

FOUR

FourConsulting

Implementing practical solutions
to achieve tangible benefits

- HR
- CHANGE
- PROJECTS
- DEVELOPMENT

FOUR

FourConsulting is a team of Organisational Development specialists focusing on providing direction and guidance to businesses of all sizes looking to improve their performance. We are a boutique consultancy offering tailored solutions to meet business and individual needs. Offering a cost-effective and flexible approach to your requirements, FourConsulting implements practical solutions to achieve tangible benefits.

Our team of professionals draws on varied experience from the commercial, public and not for profit sectors focusing on the following fields:

- HR, shared services development and outsourcing
- Mergers and Acquisitions - TUPE expertise
- Project Management
- Change Management
- Procurement process expertise
- Organisational and individual development.

What makes FourConsulting different?

- We work with your team to develop new skills and expertise, driven by your organisational needs
- We have end to end experience in organisational development dealing with personal transition as well as business transition such as TUPE and multinational mergers
- We don't just provide skilled teams, we provide the solutions to enhance and grow your workforce
- Our consultants will add value to your organisation in line with your needs and direction
- Our team all have managerial experience in their respective fields, and are seasoned professionals from commercial and government sectors
- We impart knowledge as we deliver your solution
- We make our mark and we leave lasting tangible benefits for your organisation

Our specialist areas

Human Resources

HR Transformation has become a major focus within businesses identifying a need for change. The pressure on HR to demonstrate its value to the bottom line has resulted in a shift away from pure HR transactional services, and a move towards closer alignment to the business and its objectives. FourConsulting has experience in achieving efficiency through the streamlining of transactional services, business process outsourcing and a greater strategic presence in the business. We believe that the HR transformation is more deeply routed in the business, the need to better utilise and motivate workforces, reduce fixed costs and become more responsive and flexible to the changing business market.

Our offering at FourConsulting covers a range of services including:

- Interim HR leadership
- Corporate Strategy
- Organisational Change
- Process assessment and re-engineering
- HR outsourcing appraisal of options
- HR department reviews
- HR Service level improvement
- Cultural Framework
- Cultural reward
- Mergers and Acquisitions - Transfer of Undertakings, Protection of Employment (TUPE)
- Company Disposals/closures
- Employment Law
- People development
- Coaching
- Performance Measurement
- Broad banding and job analysis
- Graduate Recruitment
- Graduate/High Potential Management Schemes
- Leadership Development

Our specialist areas

Project Management

Project management expertise provides your business with detailed guidance on how to set up, organise, manage, control and deliver your projects on time, within budget and to the right quality. FourConsulting will provide expert project management, implementing best practice guidance which in turn will improve the effectiveness and efficiency of organisations.

Project management is a creative problem solving process, and a formalised and structured methodology for managing change. No matter how you approach it, the focus of project management is to develop specifically defined products (outputs) so that the planned benefits (outcomes) are achieved. Effective project management is essential to the success of a project.

FourConsulting implements consistent project management processes, methodology and techniques that will help your teams cope with the risks, challenges and opportunities of today's rapidly changing environment.

Using the PRINCE2 project management methodology FourConsulting provides expertise in the following areas:

- Planning
- Governance
- Risk management
- Issue management
- Organisational change management
- Stakeholder management
- Resource management
- Quality management
- Status reporting
- Evaluation
- Closure
- Procurement advice and guidance
- Project Controls and assurance

Our specialist areas

Personal Development & Career Transition

Development of individuals and teams within any business is paramount to its success. FourConsulting employs personal development techniques enabling individuals, teams and managers to identify and implement clarity and direction for career development.

FourConsulting can provide guidance to individuals and teams in areas such as career planning, image development, networking skills, CV writing, interview training and the identification of transferable skills. We encourage a positive emphasis on development and the potential for achieving success through the implementation of a development planning process.

We can offer you:

- Individual assessment
- Career development
- Succession planning
- Talent Management
- Scenario based training using professional actors
- Staff development training
- Executive coaching
- Outplacement
- Presentation skills and voice coaching
- Assertiveness training
- Transition counselling
- Retirement and redundancy planning
- Soft skills training

Our specialist areas

HR Service Improvement & Outsourcing

As a solution provider, FourConsulting utilises tools specifically developed in-house to analyse your business process flows, resourcing and skill set requirements. Providing you with clarity of these processes, roles and responsibilities, along with process guidance notes, we enable you to take control of improving your business. These outputs can be used as a baseline for business case analysis, project and transition planning, implementation and operational guides.

Our past experience demonstrates the success of these tools in assisting businesses to identify the structures, resources and volumetrics they currently have, enabling them to shape the future structure and cost efficiencies that will meet business requirements.

FourConsulting provides transition support and guidance through each stage of improvement, and develop internal and third-party communication strategies to gain buy-in from your stakeholders. We focus on risk analysis and issue management throughout the experience. FourConsulting has extensive experience of managing outsourcing projects, shared service set up and HR Transformation.

Contact us

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“A cost effective and
flexible approach - just
what our business needs”

Liz Gjoni

“Tailored solutions using
innovative ideas combined
with a wealth of experience”

Joy Nash