

## Sagehill's HR (Human Resources) Program Introduction for Business Owners

Are you looking for ways to: Recruit and retain good employees? Decrease absenteeism? Improve work conditions? Increase productivity?

**Sagehill's HR Program** proposes an innovative approach for small businesses.

### **Tools used throughout the program:**

- Are easy to understand and use by the business owner and employees
- Are necessary, because they deal with basic principles
- Are useful, because they adapt to the reality of small businesses
- Contribute to increased productivity and competitiveness

### **Benefits for business owners:**

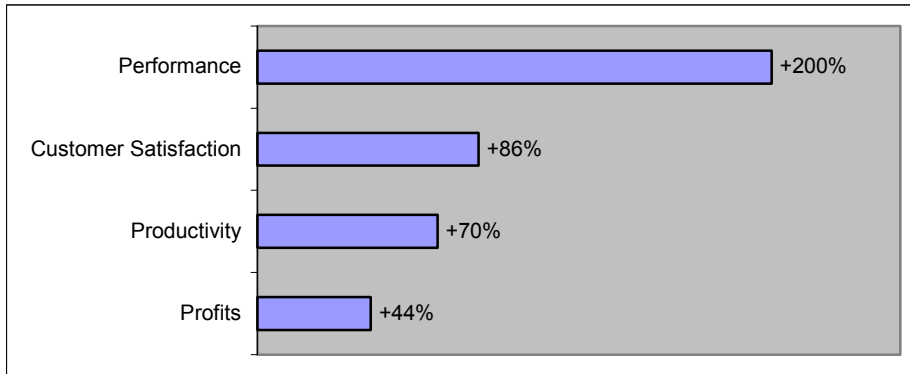
- Return on your investment in terms of business performance, specifically regarding:
  - Employee engagement toward the business
  - Staff retention and recruitment
  - Quality of products and services
  - Efficiency
  - Productivity
  - Competitiveness
  - Client satisfaction
- Structures in place that facilitate streamlining of day-to-day management
- A system that helps free up time to plan and make good business decisions
- Increased knowledge and skills in human resources management

To realize these benefits (see charts on page 2), the tools used in our program aim to increase the engagement of employees in the business.

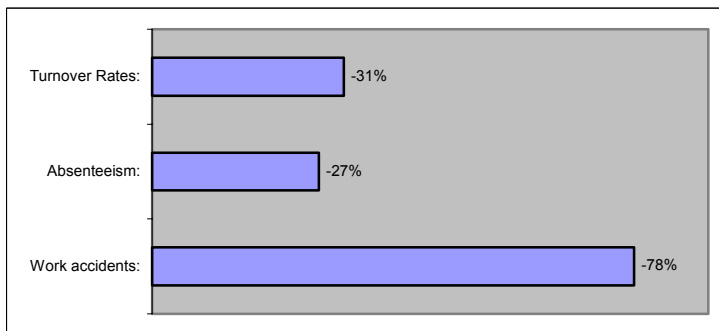
We're looking forward to speaking with you to discuss how your business can benefit from our HR program.

## What is “Engagement”?

Engagement is a measure of energy and passion that employees demonstrate toward the business. Engaged employees are individuals who take action to improve results. Businesses that have employees who are engaged and passionate, experienced increases in the following areas:



...and decreases in:



(Sources: "Brandgym" by David Taylor; Watson Wyatt, 2002; "Follow this Path", C. Coffman and G. Gonzalez-Molina, 2002; "12 The Elements of Great Managing," Rodd Wagner & James K. Harter Ph. D., 2006)

### Benefits for employees:

- Increased job satisfaction and improved work atmosphere
- Improved communication and teamwork
- Safer workplaces