



**just**  
GLOBAL HR

HR PROFESSIONALS TO  
TRANSFORM AND GROW  
YOUR BUSINESS



# ABOUT

JUST Global HR provides Strategic HR services for all sizes of business, all sectors and locations.

Our team are highly experienced HR professionals who are here to support you, so you can get on and run your business.

## OUR COMMITMENT TO YOU

We are dedicated to building strong relationships with you and your team to provide a pragmatic, proactive and results focussed solution for your company.

## OUR SPECIALISMS INCLUDE

- HR Outsourcing
- HR Consultancy
- HR on Demand
- Coaching

# WHY US?

Just Global HR Services are dedicated to building strong relationships with you and your team to provide a pragmatic, proactive and results focussed solution for your company to help you change and grow.

This is why we created our business to provide the solution to your problems. Just Global HR Services Specialises in HR Outsourcing, HR Consultancy, HR on Demand and Coaching to support your business to improve its efficiency, change the way you work and provide business growth.

## **BY USING JUST GLOBAL HR SERVICES YOU WILL:**

**Save time** – free up your valuable time so you can run and grow your business.

**Reduce risk** – 100% legally compliant with high quality advice.

**Save money** – remove risk of potential financial penalties / fixed fees means you can plan and budget with no financial surprises.





# VALUES

## OUR PURPOSE

To give you peace of mind, save you time and money so you can get on with what matters to you, the growth of your business.

## OUR VALUES

- We will take the actions that make your life easier, reduce your stress, worries and anxiety
- We will be honest with you and take a pragmatic approach
- We will know stuff so that you don't have to and provide it to you in the form of expert advice
- We will be organized and efficient in the way we support you

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**SIGNET**  
RESOURCES

***SIGNET USES JUST GLOBAL HR FOR  
PEACE OF MIND AND EXPERT HR  
LEGAL ADVICE. BOTH JUSTINE AND  
JAYNE ARE CREDIBLE, PROFESSIONAL  
AND ABOVE ALL HONEST AND A  
PLEASURE TO DEAL WITH.***

**VANESSA PEGG**  
DIRECTOR, SIGNET RESOURCES

# SERVICES

Our flexible HR solution can be operationally delivered and commercially structured via a range of models - whatever suits your business best.

You will be supported by a team of experts offering tailored advice and support from day one whether it is for a fixed fee project, on a time and materials basis or for a monthly management fee as part of a longer-term outsourced service.





Our flexible outsourcing solution incorporates all facets of day to day HR by acting as a long term extension of your HR team or we can be your entire HR Team if you don't have one!

Our flexible outsourced Administration solution will provide your employees with a best in class HR administration service which includes HR technology modules and monthly MI reporting.

Our flexible outsourced Employee Relations solution will provide you and your Line Managers with quick resolution times on Employee Relation queries through our remote helpline based on your own policies and best practice.





As HR experts we can deliver consultancy solutions to help you devise, deliver and drive the appropriate people strategy for your business.

Our consultancy projects can be standalone projects with a defined scope and outcome or can be completed as the first phase of work in the implementation of a larger delivery programme.

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#### **EXAMPLES OF HOW JUST CONSULTANCY SERVICES CAN HELP YOU INCLUDE:**

- HR Talent & HR function audits
- Reward Strategy Scope
- Diversity and Inclusion Audits and Advice
- HR Technology audits & implementation of new software
- Employee Engagement Programmes
- Wellness; Financial, Mental, Social and Health
- Flexible benefit implementation





Our Just on Demand HR Solution provides you with the HR expertise and support you need when you need it.

**Examples of our Just on Demand Service are:**

#### **HR COMPLIANCE**

- Employee handbook
- Employment contracts
- Update and refresh of job descriptions
- Audit of Employee records

#### **HR SUPPORT**

- Recruitment / Talent development strategy
- Performance management
- Operating model design
- Employee value proposition design
- Reward design and flexible benefits

#### **LEARNING & DEVELOPMENT**

- Management and Leadership Development
- Developing high potential employees
- Graduate and Emerging Talent programmes
- Psychometric profiling

#### **RETENTION & REORGANISATION**

- Support
- Employee engagement surveys
- Redundancy process management (Outplacement)
- Cultural change



Coaching is really important to get the best out of you and your team.

We use Solution Focused Coaching which is a really powerful approach to coaching. At its core is the focus on helping the coachee find solutions rather than problems, building on strengths rather than weaknesses and finding positive ways forward rather than examining barriers.

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### **COACHING FOR LEADERS:**

- Strategy planning
- Leadership coaching
- Communication skills
- Outplacements support coaching

### **COACHING FOR STAFF:**

- Career coaching
- Communication skills
- Performance
- Outplacements support coaching

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***RATHER THAN ADOPT A PRESCRIPTIVE  
APPROACH, YOUR TEAM TOOK TIME  
TO LISTEN AND UNDERSTAND INCA'S  
VALUES AND APPROACH.***

**GRAHAM CARSON**  
DIRECTOR, INCA  
ACCOUNTANTS LTD

A woman with long dark hair, wearing a brown wide-brimmed hat and a red and white plaid shirt, is smiling broadly with her eyes closed. She is standing in a field of tall grass or reeds. The background is a bright sunset or sunrise, with the sun low on the horizon, creating a warm, golden glow. A faint rainbow is visible in the sky to the right. The overall mood is joyful and serene.

# just

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