
We offer customized HR solutions to the **not-for-profit community**

- Strategy and HR planning
- Workforce planning
- Leadership Development
- Diversity management
- Change Management
 - ProSci@ methodology
- Total Rewards
 - Compensation
 - Benefits
 - Work/Life programs
 - Performance management
 - Employee relations
- Organizational Design (OD)
- Job Analysis and Design
- Recruitment and Selection
- Training and Development
- Workforce analytics
- Orientation
- Team Building
- Employee Surveys
- Policies and Procedures
- Employment Equity
- Talent Management
- Retention programs
- Reference checking

How healthy are your HR practices?



- **Do you have a succession plan for key positions?**
(Only 53% of employers do)
- **Are you using Total Rewards effectively?**
(Only 47% of employers take employee needs into account)
- **How effective is your recruiting?**
The cost to fill for the following positions:
 - Senior Execs 85 days, \$42,000
 - Other Execs 97 days, \$33,000
- **Do you have the right number of employees with the right competencies?**
(Skills mismatches cost the Ontario economy over \$4 billion)
- **Are your employees present and engaged?**
Only 28% of Canadian employees are rated as “highly engaged” and the absenteeism rate averages 9.3 days per employee
- **Is your team ready and equipped for change?**
- **Do you have effective performance management practices in place?**

Sources:

HR Trends and Metrics 2014, Conference Board
Missing in Action: 2011 report, Sun Life

We'll ensure your HR practices don't flat line your business results



Contact



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AMCES

- AMCES has more consultants with the C.A.E. professional designation than any other consulting firm in Canada
- Since its formation in 1996, Association Management Consulting & Evaluation Services (AMCES) has been helping organizations develop clear strategic directions, pursue opportunities, solve challenges, and provide their memberships with the services that they deserve: "helping organizations exceed member expectations".
- Our managing partner, Jim Pealow, is recognized across Canada as one of the foremost experts in not-for-profit leadership and management. Our team has successfully accomplished over 300 projects for clients. We back our desire to become the association management consulting organization of choice with a guarantee of satisfaction.

"Ian is extremely knowledgeable, flexible and is willing to share his experiences and insights. He develops good relationships and has a strong work ethic."

Jocelyne Paul, Executive Director,
Ottawa-Carleton Lifeskills Inc.



HR and Management Expertise

Ian leads the HR practice for AMCES. Along with over 20 years experience in consulting, Ian is currently a professor of Leadership and HR at Algonquin College.

Ian is an author of C.S.A.E.'s *Association Management* and the 8th edition of Pearson Canada's *Fundamentals of Management*.

Ian has worked for associations, government, and in the private sector as Director, Human Resources of an IT firm with over 2,000 employees. Ian has also served on more than 10 Boards of Directors.

Special offer for new clients

HR Checkup

\$1,000 value for \$500

Through the use of interviews, questionnaires, and data analysis, I will assess your HR capacity against better practices.

I will recommend any changes needed to drive productivity and effectiveness while increasing employee engagement.

For a list of our clients, please visit <http://www.amces.com/Clients>