

people logic



# A new way to manage HR services cost effectively

- Provides the services of a full HR department for a monthly fee based on # of employees.
- Solutions are flexible and tailored to individual client needs
- People Logic allows companies to focus on their core business
- Enables companies to manage potentially catastrophic risks and to control costs
- Offers a unique breadth and depth of HR experience by working with experts
- Helps to create a better working environment leading to increased productivity



# HR issues currently faced by professional companies

- Lack of formal HR department
  - No formally trained HR staff
  - Few basic procedures in place currently
  - Increasing HR needs as move up growth curve
  - HR issues are dealt with as one off situations
- Dealing with burdensome administrative processes (personal data, pay, benefits etc)
- Require a rigorous methodology for monitoring and rewarding staff performance
- Rapidly changing employment laws and increasing complexity of HR issues leave the company at risk

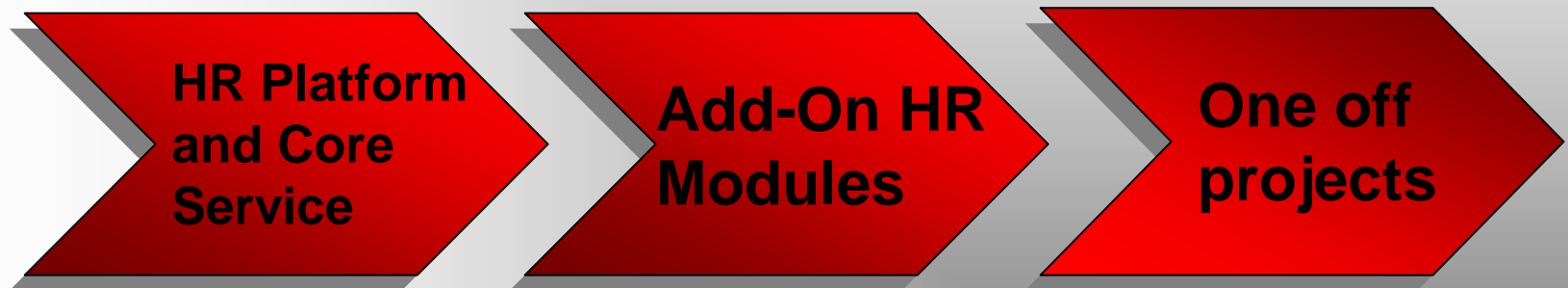


# Resultant Dangers & Risks

- Open to litigation through non-compliance with legislation
- Expensive management time spent on non-core issues
- Problems recruiting and retaining highest quality staff (& releasing underperformers)
- Hidden costs reducing efficiency and earnings
- All these factors can act to inhibit growth



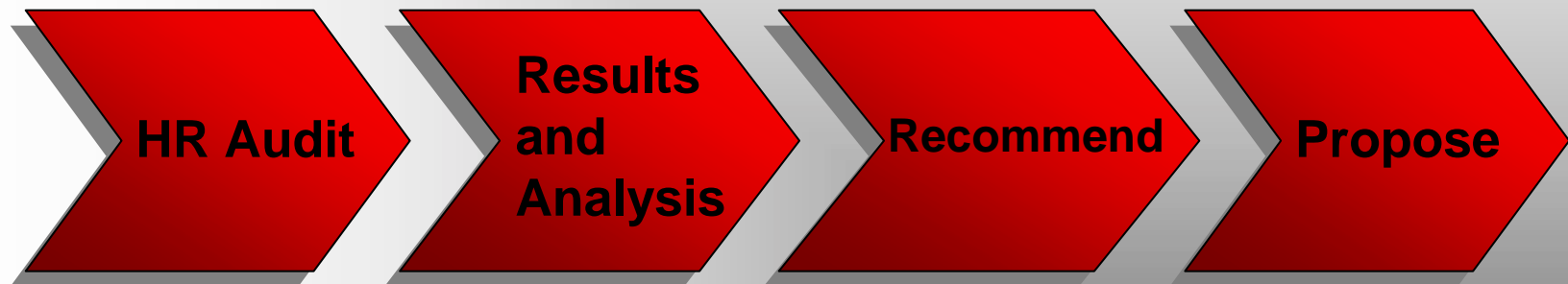
# The People Logic Total HR Solution



There are 3 key parts to the People Logic service, ensuring maximum flexibility



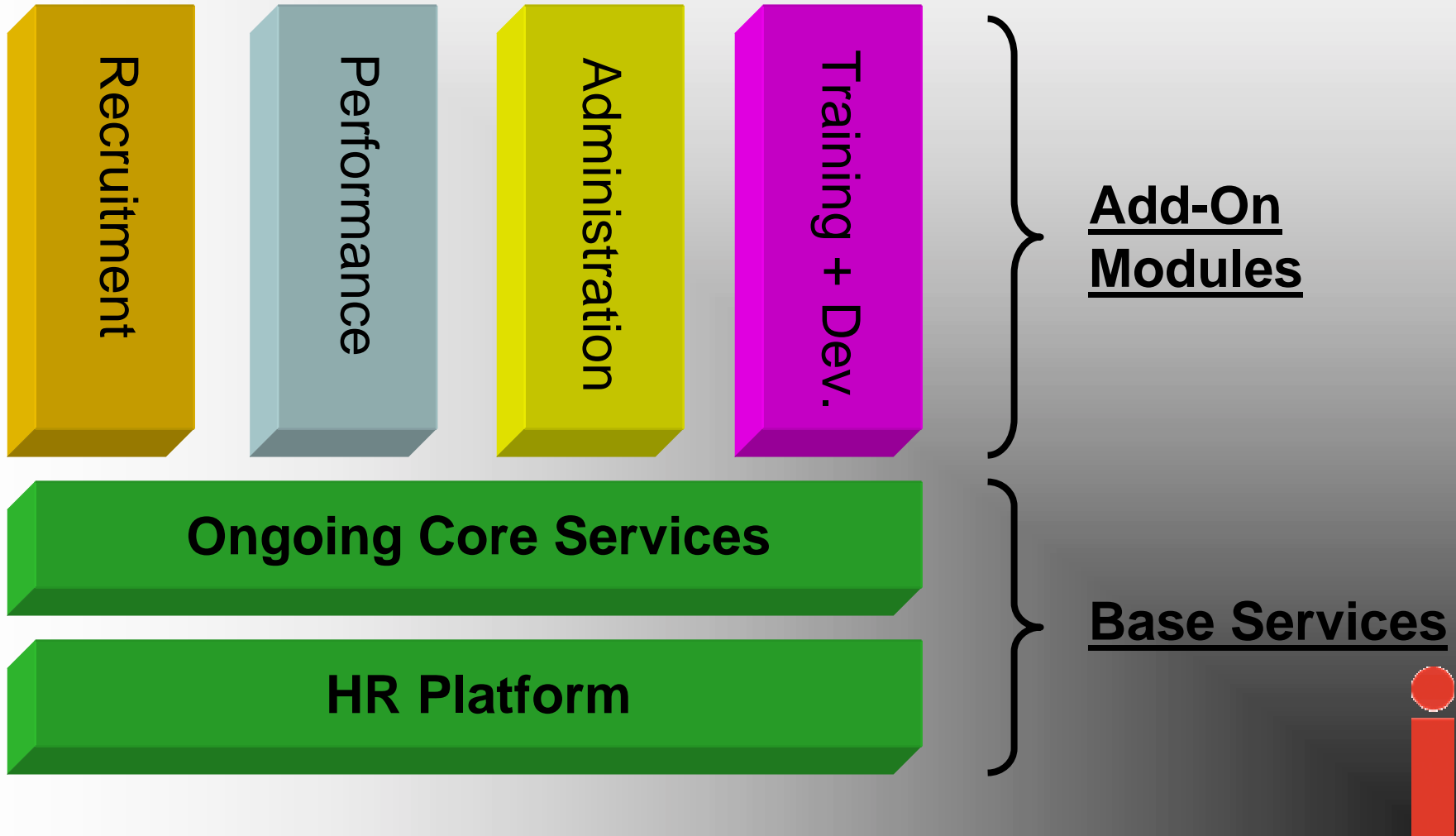
# The People Logic process



People Logic will work with you to identify the HR requirements of your company and propose a solution



# The People Logic HR Solution



# Base Services: HR Platform

- In depth investigation to clarify current situation and requirements
- Employee Manual and Code of Conduct
- Office policy and procedures
  - i.e. Internet and e-mail policy, maternity
- Occupational Risk



# Base Services: Ongoing Support

- Full support by phone, e-mail or face-to-face – just like a normal HR department
- Continuous review of all core services
- Development of Forms, Policies and Procedures
- Employee compensation reviews
- Unemployment and Discrimination claims
- Conflict resolution
- Ongoing development of manuals – explanatory guides and manager training
- Individual termination procedures, compromise agreements
- Redundancy programmes
- Personnel guides and Legal Update bulletins



# Add-On HR Modules

1. Recruitment and Selection
2. Performance Management
3. Administration
4. Employee Training and Development

## Technology solution

- We will also be able to offer a leading edge “employee portal” solution to clients



# 1. Recruitment and Selection

- Job Specifications
- Resume review and interviewing
- Job profiling and competency requirements
- Competency based interviews
- Managing agency relationships for maximum value
- Advertising vacancies
- Salary Information
- Background checks and referencing
- Succession Planning



# 2. Performance Management

- Organisational Structure
- Performance Measurement and Review
- Compensation and Incentive plans
- Knowledge Management and link to rewards and incentives
- Employee relations
- Supervisor training
- Dispute resolution
- Job design and descriptions
- Succession Planning



# 3. Administration

- Benefits implementation and admin
  - Health Care plans
  - Stakeholder pensions
  - Vision plans
  - Life Insurance
  - Discounted corporate rates
- Quarterly management reports
- Personnel Database
- Payroll
- Relocation and Ex-pat requirements

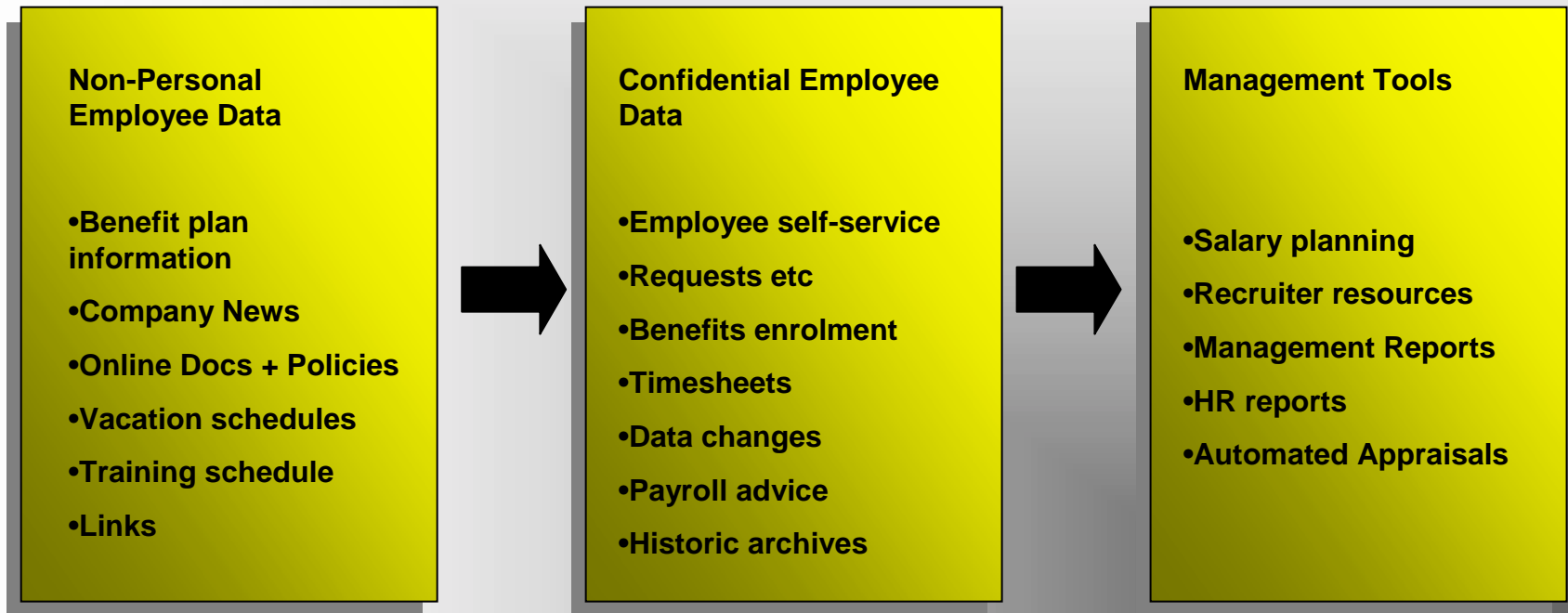


# 4. Training and Development

- Needs analysis to identify areas for organisational improvement
- Curriculum development for professional and personal growth
- Induction programmes
- Graduate recruitment and programmes
- Custom design of internal training
- Preferred external supplier selection
- Discounted rates



# Technology: Employee Intranet



# One off projects

- Training courses
- Employee attitude surveys
- Team building sessions
- Competitive benchmarking
- Management training






# Key Customer Benefits

- Compliance minimises opportunities for litigation
- Delegation of responsibility for tedious admin
- Free-up management resources
- “Big Company” benefits and practices
- Cost savings
  - Cheaper than building in-house HR
  - Aggregated buying of services
- Supportive environment for staff at all levels
- Independent and consistent approach
- Solid platform for future growth



# The benefits are substantial and immediate

- Management 
  - Focus on core business
  - Solid platform for growth
- Staff 
  - Recruit, retain, develop, motivate
- Company 
  - Avoid litigation
  - Cost savings, enhance profitability
  - Best practice HR
  - Increased productivity



# People Logic takes a proactive view to HR management

- Prevention not cure: deal with all the issues before they come up
- Prepare clients for all eventualities
- Well-organised and responsive to requests for information
- Apply expertise to provide best in class solutions
- “best practice” HR management for a fraction of the price of building in-house



# Management Team

Through a strategic partnership we have access to extensive infrastructure, such as expert IT and financial support, in spacious offices in the heart of London.

- Tony Leggett
  - 12 years experience in HR management in financial institutions, recruitment and executive search. Previously 5 years spent in engineering. First degree from Imperial College, London
- Eamonn Ling
  - Extensive strategy consulting and start-up experience through technology investing. Prior to this worked in the global financial markets. MBA (Distinction) from London Business School and first degree from Imperial College, London



# Contacts and Next Steps

If you would like to find out more please contact one of us:

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