

# WHERE IS YOUR PAIN?

**As former executives and leaders, the BEST Team has experienced your challenges.  
Let us provide solutions to the needs of finding and retaining your human capital.**

BEST is a business advisory and retained executive search firm. The relationship with clients allows us to truly understand the human capital and industry challenges that affect your business.

**We are not transactional.**

**We are not headhunters.**

**We are not contingency recruiters.**

BEST is client-driven and solution-based. We support you as a vested partner to identify strategies enabling you to hire and retain the best cultural and behavioral assets for your company.

## HUMAN CAPITAL

**The BEST Team assesses your company both today and for tomorrow to provide a long-term strategic hiring plan.**

- Comprehensive and Widespread Executive Search
- Retention of Key Team Members
- Succession Planning
- Leadership & Management Development
- Analysis of Current Talent & Human Resources

Our first objective is to learn and listen. You will feel confident in the BEST Team's experience and resources as we discuss the critical human capital issues you face. BEST is trusted by global companies across multiple industries, provides world-class candidate selection techniques, assessment, job benchmarking, behavioral-based interviewing, retention strategies, and succession planning.

BEST has delivered high-level, critical hires and human capital advisory for some of the world's leading companies in our practice areas. Executive recruiting and human capital advisory are a science, not a transaction. Our process and recruiting methodologies are based on a consultative trusted advisor relationship with our partners. Leveraging our industry expertise and constant communication with our network contacts, we match the right people with the right companies and identify human capital solutions for your organizational health.



### ***Retained Executive Search & Strategic Human Resource Solutions***

**Let BEST help you put the right people  
in the right positions at your company.**

**317.757.3888**  
**besthumancapital.com**

follow us @bhcagroup

# HOW?

Our BEST process and approach delivers the right people at the right time...

Using a combination of proven behavioral, motivational, and proprietary tools developed over years of fine-tuning this process, we assess and “scorecard” each candidate based on their personal, professional, and financial goals. We then match them with behaviors and motivations that are important to the client. By aligning your specific needs with an optimized candidate profile, we can pinpoint and elicit mutually beneficial and lasting relationships more accurately. *We call this process:*

## BEST BEHAVIORS®

# BUSINESS & HR ADVISORY

In today’s rapidly changing business environment, we are finding that our clients need practical tools and experienced thought leaders to manage risk and inject health and energy into their organizations. At BEST, our talented advisory team provides cost-effective, value-added solutions to improve your HR effort, financial position, and your overall operations. Our Business and HR Advisory Team offers solution-based services to some of today’s most complex business, market, and people issues:



### Employee Engagement

*Increasing engagement investment by just 10% can increase profits by more than \$2,400 per employee per year.*



### Interim HR Leadership

*Do you have a pressing need or an emergency that requires interim or transitional HR management?*



### Succession & Exit Planning

*10,000 Baby Boomers retire every day. Who is going to take over? Are you planning to exit and sell your business?.*



### Workforce Planning

*Recruiting Process? Onboard Planning? Employee Retention? BEST can help you build a strategy for tomorrow.*



### WR² Human Resource Audit

*Last year, the EEOC opened 72,675 cases for incorrect HR processes. All received a minimum fine of \$50,000. Where is your risk?*

# WHERE?

Specializing in these industries and leadership roles...

### Practice Areas & Targeted Industries

- Biotechnology & Chemical
- Cannabis & Hemp
- CEA & Hydroponics
- Consumer Products
- Horticulture (Ag, Lawn & Garden & Nursery)
- Manufacturing & PPE
- Nonprofit
- Packaging & Container
- Restructuring & Crisis Management
- Retail & Wholesale



### Tactical & Strategic Leadership Roles

- C-Level & Executive Level Professionals (CEO, COO, CFO, CIO, CMO, CAO, CHRO)
- Engineering (Biological, Chemical, Electrical, Industrial & Mechanical)
- Finance & Accounting
- Human Resources
- Operations Management
- Purchasing & Procurement
- Sales & Marketing

# WHEN? NOW!

Let BEST help you put the right people in the right positions at your company.

*Driving your success through a focused and consultative approach.*

**BEST**  
HUMAN CAPITAL &  
ADVISORY GROUP

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# WHERE IS YOUR RISK?

## LEGAL RISK FACTORS:

- ✓ I-9, Wage & Hour
- ✓ Discrimination & Harassment
- ✓ Diversity & Inclusion

## IDENTIFY COST SAVINGS:

- ✓ Employee Engagement & Retention
- ✓ Workforce Planning & Selection
- ✓ Process Optimization

*Last year, the EEOC and Labor Regulators were busy!  
It may be time to review your human resource  
function, which saves you time and unnecessary expense.*

Compliance impacts nearly every area of a company regardless of its size. Small-to-mid market businesses often suffer far more exposure to labor compliance risk than they realize due to tight budgets, a small staff, and lack of expertise in many business areas outside of operations. It is critical to get a firm handle on the risk exposure and identify the appropriate strategies and treatment for business growth. BEST Human Capital advises company leadership and HR personnel around labor risk by providing a thorough analysis that addresses elements of compliance, best practices, strategic and function-specific areas in explicit detail.



## WHY?

**When you can remove risk, do it.  
When you can't, reduce it...**

In a constantly evolving business environment, today's companies need effective tools to retain the candidates they worked so hard to get, inject health and energy into their organizations, identify and prepare future company leaders. All of this while overcoming increased Federal and State compliance hurdles thrown at them from the vast alphabet soup of government agencies.

A customized BEST WR<sup>2</sup> Human Resource Analysis can help. It allows businesses to mitigate, if not eliminate, penalties from government audits by showing them that they have taken proactive steps to identify risks and tangible steps to correct compliance risks ahead of any action. The service supports organizations seeking to reduce their risk exposure by uncovering critical labor risks and potential cost savings.



## HOW?

**We validate the strengths, weaknesses, opportunities, and threats within the organization that stem from the Human Resource Department operation...**

The BEST WR<sup>2</sup> HR ANALYSIS (**WINS - RISKS - REMEDIES**) is designed as a process and performance improvement tool. It was created to help diagnose the current state and health of your HR much like a doctor does a patient, and then recommend the appropriate treatment. It consists of a series of questions and will cover a comprehensive and predefined list of categories customized for the company. A BEST Project Manager will work with resources provided by the HR department to partner and assist in the information-gathering phase of the audit. ***There are 4 key phases to the analysis that lead to action planning:***



# WHAT?

Key result areas of performance required of HR are defined by 11 categories...

A comprehensive BEST WR<sup>2</sup> HR Analysis will review many activities common to almost all HR functions, but some are also unique to the organization. Eight of the 11 categories are similar to the ones on which testing for the Society for Human Resource Management (SHRM) certifications are based. We then identify the **WINS** - **RISKS** - **REMEDIES** for each. The remaining categories contribute to a review of the function and role of HR operations in the organization...



## Human Resources Strategic Management

Partnering in the development of the organization's strategic and HR planning and role in fulfilling the organization's mission, vision and objectives.



## Human Resource Information Systems

Metrics, preparation, storage, and maintaining employee records and information, including computerized systems that meet federal, state and local requirements.



## Workforce Planning & Selection

Planning, implementing and evaluating the process of obtaining and selecting qualified candidates from internal and external sources for positions throughout the organization.



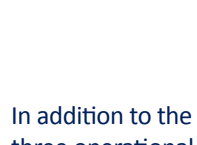
## Diversity/Equal Employment Opportunity

Developing and implementing programs to maximize the employment of productive people with different backgrounds, talents and qualifications while recognizing legal requirements and social responsibilities of equal treatment for all employees.



## Training & Organizational Development

Providing employee performance-required skills and knowledge training, facilitating career development to meet both current and future organizational needs.



## Total Rewards

Developing and implementing employee cash and non-cash compensation and benefits that are in line with the organization's strategic plans and objectives.



## HR Facilities & Equipment

Providing the necessary equipment and facilities to fulfill the human resources mission and to provide optimum service to the organization.



## Employee & Labor Relations

Maintaining an effective relationship between the organization and its employees including, if applicable, the collective bargaining process and union relations.



## HR Organization

HR departmental structure; relationships with other functions, departments, and employees of the organization; and the arrangement of resources within the department.



## Safety & Security

Providing employees a safe and secure working environment and safeguarding their personal information.



## HR Staff

Qualifications, selection, training, motivation, development, and retention of the Human Resources Team.



**It is easier and more cost-effective to identify your risk areas and make changes now rather than later...**

Today's business environment requires that HR professionals participate and contribute to their organizations as true strategic business partners. It is critical for the long-term growth and success of every business to get a firm handle on exposure and identify the appropriate strategies and risk reduction for successful business growth and profitability. ***The BEST WR<sup>2</sup> Human Resource Analysis is here to help!***

# WHEN? NOW!

Let BEST help you reduce your labor risk and increase employee engagement and retention!

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