

Case Study

Outsourced HR Services

Introduction

Our client, a global financial services organization with their head office in the United States, engaged The Talent Company to provide a managed solution that includes leadership development and day-to-day HR support for their Canadian offices.

Concerned with a series of recurring employee relations issues, our client was seeking the assistance of experienced HR experts to help avoid potentially embarrassing and costly litigation issues and begin rebuilding a supportive leadership culture.

A previous unsuccessful attempt by internal HR to rectify this situation created concern for whether the situation could be improved, if at all.

Our Solution

With our collective experience as senior HR leaders at some of the most complex and progressive global organizations, The Talent Company was uniquely qualified to deliver quickly and effectively.

Our approach to delivering a customized solution:

- Deployed experienced HR resources to provide day-to-day HR related support

for the Canadian offices, executive team and their employee base.

- Conducted a human resources audit to ensure compliance with applicable employment standards, human rights legislation, Bill 168 and AODA training requirements.
- Provided diversity training to leaders and employees through in-person and online customized training sessions.
- Delivered in-person leadership training for all people leaders in Canada including post training touch points and coaching.
- Leadership coaching for members of the Canadian management team.

The Talent Company delivered on client expectations for every aspect and phase of this project. Our services have now expanded to provide recruitment related support.

The Talent Company is a management consulting firm that specializes in human resources solutions. We work closely with our clients to develop, optimize and innovate their recruitment and talent practices. Our organization is comprised of leading human resources, compensation, talent, recruitment, executive coaching and leadership experts with proven track records of consulting and corporate success.

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