

OUR KEY CAPABILITIES

Human Resources Management

- Design custom systems and programs
- Recruitment and retention
- Design and conduct employee surveys
- Assess H.R. policies and procedures
- Conduct H.R. compliance audits
- Employee relations programming
- Performance management
- Benchmarking metrics

Organizational Development

- Strategic planning
- Vision and mission
- Organizational analysis

Talent Development

- Training needs assessments
- Customized workshops and seminars
- Design diversity initiatives and/or training programs

Leadership Development

- Leadership style assessments
- Aligning H.R. to meet strategic direction
- Create learning environments
- Executive coaching and mentoring
- Board leadership and development

Employee Benefits

- Benefits Administration
- Analysis
- Communications
- Design
- Negotiations
- Customization

FVI Consulting specializes in customized program offerings for single site and consortium models. The consortium models are a cost effective approach to offering services by linking small business owners in compatible businesses.

OUR KEY SERVICES — HOW WE APPLY OUR CAPABILITIES



FVI Consulting helps clients assess H.R. needs and opportunities, develop H.R. strategies that are aligned with their business goals and formulate implementation plans. We assist clients in maximizing their human capital by designing a broad suite of solutions that ensure positive and productive business outcomes. We value the individuality of our clients and customize our services and solutions to meet their specific needs. We understand the costs and concerns that executive leaders may have as they consider the overall administration and management of their Human Resources departments.

Our Business Engagement Process (BEP) is both comprehensive and intensive with an emphasis on obtaining information from all levels of the organization.

- Based on assessment data, FVI Consulting will develop a basic cost-effective human resources program that will meet the organization's strategic goals and/or customize the design of sustainable programs and systems.
- FVI Consulting implements a Human Resources Engagement Plan that includes success measures and metrics over the duration of the business engagement. We will also work with you to develop an ongoing evaluation plan to assist with sustainability.
- FVI Consulting believes in bringing all elements of the organization together to establish measurable and attainable goals that are visible to the business and to create a culture of continuous improvement..