

Positioning HR Management as a Strategic Advantage

When the company was young it is likely senior management played an active role in recruiting the best associates. Expertise was readily available to the new employees and this mentoring and on-the-job development served the company well. However, growth requires the continual influx of new employees in greater and greater numbers, and the former 'word of mouth development' simply doesn't work anymore.

It is likely the 'people function' of the business (HR) was late developing. And though people are the heart of any company, recruiting/retention/development of the ever-growing employee body...from senior executives to the associates...may not have received the critical attention it deserves.

TFG believes a company's human resource capabilities and its sophistication can and should provide a strategic advantage to growing companies. The right employees with the right skills/motivation available at the right time will sustain growth. However, if the 'people function' is an afterthought, a critical strategic edge is lost, and otherwise achievable opportunities not realized.

TFG has developed the tools to insure the 'people function' is a competitive advantage and not an impediment to sustained growth.

Focused Executive Search®... the methodologies and experience to scope the need and deliver well-qualified candidates

Focused Employee Needs®... the analytical tool to insure that everything an employee needs to be successful is in place...job expectations, feedback, development, coaching/counseling, incentives, etc.

Focused Compensation®... tools that insure the company is offering employees at all levels the 'packages' that properly reward the desired contributions and maximize their loyalty