

Over 30 Years Experience

HUTCHISON GROUP

Employee Relations Assessments

Assessing Employee Relations to Improve Productivity, Teamwork and Performance

Research consistently shows that the best way to identify opportunities for improving employee relations and productivity is to LISTEN and understand how employees view the strengths and weakness of the company.

While traditional paper surveys can be helpful, they cannot replace the insights derived from a face-to-face conversation.

The assessment process we have successfully employed over the past thirty years centers on meetings with small groups of employees (hourly and supervision), as selected by the company. During each session participants will be asked to share their view of the current employee relations environment in terms of (1) what is working well, (2) identify obstacles or concerns, and (3) to make specific recommendations for improvement. Benefits include:

- Gain valuable insights as to how employees perceive the company
- Reaffirm that management values employees ideas and suggestions
- Determine key drivers impacting employee turnover and other problems
- Identify opportunities to improve communications, teamwork and productivity
- Reduce risk of costly and disruptive grievances and litigations
- Discreetly assess vulnerability to possible union organizing
- Show Board of Directors and Shareholders that management is proactive

Our Clients - helping some of the world's best companies

For over 30 years, we have had the privilege of working with some of the world's best companies, helping them assess employee relations and provide proven strategies to improve productivity, teamwork and performance, while maintaining union free status. For a complete list of our clients and services please visit our web page at www.hutchgrp.com



General Electric





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Employee Relations Assessments

Identify and Address Areas of Concern **Understand Your Vulnerability to Union Organizing**

Our conversation based assessments are typically very well received and appreciated by employees, and the insights derived from this process provide management with a unique opportunity to identify and address any areas of concern in a proactive manner.

In addition, we can discreetly determine your vulnerability to potential union organizing. Having worked with both union and nonunion companies over the past 30 years, we have learned to identify key warning signs and recommend proactive steps to reduce your risk of a union organizing campaign. Failure to recognize these warning signs can result in having to engage in a costly and disruptive union campaign, which can create deep and long lasting divisions within the workforce, not to mention the negative consequences should the union prevail (e.g. increased costs, restrictive work rules, potential work stoppages , etc.).

Independent and Experienced Assessors Work Best

Our consultants have decades of experience conducting employee relations assessments. We are skilled listeners and understand how to make employees feel comfortable during the process, ensuring good participation. Upon completion, we present management with insightful results, and prepare an effective action plan to address key areas of concern.

Using our independent assessors provides two key advantages. First, without question, our experience has shown that employees participating in the focus groups are far more comfortable to speak freely, as it eliminates any fears about possible retaliation. Second, it ensures total objectivity on the part of the assessors, avoiding any possible bias or subliminal influence to minimize any potentially unpopular feedback.

Reassure the Board of Directors and Shareholders

As an added benefit, these assessments help to reassure the Board of Directors and Shareholders that management has been proactive in identifying and addressing any areas of concern that could negatively impact share price and company valuation.



The Hutchison Group is a highly regarded management consulting firm focused on all aspects of employee and labor relations. We specialize in assessing vulnerability to future union organizing, negotiating competitive labor agreements, and a broad range of other HR services designed to help reduce costs and improve productivity.

We're on the Web!

www.hutchgrp.com

For More Information Contact:

Cameron J. Hutchison
President & Founder
Email: cameron@hutchgrp.com
Tel: (203) 233-6200