



## JUST THE FACTS

### **You Need to Know:**

1. It will become increasingly harder to hire qualified candidates as we approach 2013 when the number of workers entering retirement or leaving the workforce will be greater than those entering the workforce.
2. In the global economy, with quality and many delivery aspects a given, low cost of labor (doing things smarter, doing more with less) will be the main competitive advantage for many companies.
3. Companies that understand these metrics are actively engaged in coaching managers now to enable them to enhance employee skill sets and motivation as a key means of competitive advantage.

### **About The HR Power Centre**

1. All areas of Human resource management are covered
2. This is a People management system, with an HR Hot Line available when you need it, to properly structure your people management practices to maximize employee performance.
3. No questions have been left unanswered when it comes to how to best manage people for best productivity and business results. It is all there in the HR Power Centre.
4. There are no tricks or gimmicks to this, it is time tested and proven of high value to the many current members.
5. The value far outweighs the investment.
6. It is available 24/7 from anywhere in the world.

### **Why put your own Company at risk?**

1. Companies can and do easily go out of business for disregarding legal compliance issues such as Employment Law, Pay Equity, Health and Safety legislation, Human Rights violations and being sued by former employees for damages resulting from unfair treatment in the workplace.
2. Companies that become unionized often become significantly less competitive because of labour agreement restrictions and increased labour costs.
3. Even the announcement or industry knowledge of a law suit can have an immediate and devastating effect on a business. Customers often do not want to be tainted by a supplier that has a serious pending lawsuit
4. Ignorance to the law is no excuse, nor an acceptable defense in any court of law.

### **Competitive advantage through solid people management**

1. Companies that understand and see the people factor as a strategic competitive advantage will survive and prosper in the longer term; those that don't may not survive,

and if they do, they will eventually be edged out by those companies who manage people effectively.

2. The majority of managers in most companies have not been afforded the opportunity to learn the very basics of managing people for best productivity.
3. The materials, FAQs, on line training and on-line as well as one-on-one coaching are designed to help you at a time when you need it most, quickly and affordably.

## **The 6 Modules in the HR Power Centre ...**

### **HR Basics**

It is not that hard to get the basics in place with clear job descriptions and employee performance objectives and an effective appraisal system. This module will kick start you and is designed to get maximum immediate benefit from minimal effort or risk.

### **Recruitment**

Hiring people is one of the key managerial skills needed and ironically one of the ones least taught to managers.

### **Performance Management**

Studies show that average employees work to only 50% of their productive capacity while even good, motivated employees work to only 80% of their capacity. Effective people management will increase the productivity of all employees.

### **Pay and Benefits**

With the upcoming labour shortage and lowest unemployment levels in history, employees will have more opportunity to join companies who know how to compensate properly. Don't be left behind. Losing very key employees for better pay somewhere else is often a sign of poor people management. Pay and benefits will take on the highest importance in the last 60 years as we move in to an era of very significant employee freedom and latitude to select and join good employers.

### **Risk Management**

Managing and limiting the risk in a business may be the difference between survival or not.

## **Administration**

Getting organized around managing people fairly with HR policies, proper people processes, forms, etc is much easier to do than you think by using all the materials provided to you in the HR Power Centre Membership.

## **Conclusion**

We cannot think of one valid reason why a company would delay purchasing this product once they understand it and truly see the value. You owe it to your company to make this small investment in leveraging your most important asset now, and in the future – your PEOPLE!!!