

SUSTAINABLE HR SOLUTIONS FOR BUSINESSES ON THE MOVE

THE QUESTION

The greatest resource any organization has in reaching its goals, and potentially its worst barrier, is its people. How do you position this resource to help you reach your goals rather than hinder the process?

THE ANSWER

With knowledgeable, experienced, capable and dedicated HR experts who provide cost-efficient solutions that free you from your HR headaches and allow you to focus on reaching your and your organization's business goals.

THE EXPERTS

The Calgary-based Robinson Consulting Group Inc. delivers comprehensive solutions covering most HR disciplines. Unlike many HR consulting firms with narrow specialties, we provide a range of services designed to address the breadth of your current and future HR needs.

THE SERVICES

- HR strategy and planning
- Compensation and total rewards
- Recruitment and retention strategies
- Organizational design and competencies
- Policies for risk management
- Regulatory compliance
- Health and safety policy
- Succession planning
- Performance management
- Training and development

HR101™

The Robinson Consulting Group has also developed a unique approach to HR management for smaller businesses called HR101™. Simple, cost effective HR solutions to meet your basic needs as your company grows. What you need and when you need it.

THE APPROACH

We will work with you and your organization to alleviate your HR challenges by delivering custom, strategic, sustainable, innovative and cost-efficient HR solutions; solutions designed to grow with your business. Our process includes a transfer of knowledge and the development of internal HR capability, giving you 'worry free' freedom to focus on your business today, tomorrow and for years to come.

OUR VALUES

We strive for business excellence for both our clients and ourselves. We value business ethics and integrity, and we have relationships with partners and clients that personify these beliefs. We value simplicity and efficiency, and we promote innovative and creative solutions to challenges.



**The Robinson
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DICK ROBINSON, CHRP

In 2000, Dick Robinson founded The Robinson Consulting Group Inc., a unique human resources management consulting practice designed to help small and medium size businesses achieve a competitive advantage through their people. A 30 year senior HR management veteran, Dick's expertise includes recruitment and selection, compensation, training, HR strategy, policy development and HR systems. An important part of this work is human resources risk management and regulatory compliance in areas such as health and safety, privacy and employment law.

Additional highlights of Dick's 30 years as a senior HR manager include:

- Responsibility for compensation, benefits and systems policy and planning for the Calgary Health Region following the simultaneous merger of 8 organizations
- Director of Human Resources for Alberta Children's hospital; a unique and largely non-union facility acknowledged as a leader in staff programs & services
- HR Executive for a large, industry leading retail organization in Western Canada with annual sales in excess of \$1 billion

Dick holds an Honours degree in Economics and Commerce from the Royal Military College of Canada in Kingston, Ontario, and is a Certified Human Resources Professional (CHRP). He served on the Board of the Human Resources Association of Calgary in an executive capacity from 2002 to 2006. Dick was honoured in 2007 with the HRAC Award of Excellence for Volunteer Service.

HR 101™

YOUR *ALL-IN-ONE* HR SOLUTION!