



P. M. RENAISSANCE Company Profile



People Management Renaissance.

P.M Renaissance is a Boutique People Management Consulting Firm aimed at helping quality organisations create working environments that support achievement of desired business results, through their most valuable assets – their People!

Services

PERMANENT TALENT PLACEMENT

Recruitment is an Art!

As a boutique firm, PMR's recruitment solutions apply bespoke sourcing and selection methods, drawn from understanding your business and culture, to ensure you get the RIGHT candidate rather than a 'right now' candidate.

Permanent Talent Placement service employs various sourcing techniques, mapping through our extensive network to present a pool of suitable candidates to be hired permanently by client.

Our streamlined process involves sourcing within specialist networks, behavioural, psychological and technical prescreening and testing, reference checking of candidates to ensure a high placement success and employee retention rate.

RECRUITMENT PROCESS OUTSOURCING (RPO)

PMR's recruitment process outsourcing effectively leads and supports your recruitment efforts to ensure any particular concerns you have are fully identified and addressed in two-fold:

Project RPO

When your company needs to quickly scale up your recruitment efforts to support a business initiative, project RPO is best solution.

It is ideal for:

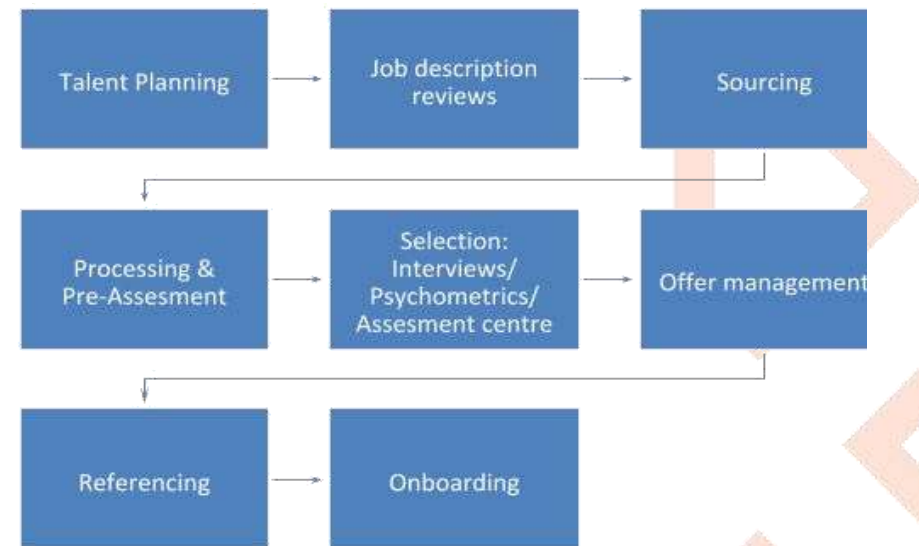
- *addressing short-term, immediate hiring*
- *recruitment expertise or efficiency for specific grades of workers e.g. recruitment of lower-level, high-volume roles to maximise time, freeing up internal recruiters to focus on specific strategic roles.*
- *support for growth initiatives in new markets and geographies*

Recruiter on Demand

When you simply need an additional recruiter or an HR expert to enhance your company's internal recruitment capacity, this option provides:

- instant access to recruitment resources
- flexibility of on-site or virtual resources
- highly experienced specialists backed by deep experience and methodology.

PMR RPO in a nutshell:



TALENT BROKERING

Shifting market demands require flexible staffing solutions. Our talent outsourcing service allows you to leverage on our human resources management expertise to respond to contingent staffing needs – We deliver the right talent when you need them.

We manage all aspects of the contingent workforce (Contractors, Temporary Workers, and Consultants) from:

- Recruitment to onboarding,
- Compensation and benefits administration,
- Safety to ongoing satisfaction measurement.
- Grievance management and continuous engagement.

Benefits of PMR's TOS

➤ **Recruiting for your needs**

Through our network, we maintain a strategic database of skilled talent in a wide variety of industries who can be deployed on short notice to meet your fluctuating business demands.

➤ **Reducing your costs**

Scale your manpower up or down easily in response to

business demands, maintaining your core team and controlling costs. PMR Talent Outsourcing Service helps you to reduce the costs associated with hiring, benefits, retirement, taxes and long-term compensation.

➤ **Partnering with you**

We work closely with your team to understand your business operation and industry demands to align our talent outsourcing support. We have skilled workforce, with proven high performance, immediately ready to contribute to your bottom line.

PEOPLE MANAGEMENT CONSULTING

Whether it is long term strategic change project or an immediate response to HR challenges, we can support all your HR needs by delivering precise HR support to place your company in a strategic position to effectively manage talent acquisition, compensation, workforce planning, HR compliance, and re-engage your employees.

Our solutions are bespoke, based on individual client needs that are designed to deliver operational effectiveness as well as long terms strategic advantage.

Our service is delivered on both project basic and advisory service subscription on areas which include **HR Audit, Strategic Workforce Planning & Talent Management, Benefits & Compensation, Performance Management, HR Policies and Procedures, Industrial Relations, Succession Planning, etc.**

➤ **HR Audit**

An advisory, consultative and a collaborative approach to auditing.

We take an objective look at your company's existing HR policies, practices, procedures and strategies to help protect the company, establish best practices and identify opportunities for improvement.

We provide you with clear recommendations and an implementation plan. We are also well positioned to lead or guide our company through effective implementation of recommendations upon request.

➤ **HR Policy & Procedures**

Be it re- evaluation/ re - structuring of existing HR Policies or developing policies from the ground up, we at PMR have extensive experience in HR policy development and are here to help organizations develop competitive and effective HR policies and programs to help motivate and retain your employees. Regardless of the size of your organization, it is prudent to have sound HR policies in place before you need them.

➤ **Performance Management And Appraisal**

We will develop or retool your performance management system; coach your managers; provide performance management training

SALARY SURVEYS

We conduct industry specific salary surveys at your request which normally includes job description review, benchmarking, market compensation analysis and reports.

TEAM BUILDING FACILITATION

Teamwork is the heart and soul of a company and effective teams can stream line operations, improve quality and increase profitability. In today's flatter organisations, individuals need to become aware of their own unique contributions and areas of improvement.

Our team building sessions are tailored to address peculiar organisational challenges, employing the principles of Self-Awareness and Discovery to help participants understand the benefits of teamwork and develop a new appreciation for collaboration while building on a concept of choice.

Our sessions are fun filled, energy boosting and mind stimulating activities primarily geared toward reinforcing Ownership and responsibility for all facets of your company values as well as:

:

- Communication and Trust
- Effective teams
- Cooperation
- Change Management
- Problem solving, decision making and consensus building

Teams will be created to vision the future which is vital to assisting change.

Beyond the session we will guide you to roll out a concept of choice to the entire team and help you develop a plan for continuity and culture change.

Activities can be outdoors, indoors or a combination of both. Talk to us to design a programme to suit your organisational needs.

TRAINING PROGRAMMES

The Training Renaissance

Our trainings are participative, combining learning with play delivered by highly qualified / certified trainers with practical industrial experience so it is relevant to your business!

We at PMR offer training programs tailored fit to an organization's needs directly developing the skills and competencies of your employees through participative and consultative training needs analysis.

Your people will be equipped with the training and development necessary to increase productivity, transparency, reduce costs and

accelerate performance. PMR can partner you to facilitate various trainings and workshops specific to your project or operations either at your work site or any preferred location.

Our packages are quite flexible based on your budget, content and duration.

Continuous Assessment

To ensure training effectiveness continuous monitoring and assessment is essential. PMR runs a 'Mystery Shopper' assessment scheme to study the effects of the training.

Our mystery shoppers receive first hand customer services experience and objectively assess and report on experience. These reports can adequately serve as input for your performance management systems.

PAYROLL MANAGEMENT

Payroll Renaissance

Our payroll solution cuts to the chase and focuses on accurate and timely delivery with while integrating with your processes. It is designed to meet the requirements of the tax and labour laws, as well as the needs of management and the finance function of your company. The reliable and flexible payroll program offers comprehensive information on personal and salary details for the employees of a business.

ABOUT LEAD CONSULTANT

Gabriella Koranteng

Human Resources Practitioner

Gabriella is a member of the Chartered Institute of Personnel Development (CIPD) UK and of the Institute of Human Resource Practitioners (IHRMP), Ghana. She holds an MA in Human Resource Management (Leeds University, Leeds, UK) and a BA in Psychology and Information Studies (Univ. of Ghana).

She has over 10 years of generalist Human Resources experience, providing a full spectrum of HR services. She has held various HR related, Corporate, and Communications positions mostly senior management and consultancy in diverse industries which include Oil & Gas, Manufacturing, Telecommunications, Exclusive Retail and International Conservation.

This presents her with a rich and diverse industry knowledge and background which she effectively utilizes to give guidance to clients in the areas of Industrial Relations, manpower efficiency, employee motivation and Human Resource Strategy.

Recent projects have included:

- *HR Audit and Workforce Consulting: Power Plant, Takoradi*
- *Employee Handbook Review, HR Audit, Performance Management System - Downstream Oil & Gas Company (Privately owned), Tema*
- *HR Advisory services – Oil Mooring Company, Tema/Kpong*

- *HR Advisory Services – Water Treatment Plant, Accra.*
- *Salary & Policy Surveys: Aviation Industry (Local commercial services, Ghana); Vehicle Rental Industry; Downstream Oil & Gas Industry;*
- *Organizational and Salary Restructuring: Job Evaluation & Salary Structure Development – Downstream Oil & Gas Company (Government owned), Accra & Tema*
- *Recruitment strategy development and placement of various roles (Up to 60 roles) – Downstream Oil & Gas Company (Government owned), Accra & Tema*
- *HR Integration for a merger – International Logistics Company (Oil Storage Management), Tema & Port Harcourt – Nigeria*

OUR KEY CLIENTS



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