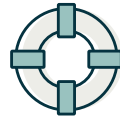


A photograph of a woman with long blonde hair, seen from the back, sitting at a desk in an office. She is working on a laptop. The office has a brick wall and a window in the background. A small fan is on the desk. An orange abstract shape is overlaid on the left side of the image.

# 5 ways HR consultants can save your business

PREPARED BY LMHR CONSULTING

Your business is your world, and when it has an HR problem you want to fix it. You might be here because you are seeking help with your Human Resources (HR) pain points. Or you are curious as to what an HR consultant can do for you. Hiring the right HR consultants can go a long way to help you with people related problems that businesses like yours encounter at some point or another. This information can help secure your success and avoid expensive slip-ups.



## 1. The Right HR Can Be Your Business' Lifeline

Hiring an HR consultant is more than a cost to factor – it's an investment in the future of your business and your workforce. With HR matters, you need to feel that your consultants are on your side. LMHR is about clear communication from top to bottom. That includes how you engage with the HR consultant you want to hire.

Don't skip on having a good and thorough conversation prior to hiring. Make sure you are asking yourself the right questions, like, "Is this HR consultant understanding my problems?" You should also be feeling at ease with the people you're seeking help from. All LMHR team members take care of their clients' needs by being empathetic, as well as rock solid individuals who focus on providing practical solutions for your business. If these qualities matter to you, make sure that your HR consultant is the right fit.

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## 2. Providing Urgent Support

HR can help you keep your head above water when the going gets tough or you are in a bind. HR consultants should be there for those moments of sudden and urgent need such as

performance issues. So, make sure when you need urgent assistance, your HR consultants are there for you quickly. This is something you should establish before engaging HR so there's no surprises. In recent times, we know that you've had to adapt faster and swifter than ever before (thanks, COVID!)

HR consultants should first listen to you and your business story. They then translate your needs in HR language that makes sense to your situation. This is done by providing the options available to you and above all, ensuring you understand the risks involved. This ultimately allows you, the decision maker, to make an educated and commercial decision about what you need in your business.

It's important not only because it helps people envision how things could be if they choose one path over another, but also provides support to relieve the pressure.



### 3. Getting Compliance Right to Keep Your Business Safe

As a business owner or leader, you want to be sure that your company is run correctly and legally. Unfortunately, we live in an age where new laws are passed often, others are being amended and the interpretation can be difficult to navigate. It can be impossible to stay on top of the latest regulations, and it can feel

Being concerned with following regulations shouldn't only mean mitigating risks of exposure or non-compliance, but also thinking creatively...

frustrating and overwhelming. However, the right HR consultants will have a lot of experience which makes them great at translating jargon into practical solutions that are relevant for your industry and company operations.

Being concerned with following regulations shouldn't only mean mitigating risks of exposure or non-compliance, but also thinking creatively so as not to impact your staffs' morale and productivity at work. Why should you care about the non-compliance of your business or employees? Because happy employees make for productive employees – that is essential for your bottom line.

If your business has grown, you need a guide who's experienced in different lifecycles of a business who's also neutral and non-biased. Before hiring your HR consultant, make sure they have the right kind of experience to do this.

As well as helping you fight fires, the right HR consultant can provide in-depth reviews and recommendations...



#### 4. Setting Your Staff Up for Success

You want your staff to work to their strengths and support each other. You also need them to deliver the results of your business, but do you know what's often neglected? Clarifying roles and responsibilities, setting clear performance objectives, implementing programs to review performance and provide feedback, offering development and training programs, coaching, and succession planning.

The right HR consultants for your business should guide you in establishing practical and relevant solutions, so that you can achieve the results you deserve.

Moreover, experienced consultants have the skills to assess whether a company has the right talent for their business. Whether it is identifying talent within or defining what skills and expertise you need to attract.



#### 5. A Comprehensive HR Audit

Expert HR consultants are not just about the day to day of business, they're an excellent way to propel your business forward when you are on the pathway to growth or have already experienced significant growth.

As well as helping you fight fires, the right HR consultant can provide in-depth reviews and recommendations once the firefighting is done.

For example, understanding legal obligations are important. Additionally, they can also work with you to develop strategies to create the right culture and retain and attract the talent you want, and need, in your business.

LMHR Health Checks is our signature HR service. It is a reliable, exceptionally regarded package that can help you identify the strengths and areas for improvement within your organisation. After completing LMHR Health Check, business leaders will be more confident about knowing what's needed next as well as which priorities need to be established and actioned.

# About LMHR

LMHR is a company that can fulfill all your HR needs. Whether you need to initiate changes, review what's in place or get new initiatives started, LMHR has the right team and expertise for every situation and will always have you covered.

We hope this will help you find the right HR solution for you. Managing employees isn't an easy feat. When an organisation gets their culture right, the benefits impact the bottom line. They will earn the reputation as somewhere people want to work. Turning to an HR professional who breathes this day in, and day out can put your mind at ease.

If you're ready to take the next step, we can help. HR *can* be painful, but it doesn't *have* to be. Our team of HR experts do the heavy lifting, so you can focus on running the show. Get help now. Contact us today!

[Get in Touch](#)

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# Notes

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