

HR Consultancy Services

Lewis Silkin offers a HR Consultancy service to complement our employment and immigration practice. We can advise on complex employment and immigration matters and supply experienced HR professionals to work alongside you to deliver HR expertise.

The WorkSphere team understands the challenges of leading a HR function. Needing to balance resources and budgets and the need for subject matter expertise to be delivered on a timely basis. We will be with you at every step of the process from discussing your requirements to sourcing the right HR Consultant for your team. We will be available throughout the duration of the assignment to ensure key milestones are met.

What can we help with?

There is a very broad range of technical skills and experience available to enable you to acquire, develop and retain your talent. Here are some examples:

- ▶ The design, development and deployment of leadership, diversity & inclusion and organisational culture programmes; both at Board and management levels.
- ▶ Working with teams to create a high performing culture.
- ▶ Management of HR or business transformation.
- ▶ Investigations.
- ▶ Change of management.
- ▶ Management of TUPE, redundancy or restructuring.
- ▶ Design and implementation of new processes; performance management, talent management, reward, succession planning.
- ▶ Delivering business as usual as a HR Business Partner, HR Director, Learning and Development expert or HR Generalist.
- ▶ Management of employee relations issues.

Who are the HR Consultants?

All of the HR Consultants we collaborate with are known to us, have a proven track record in Human Resources and often a deep technical specialism, which can fill a skill's gap in your existing HR Team. Each Consultant operates under a Personal Services Company, and has provided references/testimonials of previous work and is experienced in working in a variety of organisations delivering bespoke HR solutions.

The HR Consultants, if required, can work with our lawyers to deliver a seamless solution to any employment or immigration matter and have access to our legal insights and training events to ensure they are up to speed on the latest changes in legislation.

Deployment options

With a growing number of HR professionals collaborating with us, we can offer a flexible service, whether for a day, a week, or for the next 3 months, to provide maternity cover or as an interim until you fill a vacancy. There is both breadth and depth to the skills, industry sector and ability to deliver at both strategic and operational levels. Our HR Consultants know how to analyse the situation, assess options, make recommendations and implement bespoke programmes that deliver real change to your organisation. A common characteristic of the team is being able to roll their sleeves up and work either as part of the existing HR function, or if required, as a more standalone resource for key stakeholders to work with.

How does it work?

The HR Consultancy Service will be managed centrally at Lewis Silkin, through our **WORKSPHERE** team.

You tell us what you need – the skills, level of experience, what is to be achieved and we seek to match your needs with the extensive resources available to us. We then recommend 1 or 2 HR Consultants who we believe meet your requirements and are available for the expected duration of the assignment.

Lewis Silkin manages the process from beginning to end, with you, the client, being as involved in the selection process as you want to be.

What does it cost?

Each HR Consultant has a daily rate which is agreed based on the complexity and duration of the work. Lewis Silkin applies a fee which reflects both the introduction and ongoing customer service support for the duration of the agreement. IR35 checks are required.

How can I find out more?

For more information or an informal discussion please contact Emma Richardson, Denise Collins or your usual Lewis Silkin contact.



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