



Human Resources

We know that people who work in non-profit organizations want:

- the opportunity to feel important;
- the opportunity to make a difference;
- to be affiliated with a good cause;
- the status as community leader; and
- the opportunity to be part of a team.

At the same time, we know that human resources must protect the rights of the individual, ensuring that all staff are treated equitably and are provided with adequate opportunity for growth and professional development. In addition to managing existing staff and recruiting new staff, human resources needs to have knowledge of pertinent legal requirements, policies, salaries and benefits. Infinite Workforce Solutions Human Resources can provide your organization with this level of expertise and freedom to carry out your mission and to serve your constituents in the following areas.

Policy Development

Our expertise makes us particularly skilled in helping you maintain an employee-friendly yet legally compliant workplace. Whether your organization needs help reviewing an existing employee handbook or developing internal policies for the first time, we take into account your needs, culture and purpose.

HR Compliance Audits

Ensure your human resources programs and practices are legal, effective and meeting the needs of your organization. Our audits include an evaluation of your human resources function while helping to ensure your policies comply with applicable local, state and federal laws.

Benefits and Compensation Management

Employee salaries and benefits are likely two of your organization's most significant expenses. The design and management of total rewards systems has become a key component to employee recruitment and retention. Our benefits and compensation management guidance can include conducting needs assessments, compensation and benefits plan design and developing cost-containment strategies.

Employee Relations and Performance Management

Clear expectations of acceptable job performance between supervisors and staff are critical to organizational effectiveness. We are experienced in designing, implementing performance management systems, counseling employees, conducting workplace investigations, providing coaching and support to management and conducting climate and opinion surveys. You'll be able to put the resulting information to use to both boost performance and enhance your organization's unique culture.



Employee relations

We believe that nothing is more important to ensuring organizational effectiveness than ensuring that the workplace is healthy and that relationships with and between staff and the organization are working well. Many factors contribute to positive employee relations in nonprofit organizations. We can help you assess whether or not the behavior of management and staff, your organization's policies and culture, structure and other components of your workplace are helping you to advance or are hindering your ability to meet the needs of the communities that you serve.

Staff training / Development

Establishing priorities is the first step to an effective staff training and development program. At your request, we help you more effectively assess the needs of your staff in order to determine what training is necessary, as well as deliver training and development programs that will create a culture of continual growth and enhanced expertise within your organization.