



*Developing Leaders Who Make a Difference*

# Human Resources Specialty Consulting Services

For more information, please contact:  
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# Managing today's employment landscape requires strategic leadership.



Human Resources continues to increase in complexity and importance in manifesting the business strategy. Culture, leadership development, and employee engagement have become primary levers, creating greater competition for attraction and retention. Navigating best practices in alignment with business needs requires expertise

This shift has made your role more complex *and more critical* than ever.

With deep experience across both the technical and people-centered aspects of HR, we become your strategic partner. Whether supporting executive leadership or empowering your employees, we tailor our approach to your unique needs. We'll guide you through challenges, coach you when needed, and bring forward solutions that resonate across a multi-generational workforce.

*"Crothers Consulting brings in warmth and an out-of-the-box approach with their HR expertise. I have had the pleasure to work with Annette and John on creating a whole HR process and system. They each bring their years of HR experience, recommendations, insight - and most importantly, themselves - to consult and create a vision bigger than you can imagine."*

*Hodaya Nahary, Teltech Systems, Inc.*



# Our Specializations



## **Assessment of Current HR Practices:**

We assess the efficacy of your HR processes and programs as they align with your business and culture. Then we develop a plan of action for cost-effective, scalable best practices tied into your business strategy.

## **Compensation Planning, Analysis, & Design:**

We develop custom compensation programs to support your recruitment and retention strategies through various activities including competitive market positioning, salary ranges, short and long-term incentive plans, FLSA classification, communication, and training.

## **Employee Engagement & Retention:**

We evaluate your culture through an analysis of employee feedback and relevant employment data and devise a plan to remedy any engagement or retention issues in alignment with your business strategy.

## **Fractional Chief People Officer Services (part- or full-time):**

Our talented staff each have over 20 years of experience to lead your HR team or provide a smooth transition to a permanent employment solution.

## **High Growth HR Advisory:**

We advise countless organizations, including those that employ the Entrepreneurial Operating System (EOS) methodology, through critical growth phases by designing scalable HR processes and programs.

## **HR Mentorship:**

A specialty of ours is mentoring less experienced HR professionals, serving as a sounding board and partner. Through mentee development, our mentorship is a cost-effective arrangement to implement best practices to move your organization forward.

# Our Specializations



## **Investigations, Mediation, & Employee Relations:**

We mediate employee disputes with the goal of resolving them amicably. We also conduct employee interviews/investigations and support businesses through challenging employee relations issues with timely resolution.

## **Mergers & Acquisitions:**

We work on both buy and sell side pre and post transactions on people, leadership, and culture. Turn to us for all phases from due diligence to integration to ensure people practices and a strong organizational foundation are well addressed and mitigated.

## **Organizational Design & Effectiveness:**

Leveraging your strategic goals and objectives as a foundation, we work with your leadership team to analyze your current organizational capabilities, structure, and practices, and provide recommendations to improve overall effectiveness. In addition, we're able to support the organization in implementation of change design.

## **Performance Management:**

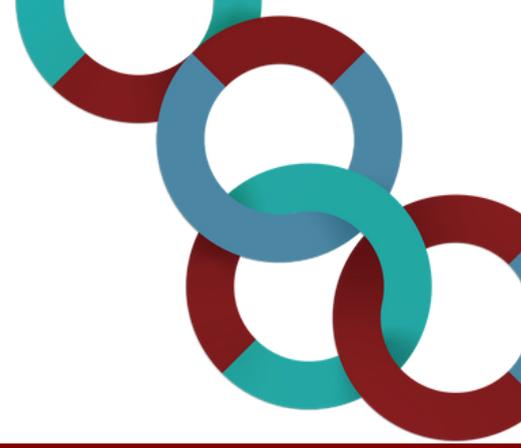
We develop your process/cycle with user-friendliness and administrative ease in mind, including your performance management philosophy, process flow, tool design in addition to goal setting, performance monitoring, coaching, delivering feedback, conducting formal reviews, and training.

## **Succession Planning:**

To ensure that your organization is optimally equipped to achieve its strategic objectives, we build awareness and understanding of the characteristics, depth, and breadth of leadership potential (i.e., successors), and develop processes, practices, and tools to enable a consistent approach to building a strong talent pipeline and developing future leadership within your organization.

Note that projects entail approximately a one (1) to three (3) month period and vary in scope and complexity depending on your organizational needs. Project retainer starts at 10 hours.

# Featured Trainings



## Managers Toolkit

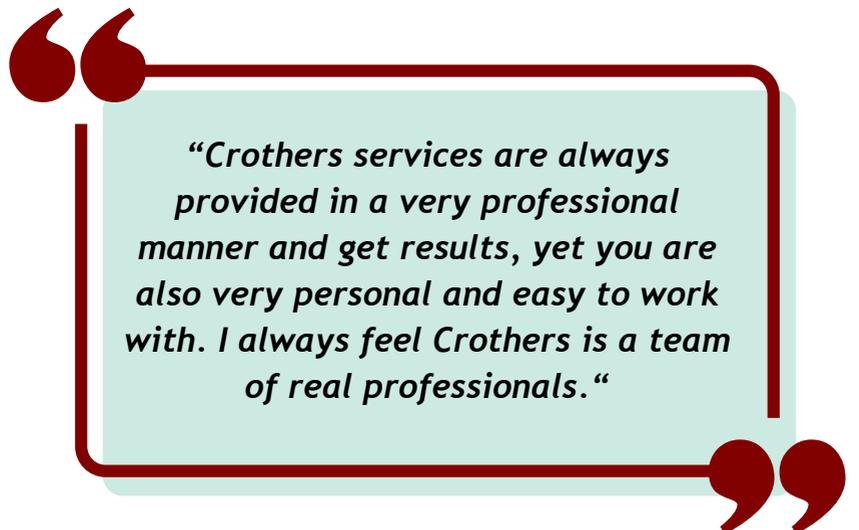
4-month interactive program has been redesigned to empower Leaders to excel and inspire

## Respect at Work

Introduces participants to legal and practical knowledge to have a workplace that is respectful, inclusive and legally appropriate.

## Handling Tough Conversations

Provides participants with eight simple principles to leverage when they must conduct a difficult conversation



*“Crothers services are always provided in a very professional manner and get results, yet you are also very personal and easy to work with. I always feel Crothers is a team of real professionals.”*



Contact us today to see how we can help  
you grow your organization.

Ask about a complimentary,  
30-minute consultation.

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