



# THE MEARIE GROUP

## Advantage

### Human Capital Risk Management HCRM Program 2020

#### Powering the electricity sector's workforce – today and in the future.

The Conference Board of Canada ranks human capital as the 4th highest operational risk. These risks multiply with business transformations such as mergers and acquisitions, outsourcing, shared services concepts, restructuring and more. As such, we're pleased to announce the launch of our Human Capital Risk Management (HCRM) services.

#### The MEARIE Group Extends Its Partnership

To service the sector, we've engaged an impressive team renowned for not only their subject matter expertise but more importantly, for their knowledge and insight for the electricity sector. In addition to our partnerships with **Comprehensive Benefit Solutions, BFL Canada, Korn Ferry** and our various training partners, we have expanded our partnerships to include **Oakbridges Industrial Relations Strategists** and **The Self Management Group**.

**Oakbridges** specializes in the broader field of Industrial Relations, developing strategies that extend beyond traditional day-to-day Labour Relations and Collective Bargaining by aligning with the overall business strategies of an organization. **The Self Management Group** provides comprehensive talent selection and performance management services including individual and group psychometric evaluation tools.

Our services now span the following areas:

Employee Benefits

Health, Safety & Wellness

Industrial Relations

Compensation

Talent Management

#### New Levels of Support

With our new HCRM Program, we now offer the following levels of support.

##### SELF-DIRECTED SERVICES

**\$3,500 SUBSCRIPTION**

*Improved for 2020, our HCRM package includes enhanced information, quick access to generic and high-level trends, and industry specific resource material, including:*

- Surveys (i.e. Management Salary Survey)
- LDC Industrial and Labour Relations Report **NEW FOR 2020**
- Toolkits/Templates
- Industry Wage/settlement/benefits database
- Collective Bargaining Agreements
- Metrics/Research/Benchmark Material
- Articles/Whitepapers/Webinars
- Coaches Handbook

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## GUIDED ADVISORY SERVICE

**\$5,750 (20 HOURS)**

*When you occasionally need access to an expert for additional support, guidance or expertise, you can take advantage of our Expert-on-Call packages of either 20 or 60 hours.*

### **Industrial Relations Package**

Access our experts anytime to better understand and resolve Labour Relations and Industrial Relations issues impacting your organization.

### **Talent Management Package**

Access our experts anytime to better understand and resolve Talent Management issues impacting your organization.

## CONSULTING SERVICES

**CALL FOR INFORMATION**

*Access to our expert consulting support for contracted assignments and projects as needed. Examples include:*

- Industrial and Labour Relations strategic planning
- Situational and Cultural Assessments
- Collective Bargaining preparation
- Collective Bargaining Negotiation Support/Lead
- Recruitment and Terminations (Hiring, Assessments, Onboarding, Exit Interviews, Outplacement)
- Training (Training Strategy, Assessments, Learning Plans, Metrics)
- Talent Development (Career Mapping, Succession Planning, Performance Management, Coaching)
- Employee Engagement and Team Development Programs

*Call us for a free consultation. Estimates provided on an individual basis.*

## ADDITIONAL SERVICES

**CALL FOR INFORMATION**

*We provide a number of products and services available on an individual basis, including:*

- Comprehensive Group Benefits programs
- *Energy Job Search™*, and *TalentNest Applicant Tracking System™*
- *Management Pro™* and *Team Pro™* psychometric evaluation tools
- Onsite Training programs with customized options available
- Retiree Benefit actuarial reviews
- Workplace Absence and Disability Management

## Have a question or need more information?

Contact David Ainslie, Director, HR & Business Services at The MEARIE Group at **905.265.5320** or email David at [dainslie@mearie.ca](mailto:dainslie@mearie.ca)

You can also visit our dedicated page: [The MEARIE Group Human Capital Risk Management Program.](#)



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