



Flexible HR Service solutions delivering discreet tasks or end to end projects quickly & efficiently

At Connor we understand that defining and resourcing HR Service requirements at speed can be hard and that is why we do things differently.

Our service is designed to provide the appropriate level of support specific to the organisational need, delivered how you want it, where you want it and when you want it, based on timely, rigorous due diligence and an understanding of the specific client business environment we happen to be working in.

Our team of HR professionals can deliver specific tasks using single dedicated experts or large complex projects requiring collaboration of advice, knowledge, and hands-on application from a squad of resource. In short, we respond appropriately and quickly by switching on or off our support, scaling to meet the circumstances by matching the right skill set to the job in hand.

From time-to-time employees need to be made redundant and we provide Outplacement support to help them find their next role, whether this is pursuing a corporate career, setting-up a new business or providing career advice when not sure what to do next.

We take pride in chemistry matching the employee with the right consultant and working with the employee for as long as it takes them to find their next role – a real boon in this difficult job market.

These services include:

- Contract, policies & handbooks harmonisation
- Benefits alignment
- Compensation comparison analysis
- HR Audits
- Employee Relations
- Restructure & Redundancy
- Organisational design
- Outplacement provision



Whenever we reach out to Connor for HR Support, they always deliver. They react with great flexibility, pragmatism, and enthusiasm and for our latest restructuring project helped us in our hour of need."

**HR Director –
Ribbon Communications**

Our support at a glance:



Speaking your language

Whether you call it HR or Personnel, we will adapt our language and approach to best match your business drivers and your unique company culture!



Due Diligence

We are adept at delivering HR specific due diligence quickly and accurately by pragmatically analysing and interpreting information collected from the HRIS and other employee data sources. Our clients tell us that we provide real meaning allowing them to make better informed business decisions.



Employee Transitioning & TUPE

We support organisations with TUPE, covering the due diligence, the project planning, the incoming terms and conditions and providing advice on measures. We will work with you as a trusted partner and help manage the change from start to finish.



Freeing up your time to do what you do best

When you delegate HR issues and complexities to one of the Connor HR team you can rest assured that these tasks will be dealt with quickly and efficiently, thereby freeing up your time allowing you to focus on your customers and revenue generating activities.



Mergers & Acquisitions

Inevitably there are a number of moving parts so we will work with you to understand the human capital perspective, the value off the balance sheet and uncover potential people risks that might impact the ongoing plan.



Interim HR Business Partnering

If its BAU, day to day support during an administration process or a bespoke set of requirements involving Insolvency, we will be able to provide you with a dedicated HR resource from our pool of talented professionals matched specifically to the expertise you need.



Restructures & Redundancy

We can support and deliver all aspects of any people reduction or movement initiative covering training, consultation, documentation, programme planning and communication paying special attention to employee rights responsibilities.



Maximum value for money

Although we are human and personable with great values we also take pride in viewing all our HR interventions as being on a 'HR Balance Sheet'. Getting the people piece wrong can cost dearly, our goal and focus is to save you money providing an ROI.



Flexibility & Scale

Our team of HR professionals and subject matter experts deliver timely experience in managing, leading & facilitating business & HR change projects, reacting to changing circumstances in a calm and professional manner- keeping in step with business demand.



Outcomes Focused

We agree what needs to be delivered and communicate clearly avoiding jargon and making the complex simple.

"I'd like you to know that you don't come across as consultants. You came over as human experts who love to do the doing, who grasp ambiguity well and deliver practical solutions".

HRD, Pharma Sector - FTSE 100

We have a proven 25 year track record of delivering pragmatic HR Service solutions in challenging business environments whether this be a discreet HR task or an end to end project. We deliver how you want it, where you want it and when you want it based on timely, rigorous due diligence and an understanding of the specific client business environment we happen to be working in.

If we can help you with a specific client and you'd like to discuss this further, contact either Paul Connor on **07774 236250**, email paul@connor.co.uk or Nicky Valmas on **07796 956256**, email nicky@connor.co.uk



Paul Connor



Nicky Valmas

