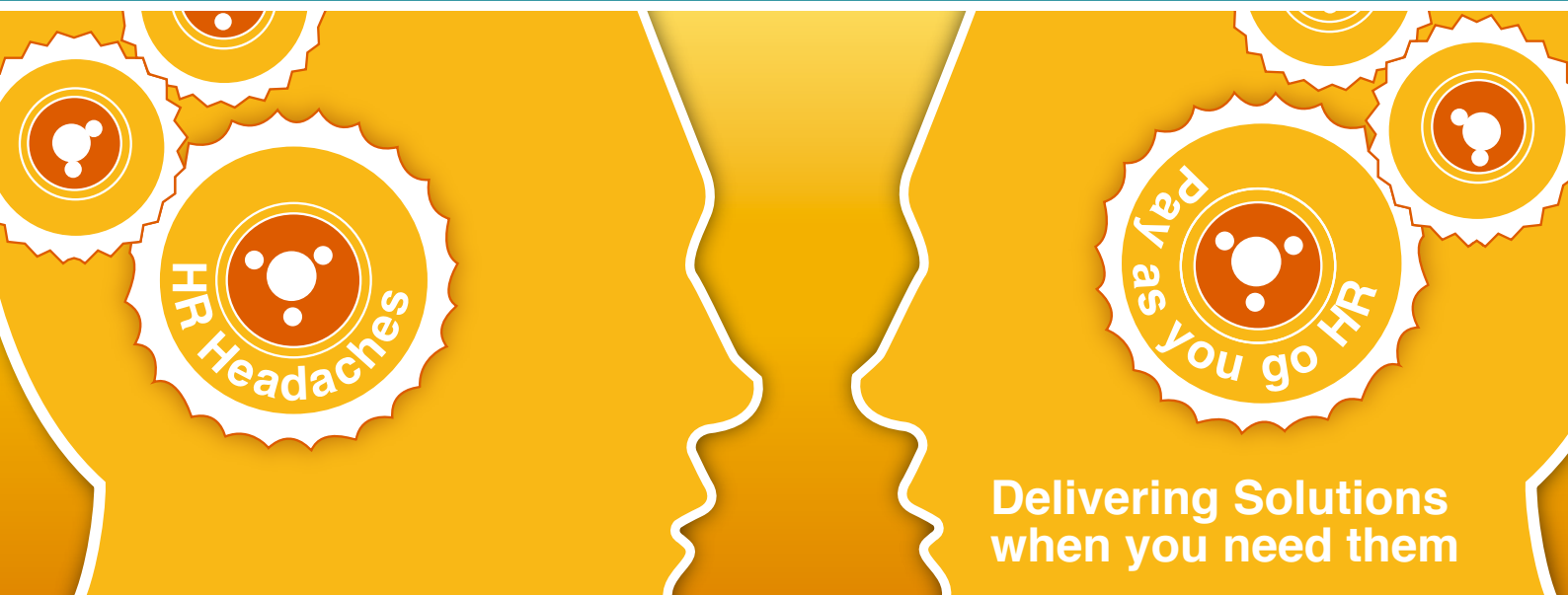


HR FLEX



HR Flex - Pay As You Go HR



HR Flex - Pay As You Go HR

'HR Flex' has been designed with a smaller business in mind as it gives you access to a dedicated HR Director who can work with you on those occasions when particularly complex and tricky people issues arise, or if you need an extra pair of hands to do a specific project.

The beauty of 'HR Flex' is that it adds no fixed cost to your business as there is no monthly retainer fee; you only pay for the time you use. On average our clients reduce their legal costs by c.50% as their reliance on expensive lawyers is significantly reduced.

With NO fixed costs or monthly retainer, "HR Flex" is designed with the savvy business owner in mind.

So what's in it for you?

1. Dedicated HR Director

For continuity you will work with your own dedicated "local" HR Director who can support you either on site or remotely as appropriate.

Your dedicated HR Director will understand your business, your people and your culture, all of which are crucial in ensuring any advice given is pertinent to your organisation.

2. No monthly retainer

Many companies charge monthly retainers for access to their services even if you don't use them. Not us! With no fixed costs or monthly retainer, "HR Flex" is designed with the savvy business owner in mind. Think of this as, "A Pay As You Go Service", you only pay for what you use!



HR Flex allows YOU to reduce YOUR overheads without losing YOUR ability to manage people issues effectively.

3. Reduces the risk of potential litigation

Our HR Consultants fully understand the law, but most importantly, are senior enough to take the right actions that significantly reduce the risk of litigation cases being brought against your company in the first place.

4. Significantly reduces your legal bills!

The first port of call for small businesses, should they have a complex personnel issue, is typically to an employment lawyer. By using "HR Flex" as their first port of call, our clients are saving c.50% on their legal bills!

5. Support when you want it

We know only too well that often you need support outside of core business hours. You will get the personal mobile number of your dedicated HR Director and not a call centre which opens at 9am and closes at 5.30pm!

This means your HR Director will be available to support you at a time to suit you.



6. We don't just tell you what to do – we do it!

Sometimes getting bogged down in people issues can severely impact your productivity, HR Flex is designed to take the pain away from you and free up your time. Unlike a remote call centre who may "advise" or

send you information, we roll up our sleeves and do the work for you, allowing you to focus on revenue generating activities.

**Keeping
YOU focused
on revenue
generating
activities.**



7. Lower your fixed costs

With no need to worry about salaries, recruitment fees and employers N.I., HR Flex allows you to reduce your overheads without losing your ability to manage people issues effectively.

8. Access to our collateral built up over two decades

We have operated in this field for two decades and as a result, we have built up a wealth of useful tools, templates, training courses and other resources that we can bring to your organisation; allowing you to achieve your business objectives faster.

9. Contract or no contract – it's up to you!

The flexibility of HR Flex extends to whether you want a contract or not. If having a contract gives your business security and

peace of mind then great. If you want no contract at all and the ability to walk away at any time then that's fine too. It's up to you!

“Connor has saved us over £20K over traditional agency fees in the last three months.”

FD, Software Company

10. Significant reduction in recruitment fees

Our proven and innovative approach to recruitment typically saves our clients 50% of their recruitment fees. *“Connor has saved us over £20K over traditional agency fees in the last three months.”*

11. We can save you more than we cost you

When you add together all the benefits our HR Flex clients enjoy, for many we end up saving them more money over the course of the year than we cost them.

“ It is great to know I have an HR Director whenever I need them and out of hours as well! I really **appreciate** the **flexibility** this gives **me and my business.** ”

MD SGA Marketing Limited

‘HR Flex’ at Connor

‘HR Flex’ benefits small to medium sized companies by offering the following:

- ✓ **A dedicated HR Director**
- ✓ **No monthly retainer**
- ✓ **Reduces the risk of potential litigation**
- ✓ **Significantly reduces your legal bills**
- ✓ **Support when you want it**
- ✓ **We don’t just tell you what to do - we do it!**
- ✓ **Complementary to existing HR resources**
- ✓ **Lower your fixed costs**
- ✓ **Access to our collateral built up over two decades**
- ✓ **Flexibility on contracts**
- ✓ **Significant reduction on recruitment fees**
- = **We can save you more than we cost you!**



Connor has built a reputation amongst its clients over the last two decades for being a business grounded HR consultancy.

About Connor

“ We have used Connor’s ‘HR Flex’ service for 5 years now and have found the service to be **invaluable**. It gives me **peace of mind** to know I have a **dedicated** HR Director who I **trust** on tap whenever I need the support. ”

FD - Embarcadero Technologies

Founded in 1992 and with offices throughout the UK, Connor has over two decades experience in providing flexible HR support.

Companies who have used our service have said the following about Connor:

- ✓ That we are PASSIONATE about making a difference
- ✓ That we are highly personable and accessible
- ✓ We understand their business drivers so that all the work we deliver is relevant to their business
- ✓ The service offers great flexibility whether the support be needed at short notice, on site or remotely



About Our People

All of our HR Directors have the following things in common:

- ✓ They understand small businesses and what it is like to run a business
- ✓ They are first and foremost business people who happen to have specialised in HR – No fluff here!
- ✓ They are “doers” and used to getting their hands dirty
- ✓ As they are experienced they will have come across most issues before, meaning they can do things quicker, saving you money
- ✓ They are pragmatic, accountable, responsive and credible

Our Clients Include:

