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Your Friend, Not Your Foe!

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To: HR Professionals
From: HR Answers, Inc.

As businesses and organizations deal with a tough economy, we're hearing about decelerating use of consulting firms. Some of the national HR consulting newsletters and articles suggest that HR consultants should take full advantage of this situation. They suggest that consulting firms contact business owners or CEOs and offer to replace their HR departments. **We strongly disagree!**

HRA prides itself on being a partner to the internal HR function, not a competitor. What we see is opportunity for us to serve internal HR as an extension of your role, doing things that you need to have done but may not have the staff or time to do. We don't want to replace you; we want to **help you be successful!** We can be your ace in the hole, your backroom, or your extra set of capable hands. Clients describe HRA as another HR head to assist in thinking through the best way to handle or approach dicey HR issues that crop up, especially when the organization is stressed and facing difficult challenges. As the impact and value of HR on your organization's operations increases, HR Answers, Inc. is there to walk alongside and support you!

We hear from clients that with the increased burden and complexity of new laws, revised laws, new regulations, and enforcement all focused on human resources, they sometimes feel overwhelmed. While these changes (and even more that are expected as Congress and state legislatures convene) should mean an increased role for an organization's HR professionals, that role will become riskier and more complex. This increased responsibility doesn't always come with recognition of the strategic value that a quality HR department provides. Frequently it does not come with additional staff either. And there can be added stress that comes with these new and expanded risks, liabilities, and complexities that you and anyone else involved in HR must be ready to address. So, how do you efficiently and effectively accomplish successful, high value human resources' service for your organization?

If you are asking this or other similar questions, we are a resource for you. We have been performing that role for organizations for almost 25 years now. We strongly prefer to partner, assist, and supplement internal HR to maximize the value of the function, and help contribute to organizational success. Because we work with so many different organizations in a broad range of industries, we understand where the HR value lies and we want to help you provide that for your organization. We commit to help you continually

demonstrate the positive bottom line impact of effective HR activities. That's your importance to your organization, as well as our value to you!

So, as you enter 2009, deal with the economy that is harming so many organizations and their plans, and face the changes in the ADA, FMLA, and potential new laws (EFCA, RESPECT, etc.) that might severely alter the employment relationship you have with your workforce, we're here for you. We can help! Give us a call at 503-885-9815.

The business writers might suggest another approach, but we want to remain true to the values that created this organization more than two decades ago. HR Answers, Inc, is much more than a consulting firm; it is your resource and your partner!

And we hope that, even with all that is occurring, you will have a successful New Year!

Sincerely,

Judy Clark and the staff at HR Answers, Inc.