ChangeMaker

TRAINING AND RESOLUTION SERVICES

Expert HR Support to Strengthen Your People and Your Organisation

With a strong command of UK employment law, extensive experience advising senior leaders and a proven track record of delivering people-centred transformation, we provide comprehensive HR consultancy tailored to each organisation's needs.

Our Services

HR Consultancy & Advisory

Pragmatic, legally compliant and commercially grounded HR support.

- Expert advice on employee relations: disciplinary, grievance, performance, capability and absence
- Coaching and guidance for managers and senior leaders
- HR audits, risk assessments and practical recommendations
- Workforce planning, succession planning and talent management
- Support through restructures and organisational change

Employee Relations & Case Management

Sensitive, fair and expert support for complex people matters.

- Independent investigations or investigation support
- Chairing or advising on formal hearings
- Conflict resolution and mediation-informed approaches
- Redundancy and consultation processes
- Expertise in faith-based and values-driven environments

Policies, Handbooks & Compliance

Clarity, consistency, and full compliance with UK employment law.

- Drafting, reviewing and updating HR policies
- Creating or refreshing staff handbooks
- Best-practice advice and compliance checks
- Sector-specific policy support for charity, care and public sector organisations

Recruitment, Onboarding & Talent

Helping you attract, select and retain people who strengthen your mission.

- End-to-end recruitment management
- Job descriptions and role design
- Streamlined and modern onboarding processes
- Talent development and capability building

HR Operations, Systems & Process Improvement

Enhanced efficiency, accuracy and insight across your HR function.

- HR and payroll systems expertise (Workday, Elementsuite, ADP Freedom)
- Reporting, dashboards and meaningful people insights
- Process improvement and HR service redesign
- HR team development, coaching and capability uplift

Payroll Management

A rare combination of strategic HR and hands-on payroll expertise.

- End-to-end payroll processing
- Collaboration with finance teams and outsourced providers
- Payroll audits and process improvements
- Troubleshooting, accuracy checks and compliance advice

Organisational Change

Guidance and support through growth, transition or transformation.

- TUPE due diligence and transfer management
- Change planning, consultation and communication
- Cultural alignment and integration support

Training & Leadership Development

Practical, confidence-building sessions for managers and leaders.

- Managing performance and capability
- Handling disciplinaries and grievances
- Recruitment and interview skills
- HR system training