



## HR Audits & Assessments

**Type of Audit/Assessment:** ImagineHR offers both a full-spectrum audit and a mini-pulse assessment to gauge the current state of an organization's HR functions, systems and risks. We can review a narrow scope of issues or conduct a full-scale audit touching on every facet of employment and diving deep into all compliance and cultural areas. The type of audit/assessment needed will depend on the scope and size of the company and the current business goals and challenges. Employee engagement is at an all-time low and there is a growing number of laws affecting each stage of the employment process – an audit/assessment will give employers an accurate and honest view of the effectiveness of their HR function and create a roadmap for future success.

**Why Conduct a Review:** High-performing teams and thriving businesses are the result of a continuous improvement mindset. Without pausing now and then to take an objective look at the people, processes and policies that define your company, you may never truly understand the obstacles getting in the way of running at full throttle and achieving lasting success. Our audit/assessment review process provides a "snapshot" of an organization's current employment policies and practices. They identify the strengths, weaknesses and areas of improvement. The process will uncover "gaps" that can be the cause of complaints and morale issues and, most importantly, shed light on issues that may be impeding optimal performance or efficiency.

**The Review Process:** Over a 2-4 week period, we meet with the management team to gain a full understanding of the internal workings of the organization. Through a systematic questioning method guided by an expert consultant, we gather information on all HR areas to determine what is working well and not-so-well. Our questions cover a wide array of topics – from HR administrative tasks (i.e. payroll and recordkeeping) to more strategic initiatives (i.e. implementing a professional development program). We then benchmark our findings against best practices, offering recommendations in a detailed report. The end result – a detailed “roadmap” that lays out a clear action plan on what requires improvement and how to start moving the needle.

**The ROI:** Employers today know their workplace culture must be strong and effective to maintain a competitive lead. The audit/assessment provides the opportunity to deeply understand the issues affecting your workplace. It's a great first step to creating a more positive and productive workplace and, as our clients say, “the best investment” they ever made. Being able to pinpoint the exact issues causing inefficiencies and risks is priceless and aligning with best practices is invaluable.

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or **440.897.1991** to learn more about our comprehensive array of  
HR services and support and to get started on imagining  
a better workplace, and building one today.

*imagine* HR

*Can you imagine a better workplace?*

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