



THE HR AGENT

# Who We Are & What We Can Do For You

## WELCOME TO THE HR AGENT!

# Hello!

Welcome to The HR Agent! We are so excited and honored that you are interested in learning more about our mission and services.

Whether it was a blog post you read or a conversation you had with a team member, we know you are here because you are ready to take your business to the next level.

Luckily for you, that is exactly what we are here to do. In the following pages, we will walk you through our mission, introduce you to who we are, and explain how partnering with us might be the best business decision you make all year.

Let's get started!

**The HR Agent Team**

# Let's Get Started!

## Who We Are and What We Do

### **OUR MISSION**

Our mission began the day we realized the most important element of growing and scaling an emerging business was the employees they hire. Since day one, we have understood the importance of recruiting and retaining top talent for the long term.

Since then, we have assembled a passionate group of experts who have created processes and procedures designed to help businesses attract the talent they need to scale their company.

### **A COMMITMENT TO DIVERSITY**

One of the elements of The HR Agent that separates us from the pack is our unyielding commitment to diversity in the workforce. We understand the benefits of employing a diverse team that can share insights into how specific customer segments think and behave.

Furthermore, employing individuals from varying backgrounds can help you continue to hire top talent in your industry. According to [Glassdoor](#), 67% of job seekers stated that a diverse workforce is an essential factor when evaluating companies and job offers.

In addition, the same study showed that minorities place a higher emphasis and value on workplace diversity as well. This breakdown included women (72%), Black (89%), Asian (80%), and Latino (70%) job seekers, all stating that diversity was a significant factor when researching companies, applying to positions, and accepting job offers.

## Talent Recruitment

### **THE RIGHT HIRE**

Hiring the right candidate is about more than just the skills listed on a resume and doing well in an interview. It is about finding an individual who will fit in with your existing team, company culture, and brand values. Someone can look great on paper, but if they have the wrong attitude or work ethic, it can cause costly, long-term damage to your brand, culture, and overall bottom line.

### **OUR APPROACH**

As your partner, we conduct a thorough discovery phase to truly understand your brand and what type of talent is required for each open position. Then, we go to work finding and vetting top talent with our science-based processes and assessments. Only candidates deemed to be the right fit will be passed on to you for a formal interview.

Our service ensures that you are only spending your time and resources on high-quality, appropriate candidates. It also provides you with an additional layer of confidence when you decide to make that hire.

## Talent Retainment

### **AVOIDING EMPLOYEE TURNOVER**

As crucial as it is to make the right hire the first time, it is equally essential that you retain that hire for the long term. As you scale, you will be adding new team members, expanding departments, and launching new initiatives. This type of growth, while exciting, can confuse employees, strain or expose existing processes, and begin to produce an unhappy workforce.

In the following section, we cover the high costs of replacing employees, including financial losses, disruption of company culture, and communication breakdowns. The big picture here is that if you are going to continue to grow and develop as a business, you need to be proactive about managing your employees and ensuring they are committed to you for the long haul.

## **OUR APPROACH**

We become an extension of your team by either acting as your HR department or working alongside your existing one. We will make sure you have the proper processes and procedures in place, including weekly team check-ins and ways to ask questions or report concerns.

## **Why Us, Why Now?**

### **THE COST OF EMPLOYEE TURNOVER**

According to a study completed by the Society for Human Resource Management, it costs companies \$4,129 for each new employee you hire. Also, the report states that it takes companies an average of 42 days to fill the position.

An additional study conducted by the National Association of Colleges and Employers stated that in cases of companies with 0-500 employees, that cost skyrockets to \$7,645. As a small business owner, we know there are multiple areas of your business that could use that type of investment.

### **THE IMPACT ON COMPANY CULTURE**

According to the Mission and Culture Survey 2019 released by Glassdoor, an overwhelming 77% of respondents stated that they would consider a company's culture before applying. Over 65% of millennials indicated that they cared more about work culture over salary.

When your team is constantly changing, it is nearly impossible to build a strong company culture that people want to work in. Making the wrong hire can strain your existing team members if they are forced to pick up the slack for an underperforming team member. It can also threaten the processes and workflows that existing team members have spent months or even years creating.

## What's Next?

### **THE FUTURE OF YOUR COMPANY**

Your employees are the backbone and foundation of your organization. They will be the reason you can scale your business and push your brand towards and past the goals and objectives you have set out for yourself. It all starts and ends with your talent.

### **To recap, The HR Agent will...**

- Make the Right Hires
- Decrease Employee Turnover
- Save Your Company Money
- Enhance Company Culture
- Increase Team Communications

# Let's Get To Know Each Other

## HI AGAIN!

Now that you know so much about us, it's our turn to get to know you. We want to understand your company's needs, goals, values, and vision.

We are ready to begin matching you with high-quality individuals that will fit in with your culture, make an immediate impact, and grow right alongside your company for years to come.

To set up your free introductory discovery call, please e-mail us at [connect@thehragent.com](mailto:connect@thehragent.com).

