

# Innovative Human Resource Solutions

**Organizations today need to run lean.**  
Lean works as long as you can tap the resources you need, when you need them. That's where **Resources Offered Immediately, LLC** can be of service.



## HUMAN RESOURCES CONSULTING

Based in Indianapolis, ROI-LLC offers professional Human Resources Consulting designed to help organizations optimize their performance, meet business objectives and unleash the power of the organization's most valuable asset, its employees.

It is not a "one size fits all" world and we understand clients expect consulting services to produce an improvement in bottom line performance and be tailored to specific business objectives.

## CREATING PARTNERSHIPS

We are dedicated to working in partnership with our clients. Our HR and Training solutions are shaped by each client's unique needs and culture and are designed to ensure our clients get the best Return on Investment.

ROI-LLC has the expertise and knowledge to help your business achieve its short-term and long-term goals and objectives. Principals Lori Gooding and Rick Brown have a combined 45 years of business experience in a broad range of industries.

## Scope of Services. Improving Your Bottom Line

ROI-LLC specializes in a variety of services that improve your bottom line, retain your greatest assets, develop your future leaders, streamline processes, and reduce employment related risk while ensuring they align with the overall business goals of the organization. We partner with you to provide innovative and cost-effective human resource solutions that will meet your immediate and future needs.

### COMPENSATION

- Salary Structure
- Pay-for-Performance Plans
- Salary Benchmarking/Surveys
- Job Analysis and Job Descriptions
- Benefit Plan Analysis and Benchmarking
- Recognition Programs
- Employee Communication

### COMPLIANCE

- HR Healthcheck/Audit
- Employee Handbook
- Workplace Investigations
- "Employee Relations" Coaching
- Compliance Training
- Disciplinary Action Guidance

### HUMAN RESOURCES SUPPORT

- Wellness Programs
- Benefits Open Enrollment
- Interviewing (including interview coaching)
- HR Processes Review and Re-engineering
- HR Systems – RFP and Analysis
- HR Staff Development
- Employee Surveys

### LEADERSHIP AND MANAGEMENT DEVELOPMENT

- Executive Coaching
- Training and Development Programs
- Leader Performance Feedback (360)
- Career Pathing
- Individual Development Plans

### ORGANIZATIONAL DEVELOPMENT

- Expansion, Downsizing and Re-organization
- On-Boarding and Acclimatization
- Change Management
- Employee Turnover Analysis
- Employee Retention Strategies
- Re-aligning the HR function to support an evolving organization

### STRATEGIC PLANNING

- Business plans
- Succession planning
- Performance management process

### HR-IN-A-BOX

*Full-Service Turn Key Management of your HR Function including:*

- HR Compliance
- Employee Relations
- Benefits Administration

