

# Strategic Human Resources & Integrated Talent Management

Recruitment and retention are the biggest challenges facing organizations, with 84% of organizations reporting labor shortage as their number one challenge, according to the Society for Human Resources Management (SHRM) State of the Workplace Study. If you find yourself with similar challenges, building a solid foundation of **equitable HR practices and an integrated Talent Management approach** are **critical first steps to ensure you attract and retain talent**.

Human Resources (HR) and People Operations are the foundation on which you build your organization. At TRG, we approach HR both practically and holistically.

## Our partnership with you focuses on:

- Employee compensation, payroll, and benefits
- Equitable policies and practices
- Culture change
- Diversity, Equity, and Inclusion (DEI)
- Employee engagement and pulse checks
- HR Audits
- HR Compliance
- Integrated talent management
- Onboarding and offboarding processes

 <p><b>Talent Strategy &amp; Planning</b></p> <ul style="list-style-type: none"> <li>• Employee engagement, retention &amp; rewards strategies</li> <li>• Business metrics and measures</li> <li>• Strategic HR team</li> <li>• Workforce planning</li> </ul>	 <p><b>Performance Management</b></p> <ul style="list-style-type: none"> <li>• 360 assessments</li> <li>• Leadership development</li> <li>• Coaching and mentoring</li> <li>• Career mapping</li> <li>• Professional development</li> <li>• Goal alignment</li> </ul>	 <p><b>Training &amp; Development</b></p> <ul style="list-style-type: none"> <li>• Align learning with organizational goals and L&amp;D strategy</li> <li>• Nurture a learning culture</li> <li>• Measure training effectiveness</li> <li>• 70/20/10 learning strategy</li> </ul>
 <p><b>Talent Acquisition</b></p> <ul style="list-style-type: none"> <li>• Sourcing, recruiting, advertising</li> <li>• Employer Value Proposition (EVP)</li> <li>• Identify, attract &amp; select talent in an effective and efficient recruiting process</li> <li>• Onboarding</li> </ul>	 <p><b>Succession Planning</b></p> <ul style="list-style-type: none"> <li>• Job descriptions</li> <li>• Leadership assessment &amp; evaluation</li> <li>• Succession management</li> <li>• Fast-track leadership programs</li> <li>• Top talent and critical roles</li> </ul>	 <p><b>Total Rewards</b></p> <ul style="list-style-type: none"> <li>• Compensation and benefits</li> <li>• Incentives</li> <li>• Recognition and programs</li> <li>• Pay for performance</li> </ul>

## Our people-first approach ensures sustainable results to help you meet your business goals

TRG embraces a collaborative consulting model focused on creating valued partnerships with our clients. From our very first meeting, we are thinking about your goals, outcomes, and what realization of the change looks like. This process requires feedback, feedback for us, and our clients. We demonstrate this through candid and courageous conversations leveraging qualitative and quantitative feedback. We believe in transparency and ongoing communication and provide regular status updates, retrospectives, and checkpoints throughout the project lifecycle. We work on building skills in your organization so the change can continue to thrive long after the initial implementation phase.

**Contact us** for an exploratory conversation. We look forward to talking with you!

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