

## HIGHLIGHTING CBS HR ADVISORS

In this issue, we spotlight two CBS human resources superstars — Julie and Candice. Both are seasoned Advisors who offer comprehensive HR solutions..



**Julie** has over twenty years of HR experience in nonprofit and corporate sectors across various industries. Her expertise includes full life cycle and top talent recruiting,

retention, employee relations, compensation analysis, organizational culture and policy development. She provides training, labor management issues, contract negotiations, grievances and mediations, and has served as an EEOC officer. She holds a B.A. and an M.B.A. and is certified in Human Resource Management (CHRM), SHRM, HRCPA, Diversity Recruitment and Executive Leadership. She is an author and a Forbes.com council member.



**Candice** offers customized policies and procedures, to streamline the HR process. As a chief HR officer, her expertise includes comprehensive HR

services such as HR audits and gap assessments for identifying inadequate or effective practice areas. She provides various HR functions, including onboarding/offboarding, compensation analysis and classification, employee relations, performance management and staff development. Candice offers organizational structure strategies, total rewards programs, conflict resolution and succession planning. Candice holds a B.S. and an M.S.

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IMPACTING NONPROFITS**

## Optimize HR Operations + Reduce Costs

Human resources play a pivotal role in organizational success, impacting everything from talent management to operational efficiency. This year, the dilemma for many organizations may be how to cost-effectively meet and manage their various workforce needs.

What if it was possible to increase your organization's human resources capacity while reducing operational expenses? So, instead of diverting valuable time, energy and resources away from your mission, challenging HR functions are outsourced to highly experienced professionals.

This is where Collaborative Business Support (CBS) comes in. At CBS, we offer comprehensive human resource consulting services to streamline and structure the HR processes, resulting in significant long-term savings. Our flexible, on-demand consulting model means supplementing your organization with the expertise where it is needed.

Take the first step with a smart investment toward a more cost-efficient future. Contact us today to learn how our human resource solutions can transform your organization.

### CBS HR SERVICES MIX

HR Audits and Assessments	Performance Management System	Compensation Structure
Talent Acquisition and Recruitment	Regulatory Compliance	Employee Relations
Training and Development	Workforce Planning	Organizational Culture

## About Collaborative Business Support

Collaborative Business Support (CBS) is a network of experienced professional advisors providing customized solutions for public, private and nonprofit organizations. Our seasoned experts integrate proven methodologies and best practices to deliver practical, tangible results for our clients. We bring a wide range of expertise to help build, manage and strengthen organizations. Our team has extensive experience in business development, human resources, marketing, data analytics, procurement and more.

## Connect With Us

When you need HR help, you need it now! For a complimentary session, please connect with us via email, phone or by scanning the QR code. A personalized consultation will be scheduled with our team of specialists to discuss your specific needs.

