- Day-to-day employee relations
- Managing union relations

Employment Practices

- Employee opinion analysis
- Individual employment rights
- Job analysis & description
- Legal & regulatory factors
- Performance evaluations
- Workplace behavior problems

Compensation & Benefits

- Alternative pay programs
- Compensation strategy & policy
- Employee benefits analysis
- Job evaluation analysis
- Pay structures & pay rates

Health, Safety & Security

- Crisis & violence interventions
- Multifaceted actions & services

Management Practices

- Employee involvement strategies
- Ethics & integrity strategies
- HR planning
- HR research
- International HR management
- Leadership
- Motivation
- Organizational design

Organization Development

- Training & development programs
- Training effectiveness analysis
- Training needs analysis

Staffing & Recruitment Practices

- Career planning & development
- EEO/AAP
- Organizational exit
- Recruitment

Additional and expanded
HR services are tailored
for specific client needs

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Human Resource Management Offering



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

est. 1984

a la carte HR...What, where & when YOU want it

What Is Needed

Business today demands that organizations be nimble and focus on their core business to remain competitive, grow and increase revenue. Outsourcing non-core functions such as human resource management to HR professionals can be prudent and profitable. Working with PHRST allows you to focus and be flexible.

State-of-the-Art

Business functioning is at high speed in fast tempo environments today. PHRST has proven success ability in such situations around the world by using state-of-the-art tools, systems and equipment. Seasoned practitioners often are able to lend expert assistance with minimal research. Yet we realize we cannot know it all, hence we reinforce ourselves with professional information resources, a savvy expertise network and a library of tools, tips and techniques.



Knowledge, Skill & Ability

PHRST utilizes its internal expertise and specially assembled teams of HR practitioners to fulfill the targeted needs of clients. PHRST is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, benchmarks and professional standards with technical expertise to deliver business-focused, real-world interventions in a practical manner which you can easily use.

When, Where & For How Much

PHRST works with you on a retained or project basis. We work at your location, alternative sites, or from our offices. Our flexible team structure and our professionals' effectiveness enable us to offer competitive fees and flexible payment arrangements. Expenses are documented and charged at cost. Timelines are agreed upon and deliverables are committed up front. Service is not complete until our clients and we "sign-off" on our agreed deliverables.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.