**AccessHR Inc.** provides professional HR consulting services founded on exceptional quality and ethical practice. We know that strategic HR practices provide a significant advantage.  Let us convince you, too!

Through collaboration we develop an understanding of your needs and goals and support you in achieving them. We’ll brainstorm with you and answer the HR questions you aren’t sure you should ask.

AccessHR consultants are human resource~~s~~ subject matter experts with experience in both the public and private sectors in education, technology, engineering and oil and gas organizations. Our consultants demonstrate commitment to client service, an extensive and diverse knowledge base, and a proven history of ethical work.

**Strategic HR Consulting Services.**

Our areas of specialty include:

* HR advisory services for small and medium size businesses
* Integrated project management for HR systems evaluation, design, and implementation
* Development of forward thinking policies and programs to create strategic advantage
* Organization structural analyses, design recommendations, and implementation of changes
* Termination documents preparation, manager coaching, and coordination of termination event
* Coordination of outplacement services as appropriate
* Workplace investigations

**Workplace Investigation**

Knowing when and how to conduct a workplace investigation is imperative to ensuring legal compliance. AccessHR provides turnkey management of workplace investigations.

* Initial assessment
* Interviews/Investigation plan
* Analysis
* Ongoing status reports and summary debrief
* Comprehensive final investigation report with recommendations

Your employees receive the fair, respectful treatment they deserve and you get a pass on the awkward conversations!

**Professional Development**

Our courses are designed specifically for leaders. They provide you with the HR information you need to know right now.  These fast paced and detailed courses offer leaders practical, hands on information and skills to ensure that you are incorporating HR best practices into your day-to-day business.  Custom corporate options are available.

**Project Management**

AccessHR consultants know project management.

 From policy and program development to systems assessment and implementation, we've managed them all.  In fact, we take a project management approach to things you might not even consider a project. Policies, guidelines, programs, professional development, organization design and system implementation are all great reasons for us to get out our WBSs.

Contact us to discuss your project needs.

**Termination Management**

At AccessHR we know that making the decision to terminate employment is a difficult one, and as a result, many managers avoid making it!  Delaying or forgoing the decision to terminate can be costly to an organization and demoralizing and demotivating to both the affected employee, their peers, and the organization as a whole.

AccessHR consultants are experienced in structuring and coordinating downsizing initiatives, constructing termination documents and conducting termination meetings.  We provide coaching to managers throughout the termination process.  All terminations are performed in a respectful manner that preserves the dignity of the employee being terminated, and reduces the employer’s liability.

We partner with employer organizations to support them in:

* Evaluating termination risk
* Determining whether the termination is with or without cause and, if applicable, appropriate severance amounts
* Creating a custom employee termination checklist
* Drafting a termination letter and release waiver
* Determining the appropriate amount of severance pay to offer (if any)
* Determining the amount of notice period or pay in lieu of notice required to meet employment standards
* Coaching the manager through the termination process, including the termination conversation
* Conducting the termination meeting together with the manager
* Coordination of outplacement services as appropriate