

# OUR CLIENT SUCCESS

## CLIENT

**Humanitarian Aid Organization**

## INDUSTRY

**Non-profit**

## PROJECT

**Strategic HR Advisory**



## THE CHALLENGE

Our client required dedicated and regular HR advisory support to manage day to day HR needs, during a period of rapid growth and where their Human Resources function required additional support to keep up with demand from changes. At the time, the organization was in the process of recruiting an HR Director and an HR Business Partner, and the vacancies in these roles were impacting the ability to deliver on talent strategy priorities.

Due to high demands and their resource constraints, various human resources policies needed attention to ensure the health and safety of employees, among many other pressing needs, were addressed. With so many initiatives to complete, working closely with the CEO in their prioritization was critical in our approach.

## OUR APPROACH

Teal & Co. partnered with the current HR team to provide guidance and direction on day-to-day people requirements. Some highlights of our work include:

- Participated in regular update meetings with Senior Leadership Team to determine and assess the people related priorities that would drive the most value for the organization
- Developed various policies including COVID Vaccination, Return to Office and Flexible Work Options, vetting them through Senior Leadership, the union and health and safety committee for implementation
- Managed high-volume, full cycle recruitment needs, filling positions quickly and effectively
- Represented management at Labour Management Committee and Joint Environmental Health & Safety Committee meetings
- Completed a compensation assessment project with market comparison for all roles within the organization



## THE OUTCOMES

- Ensured the development and implementation of various required policies
- Filled a high number of key international roles across various departments
- Built and maintained positive relationships with union representation, addressing key people issues with a constructive and collaborative approach
- Provided a market benchmarked compensation structure including new salary bands and overall compensation philosophy
- Represented the client in benefit's renewal discussions and negotiated additional mental health benefits they required