



## case study

# A Large Corporations Success Story

## Situation

The organization specializes in environmental engineering and has approximately 200 employees working across Canada. The Human Resource Department has been busy recruiting as the company has just recently been successful on two large bids. There are projects that have been on their “to do” list for the past year and they can’t seem to get to them. These projects include a revised HR Policy Manual and a new orientation or on-boarding program. In light of the recent increase in recruiting, these projects have been identified by senior management as critical to the success of attracting and retaining good people. As a result, management has indicated to the Human Resource Department that these projects need to be in place within the next three months.

## Salopek & Associates Value-Added Solution

As Salopek & Associates offer a policy and procedure manual that can be customized, the Human Resource Department contacts them to create one for the company. Salopek & Associates has other clients in the environmental engineering field and expertise in different provinces which is crucial to understanding the company’s business and the positions for which they are recruiting. In addition, Salopek & Associates are well positioned to put an on-boarding program in place.

## Result

Within a week Salopek & Associates has put together a draft of the policy manual and an outline for their on-boarding program. At the end of the three month deadline, both projects are finalized.