

# Abbis Cadres

Our HR Service Model:  
Helping you make the most of your people



**CELIA** ALLIANCE

Law and Tax for **International** HR

## Why choose Abbiss Cadres

Our unique blend of skills and services is designed to help you address the many challenges of managing your people in today's fast moving, and complex business environment. Our people consulting service model is entirely flexible. It is founded on the premise of providing the right professional, value added HR services that fit the exact requirements of your business, at the right time.

As well as helping you design and execute your overall people strategy, we can combine the specialist multi-disciplinary services to deliver it - whether that is employment law, compensation and benefits, global mobility, immigration, tax, employee communications or coaching (amongst others). As we understand that your business needs evolve we don't prescribe how you work with us – we simply give you access to the services you need, at the time that you need them.

Being able to offer you a full service to meet your needs across the people management spectrum means we can save you time and budget when compared to contracting with multiple suppliers. Importantly, it ensures that projects can be designed, timetabled and budgeted from the outset taking into account all the relevant technical and compliance issues. Appropriate resources are delivered to you when you need them in a coordinated way to support the most efficient and timely achievement of your business objectives.

Whether its help with larger projects like corporate restructures, strategy development, change management or every day activities such as operational assistance in managing your people, we can help.

## Our experience

Our extensive experience of working with a wide variety of clients across different sectors means we can rapidly integrate into your team, adding value from day one.

Our consulting team members have worked in a wide range of organisations and sectors, from professional services firms, through to pharmaceuticals, financial services, telecommunications and software companies, and in every size of company from international giants to small VC and PE backed start-ups. Between us, we have many decades of HR experience, including at senior global HR and board level.

## Our services

We offer a full range of services to support your people objectives including the following:

- Assessment and selection – assessment tools and processes, training, competency and role profiling, as well as support in interviewing and selection.
- Performance management – appraisals and performance structure and process design through to holding grievance and disciplinary meetings, ensuring you achieve the best outcomes for your organisation.
- Organisational design - organisational structure design, culture change, job evaluation and succession planning.
- Change management – design and implementation of change management initiatives and strategies, including employee research, engagement events, communication planning, training and coaching.
- Coaching and development – development of individuals and teams, including learning and development strategy and leadership and management skills development.
- Employee communications – from developing a communications strategy and content development to delivery of internal training to key personnel.
- Advising and sourcing of compensation, benefits and pensions provision including your pension automatic enrolment obligations.
- General HR support – ‘hands on’ operational support to help with day to day issues from establishing a new office to day to day management.

## You decide how we work

Our flexible service means that we work in the way that best suits you. This can include long or short term on site HR support, interim cover or a fixed number of days per month. We can also provide support via the telephone or on a retainer basis if this suits your business better.

## Our approach to cost

We are committed to delivering a valuable service to all our clients. We are happy to work on fixed price or capped arrangements once we understand your requirements, or to discuss other pricing arrangements.

## Contact us

For more information on how we can help you, visit our website at [www.abbisscadres.com](http://www.abbisscadres.com) or contact our team.

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