

People Health Audit








For growing organisations, our People Health Audit service provides an ideal opportunity to assess what you're doing currently from a strategic and operational HR perspective, but also to get recommendations on what to focus on next, to best support your growth plans.



www.e-volvehr.co.uk

We dig into your current organisation design

Aimed at Founders, CEO's and COO's, we dig into your current organisation design, leadership structure, People Team structure (if you have one), culture and values, but also go through each area of HR including:

-  **Talent acquisition and recruitment**
-  **Performance and development**
-  **Compensations and benefits**
-  **Diversity, Equity & Inclusion**
-  **HR tech**
-  **People processes**
-  **Documentation and compliance**

To undertake the audit we gather information in a number of different ways and can tailor this to best suit you.

We will usually start with a survey to gather some key basic info we need to get started. We will then follow this up with a call with the most relevant person to discuss the survey results and dig deeper into the specifics of what you currently have in place. This bit is really key - we listen closely to what you say and ask questions about what you don't say, leaving no stone unturned.

We don't take a one size fits all approach, we provide you with a tailored and honest audit report that is jam packed with clear, actionable recommendations to take your business to the next stage of growth. We will also identify any gaps in legal compliance and provide clear recommendations on how to fix these. Our recommendations are provided along with a high-level roadmap giving realistic timeframes to implement them.

Our People Health Audit can be followed up with optional add on services if required, to support the implementation of the recommendations. This could be one off projects or ongoing retained HR support. We can also offer a follow up re-audit in future, to help measure your progress and keep you on track, or help you to re-focus if priorities change (e.g. additional funding secured or a change of business strategy).

Don't just take our word for it here is what one of our clients said after we have completed the People Health Audit.

“The People Health Audit from e-volveHR allowed us to independently and externally audit our HR set up to help us reset our HR plans and move forward. As a fast growing start up, with processes that had evolved organically over time, but with only a single source of HR input previously, we were able to validate our current set up and importantly set a clear plan for our next steps. We plan to do this again in future to periodically check in on where we're at and ensure we keep moving forwards with our people agenda. We are continuing to partner with e-volveHR who have since supported us with the implementation of some of the recommendations.”

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