

Organization Structuring Deliverables

Current internal process flow review
Employee unit effectiveness review
Executive management effectiveness
HR input review
Input sampling by employee group
Inter-unit service evaluation summary
Job prerequisites review
Job primary functions review
Oral summary/suggestions/Q&A
Organization chart issue highlights
Organization dysfunction review
Organization objectives review
Pay structure analysis
Prior customer service input review
Prior employee rating results review
Prior exit interview results review
Prior key HR metrics review
Prior opinion survey results review
Prior suggestion plan results review
Structure comparison with benchmarks
Prior unit dysfunction review
Review of current internal process flow
Review of job prerequisites
Review of job primary functions
Review of organization objectives
Review of prior customer service input

Additional and expanded
HR services are tailored
for specific client needs

PHRST
& Company, Inc.
1201 N. Oceanshore Blvd
Flagler Beach, Florida 32136
www.phrst.com or HR@PHRST.com
800-285-8380-code-14 or 386-439-6341

Organization Structuring Assistance



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

Organization Structuring Assistance

What Is Needed

Often managers do not recognize organization dynamics which can be enhanced by an objective organization review. Organizations grow, change and mature. PHRST provides an effective review of the structure, components and interaction of units and makes valuable suggestions.

State-of-the-Art

PHRST applies experience, background and education in effective organization structure and dynamics to clients to evaluate current setup. We recommend enhancements across service or manufacturing clients, regardless of industry or location. PHRST professionals have a practiced eye to recognize organization dysfunction, articulate the problem and concisely offer suggestions. Managers benefit from outside perspectives, benchmarking views and HR insight to revise and revitalize their organization.



Knowledge, Skill & Ability

PHRST's organization planning team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, benchmarking and professional standards with technical expertise to deliver business focused, and real world suggestions in a final format which you easily install and manage.

When, Where & For How Much

Project completion typically requires 15 work-days. Depending on client need, our professionals work at client locations, designated sites, or PHRST offices. The basic service fee is \$4,000, comprising a \$2,000 initiation fee and a \$2,000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.