



case study

A Small Business Success Story

Situation

The organization is a small growing company that manufactures pipes and is currently employing 20 people and is trying to hire 10 additional tradespeople. Traditional methods of recruiting, through the schools and newspaper ads, are no longer working for them. They are also experiencing high turnover; people are leaving just as the company finishes training them. The owners are concerned about poor staff morale, increasing sick time, high overtime and a recent complaint filed by an employee with respect to discrimination. The owners know they need help with their human resources but can't justify hiring a Human Resource Manager for 30 employees. However, they do know that if they don't get some help they will not be able to attract and retain the people they need to be successful.

Salopek & Associates Value-Added Solution

After speaking with Salopek & Associates the owners decide to retain an Associate for 25 hours a month. Salopek & Associates will come into the office for a half day per week and work with the management team to assess the company's people programs and processes. Salopek & Associates will work with the management team to develop policies and provide coaching on how to deal with difficult situations. Salopek & Associates will also help the company to recruit the staff they need and will meet with current staff to gain an employee perspective on what needs to change in order for the company to keep their best people.

Result

Salopek & Associates put policies and procedures in place, coached the managers on how to more effectively manage overtime and address staff morale and sick leave issues. The human rights complaint was effectively managed with no penalty and processes were put in place to mitigate the risk of future claims. Recruitment is on-going and 5 of the 10 new hires have been recruited and successfully on-boarded.