

## CHRP Directors



**Andrew Strathdee** has developed a deep specialisation in International Compensation and Benefits during his thirty years in senior Human Resources Management positions with well known international companies. This includes ten years as Personnel Manager at Nicholas Laboratories, four years at Honeywell Control Systems and ten years at Lotus Development. He has led industry-wide initiatives on compensation and benefits. He is a regular speaker on reward, compensation and the use of technology in HR including its impact on change management. He holds a Diploma in Management Studies and is a Chartered Companion of the Chartered Institute of Personnel and Development.



**Jacquie Mahoney** Jacquie has held a variety of HR positions Since 1987 in both UK and international organisations, including the Head Office of the AUEW Trade Union, Philips Telecommunication and Data Systems and Lotus Development. From 1995 to 2002 she acted as HR consultant to a number of SMEs, predominantly in the IT arena, focusing on start up, acquisitions and mergers. Jacquie's experience encompasses a wide range of HR issues including employee relations, recruitment, training, and compensation and benefits. Jacquie holds a Diploma in Human Resources Management and is a Chartered Member of the Chartered Institute of Personnel and Development.



**Mary Ahmad** has over twenty years of experience with US parent, international organisations. After seven years with a Swedish manufacturing company she joined Honeywell Control Systems and during the thirteen years with them held positions in compensation and benefits, employee relations and international services before becoming Head of Human Resources. She joined Lotus Development Corporation as International Human Resources Director and during her seven years with them the company expanded from a base of four to over 50 countries. She has an MBA from Cranfield School of Management in the UK and is a Chartered Fellow of the Chartered Institute of Personnel and Development.



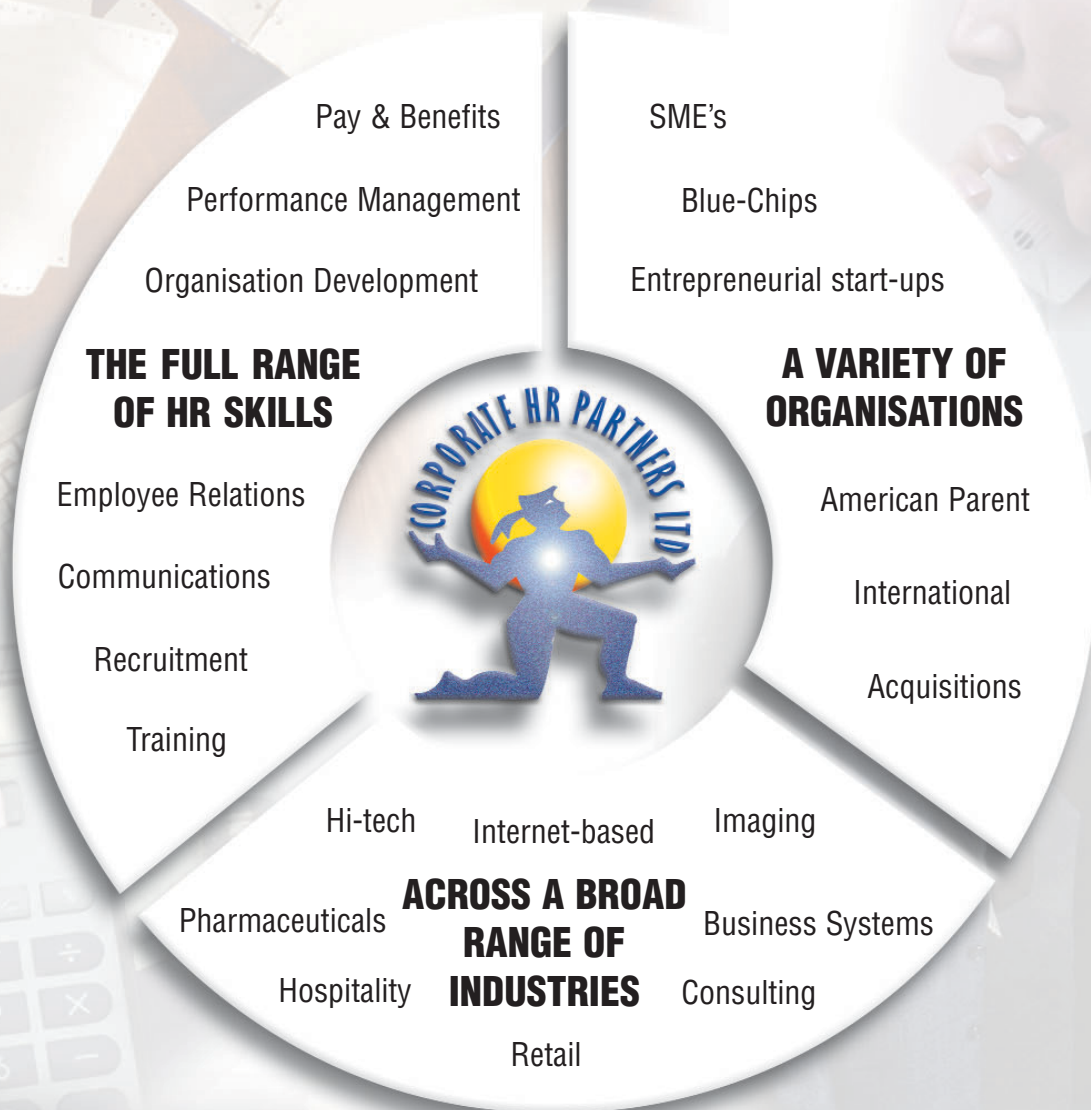
**CORPORATE HR PARTNERS LTD**

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THE V I R T U A L H U M A N R E S O U R C E S D E P A R T M E N T

*"Delivering practical Human Resource Management solutions tailored to your company needs and budget"*



## **The Virtual Human Resources Department**

*Fulfilling the functions of an in-house HR Department through outsourced services.*

### **The Benefits**

- Services of a professional HR Department without adding to headcount
- An HR service tailored to your size, needs, budget and culture
- Provides 'big company' HR power for small companies
- Access to extra help when you want it
- Costs aligned to skills required
- Measurable results
- Savings on office space and resources
- Access to market information
- Long term partner relationship
- Allows you to focus on your core business

## The CHRP Approach

We work with you to become an 'Employer of Choice', attracting, retaining and motivating the people you need to meet your business goals. You will gain peace of mind knowing that you are competitive in the market place as well as meeting legal requirements. This will enable you to focus on your core business.

### Pay & Benefits:

We can assist you to position your company in your market place and to develop and implement salary and benefits structures including stock programmes, bonus and incentive schemes. Support is also available to create job levels, grades and career ladders.

### Organisational Development & Training:

We can manage your training from needs analysis to delivery and develop supporting processes including change management, performance management, psychological testing, mentoring and coaching.

### CHRP International:

We can provide you with the HR information and local market practice as you expand your business into new countries. Assistance is also available for international relocations including transfer and assignment packages and policies.

### Employee Relations:

We will manage the legal aspects of employment including contracts of employment, Discipline & Grievance Handling, Equality & Discrimination and Policies & Procedures. We can also assist with Acquisitions, Downsizing and Termination of Employment.

### Practical HR Processes:

We understand that for successful implementation, HR Processes should be simple, user-friendly and offered via internal technology. Employee communications are key and we can work with you to develop your strategy and if appropriate conduct employee opinion surveys. We are registered with the Data Protection Commissioner to manage HR records for our clients.

### Developing HR Professionals:

We coach HR Professionals to develop specialist expertise and offer training in HR skills. We facilitate the sharing of HR knowledge through both geographic and industry based HR Exchange Groups.



## CHRP Client Profiles

- Start-up companies needing a basic people management infrastructure which meets legal requirements and includes payment systems, essential policies and contracts
- Growing companies needing the next level of processes including performance management, training and development and reward structures
- Larger, mature companies requiring extra HR resources for specific issues without permanently increasing headcount
- International companies expanding into the UK, Europe and beyond and needing rapid integration into the practices and culture of the host countries
- Companies with a short to medium term requirement, due for example to maternity leave, for an on-site HR presence backed up by a team of HR professionals