

## Corporate Translation (Arbeitsbeispiel)

Homepage HR-Consultants, english version

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## Home

HR-Consultants is an agency with more than 110 free-lancing Human Resources (HR) managers and specialists. We offer flexible, custom-made solutions for all requirements of contemporary HR management (HRM).

HR-Consultants is distinctive in that we work on-site, thus we become acquainted with the essential aspects of your business culture and strategy. We incorporate acquired insight into solution development. As a result of this procedure, HR-Consultants not only advises, but takes an active part in the implementation of project requirements.

## Company

Today's work environment is affected by political, economic, ecological and social changes in a global world. Flexibility and fast action are crucial factors of success in all company divisions, including the personnel department.

Therefore, we support companies in effectively adapting their personnel needs to changing market forces or company requirements. Whether you have general questions or particular requirements, we can provide consultants who will competently, flexibly, and quickly assume new tasks. Consultants will provide supervision until implementation and evaluation of success is complete.

Our range of HR services includes:

- Interim-Management
- Outsourcing
- Projects
- Recruiting
- Agency

Our clients benefit from a coordinated range of solutions provided by a single source – comprehensive, yet detailed.

## History

1998: Launch of Faber Consult GmbH as Germany's first specialist in the field of interim management

2006: Faber Consult GmbH emerges as Manfred Faber HR-Consultants. The HR-Interim service provider becomes an HR provider for flexible work in HR Management.

The business idea in 1998 was the swift implementation of professional HR departments for young enterprises of the New Economy within the scope of interim management projects.

However, intensive customer relationships soon developed with internationally established conglomerates, as well as owner-operated medium-sized enterprises, that enthusiastically adopted the concept of this new form of flexible HRM.

Today HR-Consultant's oversees HR Management projects for businesses of diverse industries Europe-wide – independent of size as well as international and cultural focus.

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## **Approach**

Quality, experience, and personal trust are essential components of our work. For this reason, we develop a detailed requirement profile for upcoming tasks. Then we match experience and personality of possible consultants with your requirements.

To assure success, we guide your business and your consultant throughout the duration of the project thus providing an independent perspective. After the assignment is accomplished, we evaluate the result, as well as the modalities, of the collaboration between you and your consultant. In this way we can assess result-and-process quality.

Contrary to the work methods of other HR management agencies, our clients sign their contracts directly with the consultants.

This means partners who directly work together are directly bound by contract, too. This guarantees a flexible and customized procedure according to the wishes of our clients. Of course we gladly assist you to develop the contracts' modalities. No other provisions or charges will occur except for the consultants fixed fee.

## **Values/Social Responsibility**

Personnel work always includes corporate and organizational development. It is essential to solve existing conflicts within any company in a constructive way. Therefore, our HR managers work together, in an integrated and trustworthy manner, within all departments of your company. Hence, loyalty and fairness are crucial in our interaction with others.

Every human, every organization, and every company also has a societal responsibility. For this reason, we are involved with the following societal programs.

### **Mentoring Program at Ludwig-Maximilians-University Munich**

We are available as individual mentors and coaches for interested students of various faculties. We want to help young people benefit from our experience as well as to find their meaningful place in professional life.

### **Voluntary examiner for Office communication clerk apprentice**

As examiners, we support the examinees during their oral exams; therefore, helping prepare them for their career.

### **Youth Mentor - Activities for the Catholic Salesians of Don Bosco order**

Don Bosco is a Catholic order that takes care of poor and deprived youth worldwide. The Don Bosco Mission in Bonn aids projects in the field of education and vocational training. Projects operate in 106 countries, are reviewed, coordinated, and financed. We realize our responsibility in spreading this idea, as well as in collecting donations that are needed to finance the projects. We are aware how donations are used because we know one of the leading friars personally.

If you are interested in further information about this subject, please let us know.

## References

How we see our work is one perspective. What our clients and partners think about it is another. On request, we gladly name references, people, or companies you can contact directly to obtain information about our work.

A first quick impression is offered by the following quotation received after completion of a project:

*We were very happy with the results Manfred produced with his open, direct and professional style. Special appreciation also goes to his very adaptive approach in our dynamic environment. We gladly recommend Manfred for HR assignments."*

*[Aman Khan, former Managing Director, PSINet Germany GmbH]*

*... and furthermore, I have rarely experienced an HR manager who identified himself with the objectives of our company so quickly. He was simultaneously a role model and source of support for our employees.*

*[Petra Frenzel, former CEO of PeopleSoft Central Europe GmbH and Aspect Telecommunication]*

*In all situations, HR-Consultants was a strong asset for the total management team. They satisfied us with their short learning curve, their straightforwardness, and their strong identification with team and company.*

*[Jörg Dietmann, Managing Director, Novasoft AG]*

## Questions and Answers

Our approach to flexible collaboration between company, HR agency, and HR managers is little known in Germany although common with our European neighbors and in the USA. For this reason we have provided some questions and answers to this approach. In addition, we are personally available for further questions or consultations.

*Doesn't it take too long before an interim-manager can work for a company in a productive way?*

Interim managers have worked for diverse companies and thus gained valuable experience. Therefore, they have learned to expeditiously comprehend the essential fundamental facets of a company and their goals. With this knowledge, the interim managers are able to work efficiently after a very short period of time. An interim manager's goal is to complete your short-term task, not pursue a long-term career.

*Manfred Faber HR-Consultants provides Interim-Management, outsourcing and projects IN HOUSE. This means the consultant has a work place at the company. What s the advantage compared to conventional consulting firms?*

Since the consultant is integrated into the company as a HR manager, he becomes directly acquainted with the business culture and is able to adequately take into account unique "soft skills" for that company. External consultant firms can only consider information that has been given to them. Thus, they obtain the subjective perception of employees which is often (unintentionally) not consistent with reality.

*Can I expect an external consultant to be as loyal as an employee?*

Loyalty is an individual human attribute, independent from contractual relationships. Consultants intend to fulfill their assignments in the best possible way because eventually there is a chance to assume further tasks for the company. Furthermore, it is essential to have an excellent reputation to be highly-recommended and attract new clients. Therefore, loyalty is imperative.

## Questions and Answers (...)

*Isn't a freelance consultant much more expensive than an employee?*

For a meaningful comparison, it is important not to just compare the annual gross salary with the fee, but also consider the following values:

- Ancillary wage cost for the employer
- Fringe benefits
- Average down time due to sick days, maternity leave, etc.
- Less productive working hours due to shifting requirements
- Separation items in case of loss of the position
- Expenses for vocational training and advanced vocational training
- Period of vocational adjustment

Consider this: For one-time jobs and periodic, but temporary HR assignments, the employment of an IN HOUSE human resource manager is usually too expensive.

## Services

We understand ourselves as a center of expertise for all questions in the HR environment.

We provide 5 services:

- Interim Management
- Outsourcing
- Projects
- Recruiting
- Agency

## HR Interim Management

Interim management is the temporary occupancy of a line-or-staff function by an experienced consultant as an HR-manager who works on-site but is flexible with time. Examples are:

- Temporary relief of the incumbent manager
- Specific temporary HR knowledge
- To provide a bridge until the position is filled by a full-time employee
- Substitution during parental leave, sabbaticals, or longer absence of the job holder due to illness

Plainly speaking: our clients get exactly what they require -exactly when they require it.

### **On-the-job example:**

The HR-manager of an IT business fell ill for an indefinite period of time. Within only 2 days, a suitable consultant was located, introduced to the company, and filled this position. The initial contract was signed for 6 weeks.

After 4 weeks, it was discovered that the illness was expected to last 4 more months. Five months later, the HR manager had recovered and was able to resume his job as HR-manager. After one week of transitional time, the consultant left the company. However, he continues to be assigned to particular HR projects because he knows this company so well.

## HR Outsourcing

Outsourcing is the permanent occupancy of a line-or-staff function by an experienced consultant as a HR manager who works on-site but is flexible with time. Examples are:

- The business is too small for qualified full-time HR employees
- Variable requirements with time
- Capacities are too low
- Exact cost control
- Headcount restrictions due to shareholder value requirements

So outsourcing is the solution, whenever flexible competence is required.

### **On-the-job example:**

A developing business with 40 employees wanted to professionally establish the field of HR – already at this small size. Alongside the ongoing tasks of an HR management function, the requirements were as follows:

- Implementation of an HR structure and administration suitable for growth
- Cost effective recruiting and integration of 15 employees with expert status within 6 months
- Implementation of a future-oriented concept for HR-development

Our consultant was hired and worked 3 days per week during the first 3 months. After successful task fulfillment, his volume of work reduced to 1 to 2 days per week to handle ongoing tasks.

## HR Projects

Our HR Projects provide an exact and detailed definition of tasks, objectives, and time frame in advance. These are significant for our approach.

For example:

- Recruiting projects
- Re-organization of the HR-department
- Process optimization
- Personnel reduction procedure
- Re-organization of wage- and salary accounting
- Implementation of a new HR-development strategy
- Conception and realization of personnel-meeting strategies

### **On-the-job examples:**

A business is running 25 branches in Europe, Asia and Africa with the number of employees ranging from 3 to 25 in the respective countries. The assignment of an HR-manager in each country is not profitable due to low employment.

The task was to implement external HR support and to define the interface to the supra-regional HR-department.

A consultant was appointed to the company for this task for 4 months. He compiled country-specific HR characteristics, evaluated country-internal payroll officers, labor lawyers, trainers etc., and implemented adequate Service-Level-Agreements (SLA).

HR-Projects: Individual HR-tasks solved quickly and competently.

## HR Recruiting

Even if you look for employees for your HR department, we are the right contact for you.

- Due to our long-time occupation in operative-and-strategic HR, we are precise in our knowledge of functional requirements
- We have a good understanding of soft-skills, which are indispensable - particularly for HRM.

Due to active networking, we personally know a lot of HR employees very well. This face-to-face contact enables us to find ideal placement of staff.

- We will only introduce a few candidates, the right ones, to you. With every single candidate, we carefully consider why both parties would suit one another. Therefore, it is important for us to know both candidates and companies well.

Furthermore, what shapes our HR- Recruiting is that our work is based solely on a contingent fee. This gives us freedom to be meticulous in the choice of our candidates for you. It is quite possible that we only introduce one candidate to you – the candidate. This approach also influences collaboration with our clients in a sustainable way: Straightforwardness and honesty for the purpose of creating ideal solutions is our concern. This also requires an active and prompt co-operation of the inquiring business. It is our philosophy to avoid waste, either through us, or through our clients (for example by spreading recruitment to multiple personnel consultants).

## HR Agency

We support you in all aspects of your HR work. Due to long time experience and our network of competent partners we are able to support you, for example, with the following tasks:

- Acquisition of external trainers, coaches and HR-developers
- Support for outsourcing of payroll accounting and HR-administration
- Recommendation of labor lawyers
- Acquisition of external consultants for other divisions (for example, IT or finance)
- Acquisition of headhunters, particularly for special tasks.

It is important for us that all your questions will be solved quickly and competently. No matter what question you have regarding HR: Talk with us. We can rely on our network partners. You can rely on us.

### **On-the-job example:**

A long-time client was planning to outsource internal payroll accounting. Two businesses from our network that specialize in external payroll accounting were evaluated for the needs of our client and were introduced to him. After that, the client signed a contract directly with one of the companies.

## Consultants

A picture is worth a 1,000 words. There are people behind our work. These people shape the image of HR Consultants with their commitment and personality. Therefore, we would like to present some pictures of our consultants. We guarantee that our consultants are highly qualified and of personal maturity. We are able to assign an ideal consultant for almost every task. Talk with us!

## HR Club

HR Club is a series of events for everyone who has to do with HR, either in an HR department, or in a function with personnel responsibility. Since our events are in German, you will find more about it at [\(\(Hyperlink\)\)](#)

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## Freelance Opportunities

If you are thinking of working as a freelance consultant – consider working for HR-Consultants.

Here's why:

On the one hand, we perceive ourselves as a virtual enterprise; on the other hand, we perceive ourselves as your professional "home."

Therefore, we offer our freelancers the following benefits:

- Participation in our HR Club
- Mutual coaching and experience exchange
- Ongoing project support
- Professional training programs

Have we caught your interest yet?

Then send us a brief message, or call us directly at 49 (0)89 / 2000 9292. We would be happy to advise you through the process as you investigate steps toward self-employment.

## Contact

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Email Address: [info@hr-consultants.eu](mailto:info@hr-consultants.eu)

Your Name: \*

Your Email Address: \*

Your Message: \*

Security Code: \*

When marked with \* field is mandatory.

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