



Elevate your human capital

Crowe consulting services



Audit / Tax / Advisory / Risk / Performance

Smart decisions. Lasting value.™

Assembling a high-performing workforce is no easy feat. It requires recruiting and engaging qualified, passionate people, training them quickly, and compensating them fairly. Crowe human capital services (HCS) specialists can help by sharing our expertise in implementing employer-of-choice best practices.

Maintaining high-performing talent

Employees typically represent one of the top organizational expenses, making workforce productivity a major priority for most companies. We can help your organization create and maintain high-performing talent management processes by working with you to:

- Design effective processes
- Build long-term strategic staffing plans
- Optimize organizational structures
- Perform human capital due diligence
- Assess and advise on culture changes
- Conduct compensation reviews

Our recommendations include action plans with details on responsibility, accountability, timelines, communication, and tracking.

Connecting employees and companies

Investing in workforce design and structure helps support growth opportunities. You can rely on Crowe HCS specialists to help identify people- and culture-related risks, develop mitigation plans, and assist in implementing initiatives. Our services include:

- Analyzing strategy-specific change management, due diligence, and cultural readiness risks
- Developing and implementing change management, employee communications, and cultural alignment plans
- Building organizational change management capabilities

Incorporating human resource management solutions

Workforce needs, union contract stipulations, and government regulations can increase the complexity of human capital management. Many companies rely on technology to automate repetitive tasks but fail to realize the full benefits. Our specialists can help you navigate these complexities with services in the areas of:

- Software reviews and selection
- Process reviews and improvement initiatives
- Human resource information system implementations

Mitigating risks in human capital management

Numerous and ever-changing federal and state employment laws escalates the complications and associate risks of maintaining a high-performing organization. Crowe can help you manage these risks by analyzing cause-and-effect, determining the greatest risks, and preparing a focused road map for short and long-term strategies for compliance and improvement.

Our specialists can also review your employee handbooks, employment records, recruiting and hiring processes, and wage and salary administration in comparison with federal and state employment laws. We use a comprehensive framework and proven methods to identify the potential for noncompliance and outline best-practice opportunities for resolution.

Promoting organizational effectiveness

Changing workforce demographics, unwanted turnover, resource constraints, and performance measurement and management challenges can limit the ability of your organization to accomplish strategic objectives. Crowe can assist with implementing best practices to recruit, select, engage, develop, reward, and retain your workforce..

Maximizing workforce potential

Using competitive rewards to attract, retain, and motivate employees is an important element of organizational success. A thorough examination and alignment of base pay, short-term incentives, and long-term compensation can drive improvements in productivity and profitability to optimize your investment in human capital.

Crowe HCS specialists can help you achieve superior workforce performance by offering practical recommendations for short-term gains, helping prioritize opportunities to generate greater value over time, and quantifying the value of recommendations so that your managers understand the return on investment for program improvements. Our services include:

- Executing classification review and compensation studies
- Designing and supporting total rewards programs including equity-based arrangements
- Performing human capital audits to confirm compliance with requirements
- Assisting with IRC and regulatory requirements connected to mergers and acquisitions

In-depth knowledge and qualifications

Crowe serves privately-held, publicly-traded, and public sector organizations globally in a wide range of industries. Our services are designed holistically to address each facet of organizational environments. We examine cause and effect within work environments, identify alternatives, and make recommendations on how to implement effectively. We incorporate methods to reduce costs and recommend systems to improve operating efficiencies.

Crowe HCS specialists are credentialed as certified compensation professionals (CCP), certified equity professionals (CEP), professionals in human resources (PHR), certified organizational change management professionals, senior professionals in human resources (SPHR), and more. As thought leaders in the profession, Crowe HCS specialists speak and write regularly on current issues in human capital and talent management and maintain active membership in related professional associations, such as:

- International Public Management Association for Human Resources
- Association of Professional Merger & Acquisition Advisors
- Association of Change Management Professionals
- Society for Human Resource Management
- WorldatWork
- National Association of Stock Plan Professionals



Learn more

For more information on Crowe human capital solutions, please contact:

Tim Daum
+1 630 575 4219
tim.daum@crowe.com

Lisa Voeller
+1 916 492 5133
lisa.voeller@crowe.com

Mark Walztoni
+1 847 400 7504
mark.walztoni@crowe.com

crowe.com

"Crowe" is the brand name under which the member firms of Crowe Global operate and provide professional services, and those firms together form the Crowe Global network of independent audit, tax, and consulting firms. "Crowe" may be used to refer to individual firms, to several such firms, or to all firms within the Crowe Global network. The Crowe Horwath Global Risk Consulting entities, Crowe Healthcare Risk Consulting LLC, and our affiliate in Grand Cayman are subsidiaries of Crowe LLP. Crowe LLP is an Indiana limited liability partnership and the U.S. member firm of Crowe Global. Services to clients are provided by the individual member firms of Crowe Global, but Crowe Global itself is a Swiss entity that does not provide services to clients. Each member firm is a separate legal entity responsible only for its own acts and omissions and not those of any other Crowe Global network firm or other party. Visit www.crowe.com/disclosure for more information about Crowe LLP, its subsidiaries, and Crowe Global.

The information in this document is not – and is not intended to be – audit, tax, accounting, advisory, risk, performance, consulting, business, financial, investment, legal, or other professional advice. Some firm services may not be available to attest clients. The information is general in nature, based on existing authorities, and is subject to change. The information is not a substitute for professional advice or services, and you should consult a qualified professional adviser before taking any action based on the information. Crowe is not responsible for any loss incurred by any person who relies on the information discussed in this document.

© 2018 Crowe LLP.

TAX-17007-017A