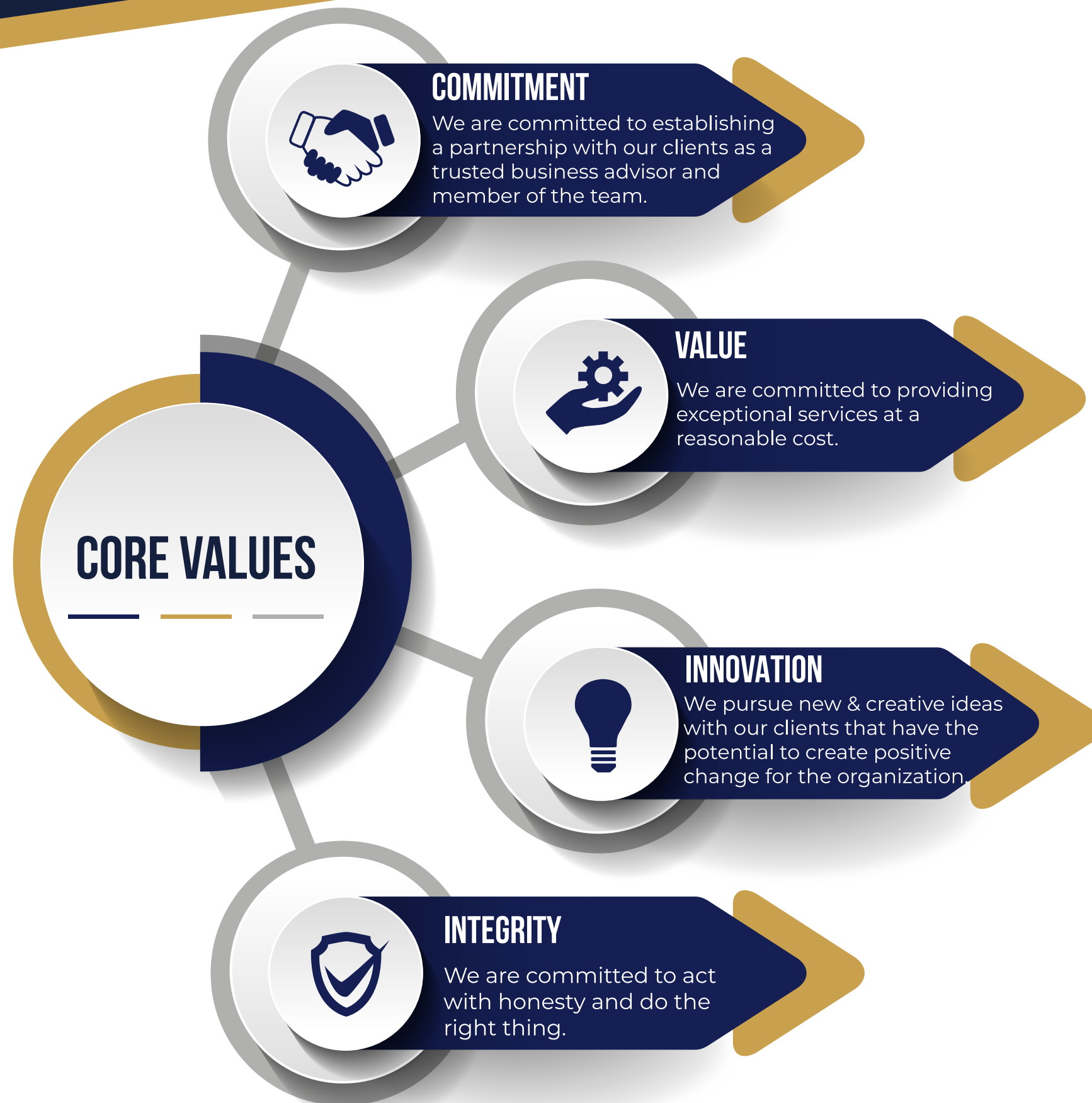


ABOUT US

At Statera Consulting, LLC, we base our philosophy on the development of a relationship with your company as a trusted business advisor. Statera Consulting offers business consulting services in the areas of Human Resources, Strategic Planning, Physician Practice Management and Business Marketing.

The model Statera offers goes beyond phone support when you have questions or providing templates. Our model is to understand your business and deliver proactive value to improve processes as well as provide immediate assistance when issues arise. For example, many smaller companies don't require full time human resources management on a day to day basis. However, when complex situations arise such as serious disciplinary issues, employee conflict, a need for compensation and benefits structure redesign or a complaint of sexual harassment, you need an experienced individual who can assist in objectively and efficiently resolving the issue. Richard Lawley and the Statera Team have that level of experience.





HR SERVICES

Statera provides all levels of HR services and can also supplement the skill set of your current staff. Statera can help mentor and educate your staff regarding human resources processes and can actively assist to resolve complex issues. These services are offered on flexible tiers based on the needs of your company.

- **Employee Relations** - No one looks forward to addressing employee discipline issues. However, employee issues do arise over time. Issues can range from employee conflict or coaching and counseling employees regarding performance issues to high risk issues such as a sexual harassment complaint. These issues can be overwhelming to management and take valuable time and attention away from business operations. Statera can assist with consultation, investigation, employee meetings, preparation of documents and can ultimately assist you in making a decision that is fair and equitable for the organization and the employee without creating unnecessary risk.
- **Recruitment** - Statera can assist in recruiting difficult to fill positions from management to professional positions. We can assist in the development of ads, organizational information packets and customized behavioral interview guides. Statera can also participate in the interview process and facilitate the hiring discussion as well as acting as the liaison with the candidate during the interview process.
- **Compensation and Benefits** - Statera can assist your organization with implementing a compensation system or reviewing your current compensation program for compliance and competitiveness within the marketplace. Statera can also perform a market assessment of your current benefits and assist with open enrollment preparation and implementation.

- **Employment Policies/Handbook Development** – Statera can assist in the development or update of HR policies and Employee Handbook. We don't offer a pre-designed "off the shelf" solution. Our approach is to understand your organization and design communications and implement policies that create value for the employer and employees.
- **Exit Interviews/Employee Engagement Surveys** – Employee turnover is expensive. Statera can help determine why employees are leaving and proactively help increase engagement. Statera can design and implement employee engagement surveys based on the needs of your organization. Statera can also assist with the administration, analysis and communication of results to employees with the ultimate goal of increasing communication and decreasing turnover.
- **Performance Management** – The search for the perfect system to evaluate employees is ongoing. The truth is, the only system that is perfect is the one that fits the culture of your organization. Statera can help develop a system for providing feedback to employees that both reinforces positive behaviors and addresses areas for improvement.



COACHING/TEAMBUILDING

Sometimes a new manager needs assistance in assimilating into the role in order to be successful. Some managers or executives need coaching in order to develop strengths or to get back on track. Statera offers coaching services that establish a professional relationship between an experienced executive coach and a client with the goal to enhance the manager's leadership potential. Some engagements may also be focused on areas of development necessary for the person to remain in the position. The executive coach will provide learning resources and will meet with the client in person (or by phone) on a weekly basis to discuss current issues and develop and implement a plan of action. A typical coaching engagement has a 90 - 120 day time frame.



TRAINING AND DEVELOPMENT

Statera will develop and offer seminars, workshops and on-line information to assist business managers and professionals in staying current with information and data that will enhance their performance. Training can also be customized for your needs.

Examples include training related to:

- Coaching Employees for Success
- Effective Discipline
- Developing a Team – Keeping the Band Together



STRATEGIC PLANNING

Statera will work with your organization to develop a 3-5 year strategic plan that will drive critical business decisions. As these conversations can sometimes include difficult topics, Statera can provide an experienced objective facilitator to coordinate the strategy sessions.

The initial plan structure can be developed in a 1-2 day retreat and will include pre-meeting information gathering. The strategic planning session(s) may include mission/vision development; development of values statements, SWOT analysis, identification and prioritization of goals, ROI discussion and follow up. While many consultants only offer a prescriptive recommendation as an outcome, in addition to a prescriptive report, Statera is also available to work with the client to assist in the implementation of the business strategy goals and to address problem areas that are identified.



SUCCESSION PLANNING

Statera will work with you to develop a process for identifying and developing internal people with potential or developing an external recruitment strategy to fill key business leadership positions in the company. Processes will include interviews with key stakeholders and assessment of employees and/or candidates that will culminate in a detailed report with recommendations and an action plan.



INTERIM MANAGEMENT

Statera can assist in providing interim management in the areas of human resources or physician practice management if needed. Interim assignment can range from weeks to several months depending on the situation.



SPEAKING AND PRESENTATIONS

Richard Lawley is available to speak at your company function or a professional organization meeting or conference. Richard is able to provide a keynote presentation or a breakout session on a variety of topics. His presentations contain the perfect blend of education, entertainment and audience participation. Contact Richard for your next meeting!

Here are a few sample topics. A presentation can also be customized for your organization.

- Teamwork – Keeping the Band Together
- Coaching Employees for Success
- How to Counsel Employees if You Hate Doing it
- The Power of Positive Feedback
- How to have a Tough Conversation and Survive



MEDIATION

Organizations inherently experience conflict and a certain amount of conflict is expected. However, ongoing conflict that has a significant impact on productivity and/or morale must be addressed in a proactive manner. This process is often best coordinated by an interested but objective third party. Statera can provide a certified mediator to conduct mediation and conflict resolution efforts if needed and bring the situation to resolution.

CONTACT US

P.O. Box 687
Helena, Alabama 35080

P: 775.443.8547

E: rlawley@consultstatera.com

W: www.consultstatera.com

STATERA
CONSULTING