

Koenig's Strategic Human Resources will...

Support your corporate strategy. We will develop a Human Resources Strategy that aligns with and helps to achieve your broader goals across the entire organization. This will involve organization – specific HR policies and procedures, programs, employee communication strategies, and performance management

Strengthen your organization. Our team will design an organizational structure specifically for you, based upon your strategic intent, goals and objectives. We will then optimize efficiency and buy-in at all levels using organizational reviews, HR audits, governance reviews, and board and director development.

Be HR competitive. Attract and retain the best people through Koenig's competitive – but also realistic and sustainable – compensation strategies. This is where we draw upon our experience with market compensation surveys, job structure review and design, job descriptions, bonus structures, and total reward programs.

Create an outstanding leadership team. Our executive coaches will work with your senior executives and managers to bring out the best in their ability to make decisions and inspire their team – as well as ensure a solid succession plan that paves the way ahead.

Develop your employees. Good employees are more likely to stay with a company that helps them establish career goals and develops a plan to help them achieve those goals. Koenig also supports the exiting of employees from an organization, through outplacement and career counseling services.

Define and find the right talent. Even in a tight labour market, outstanding executives and professionals for your organizational team are out there. Koenig helps you determine who you need, then goes to work to attract them. Using InTell Executive Search, we have access to tools and networks that allow us to tap qualified individuals on the shoulder who otherwise would not consider looking for a new opportunity.

To see the forest for the trees; to see the organization for its people. While each of Koenig's specialized areas – as represented here – is critical for organizational health. What is more important is the “360” and “continual perspective” represented by *Organizational Effectiveness Model*™. With Koenig, your organization benefits not only from improvement in each of the segments, but also from how we integrate them into the whole.

