

PIVOTAL / SPEAKING TOPICS

SHARING OUR EXPERTISE

Right-Sizing for Profitability in ANY Economy

Right-sizing is about having the right people, in the right place doing the right thing. But how do companies do this? Pivotal will walk you through the steps involved in right-sizing your business, and present a case study from a client who did it successfully. You'll also learn right-sizing doesn't always mean downsizing, how to apply your business strategy to workforce planning, and strategies for addressing gaps.

What HR Should Do During the Recession

In the current business climate the need for businesses to focus on their core business activities has emerged as a clear imperative. People represent the biggest part of your business, so managing this valuable resource is a necessity, especially in a difficult economic conditions. We'll discuss the key benefits of HR in a recession, 6 things your HR should be doing right now, how outsourcing your HR could be a viable alternative, and we'll provide real examples.

The growing importance of aligning HR with strategic corporate goals.

Business leaders are increasingly cognizant of the impact a solid HR strategy can have on the entire company. From productivity, competitiveness, operational efficiency, and more importantly the bottom line. Pivotal will review the various ways a HR strategy can improve your business as we traverse an unknown economic future. Now is the time to maximize your Human Capital ROI.

Working with Gen Y

Gen Y, Millennials, 20-somethings – whatever you call them, they are entering the workforce in ever greater numbers. They are challenging the status quo and compelling companies to think differently about their workforce and how to manage all four generations working together. Pivotal presents strategies for managing these generations together and developing strategies for your future workforce.

Becoming an Employer of Choice

For many companies, there is a 'War for Talent' taking place in Ontario. Pivotal will present strategies for becoming an "Employer of Choice" among your employees and potential employees. Keeping the employees you already have and finding the best employees when you need them will keep your business up and running competitively.

Reducing your employee-related risks with a Managed Workforce

'Insourcing' your company's staff is an increasingly advantageous arrangement for company's seeking ways to manage their budgets and increase their flexibility to respond to changing market conditions. Pivotal will present how this unique business arrangement works and how your company could gain an edge on the competition.

Health & Safety – Know your Risk

Meet with an industry leading Health & Safety expert to learn about the extent of risk your company may be facing in your manufacturing operations. We discuss changes in legislation, due diligence requirements and typical mistakes made by companies.

Is your business getting the most from HR?

Sometimes the HR group is viewed as the group who 'hire and fire,' but this is far too narrow in scope. HR can be absolutely critical to the success or failure of a company. People are after all at the center of managing and running your business and making critical decisions that affect your bottom line. Making sure you attract, hire and retain the best employees provides your company with a solid foundation for success. Learn how HR can impact your business and the importance of aligning HR to your business goals.

10 Step Recruitment Process

Learn the 10 essential steps to effective and efficient recruiting. Managing the recruiting process to fill positions as quickly as possible with the right people allows your company to keep moving forward without wasting valuable time.

The New Workforce: Attracting & Retaining New Employee Value

The generational makeup of your workforce is changing, employees are changing jobs more frequently. The workforce is shifting and companies need to be more proactive in attracting and retaining top talent in order to thrive in this environment. Learn how you can better position your company to adapt to the new workforce.

PIVOTAL / SPEAKING TOPICS

SHARING OUR EXPERTISE - Cont'd

Hiring Right the First Time

Hiring new talent is expensive, both in time and resources expended in the search and the opportunity costs when important positions are left open. It's critical to find the right person the right time, but interviews can only tell you so much. Learn effective tactics and tools to help hiring right the first time.

Risk Management: Your Employees a Risk or Liability?

Your employees are your greatest asset, but they can also represent considerable risk if you're not taking appropriate steps to mitigate issues that may arise. Learn about the things you can do to prevent employee lawsuits, protect against Ministry of Labour fines, etc.

Top 10 Mistakes when Investigating Harassment

Accusations of harassment are bad enough, but you don't want to make it any worse during your investigation. Learn about the Top 10 mistakes business owners and managers often make and how to avoid these complications in your business.

Corporate Immigration

In an increasingly global and competitive business world, talent can come from anywhere or you might need to move talent to other locations outside Canada. Get an overview of the choices and abilities you have in corporate immigration and how to best handle this complex process.

Essential Elements for Non-Union Environments

Unions form for various reasons, but you can create a work environment that mitigates the employee's 'need' for a union. We will cover the essential elements you can do now to create and maintain a non-union environment.

Competitive Advantage Through People

Gain a competitive advantage for your company by empowering, attracting and retaining the right people in your business. Your employees are critical to your company's ultimate success; working in the field, engaging customers and making important decisions everyday. Learn ways to make them your competitive advantage.

What should you expect from HR?

In the 21st century, HR isn't the group that 'hires and fires,' it's the department and strategy that aligns people and business strategies to achieve business goals.