



EMPOWER

HR.

ELEVATE

YOUR

ORGANIZATION.

Empower HR is a comprehensive initiative designed to demonstrate the value of the HR role at your organization and provide professional support to empower HR, advance employment processes and practices, and improve employee experiences across the organization. Our goal is to support you in taking your HR role and expertise to the next level by leveraging best practices and providing support and resources to the person or persons responsible for human resources at your organization.

WHO IS IT FOR?

- Human resource professionals and executives looking to upgrade their employment practices and improve the employee experience
- Organizations aiming for cultural transformation
- Organizations facing challenges in employee attraction, retention, engagement and performance
- Organizations wanting to scale their HR operations to better support strategic objectives

PROGRAM OBJECTIVES

- Professional development — guidance and resources to support and develop your HR knowledge and stay on top of compliance, trends and developments as it relates to employment practices within the organization
- Position the HR role as a trusted advisor to leadership

KEY SERVICES

- Talent management — assist with recruitment and selection processes (job descriptions, job postings, interview guides and onboarding process)
- Performance management — assist with creating or updating your performance review process
- HR assessment — review and provide guidance on employment law compliance, employment practices, processes and record keeping
- Facilitate CEO and executive search process
- Facilitate strategic planning process
- Facilitate career pathing and succession planning
- Facilitate training
 - HR skills for people leaders
 - Workplace conduct (harassment)
- Create and/or update employee handbook (including board policy review)
- Conduct complaint investigations
- Support for other projects, initiatives or issues as needed (i.e., compensation market analysis, employee issues, etc.)

Contact Deb Hunter, dhunter@indianaec.org or 317.487.2246, to learn more.