

ORGANISATIONAL DEVELOPMENT

Developing Organisational Alignment, linking Structure and Resources with Strategy to Optimise Business success. Assists in developing a Positive Culture offering a range of tools and techniques.

Full Life Cycle Recruitment, encompassing clarification of role, preparing specification, sourcing, screening, selecting, and hiring.

END TO END RECRUITMENT CONSULTANCY

EFFECTIVE INDUCTION/ ON-BOARDING

Develops/Supports the Induction/On-boarding Process to integrate new employees to fully engage into the business.

- Extensive range of Development programmes for Management and Non-management personnel
- Full Certification available
- Executive Coaching and DiSC Profiling provided for all levels as well as Qualifications in Workplace Coaching

LEARNING & DEVELOPMENT

HANDLING WORKPLACE ISSUES EFFECTIVELY

Provides guidance on workplace issues that may arise to prevent costly breaches of Employment Law. May be engaged for any aspect of the Disciplinary Process.

THE SERVICE IS AVAILABLE FOR STAND ALONE PROJECTS OR ON A REGULAR BASIS, MONTHLY, FORTNIGHTLY OR WEEKLY.



Helen Hourican founded **H-TRAINING** in 1989. Since then Helen has provided a range of HRM solutions to public

and private sector organisations on a local and national basis.

Helen has worked extensively within multi-sector organisations, government departments and SMEs providing this specialist consultancy service.

Helen has completed an MSc in HRM (Training and Performance Management) from University of

Leicester (2004); Masters Level Diploma in Leadership Mentoring & Executive Coaching (ILM) (2007); A Diploma in Employment Law (2019); 5 Diplomas in Public Speaking and is a Distinguished Toastmaster.

Helen commenced her career in Accountancy, then moved to Management & Marketing before founding H-TRAINING in 1989.