

Case Study: HR Consultancy



We recently supported a client, having worked closely over several years with their Head of HR, before she went on maternity leave.



Having built up a strong and trusted relationship, we continued to work closely with the Board to resolve some very serious people issues and disputes. Their initial maternity cover soon decided the job wasn't for them after a very short period in post and the Board was left with having to recruit another replacement at extremely short notice.

We were able to help bring the new temporary Head of HR up to speed very quickly with regards to ongoing cases, some of which we had been working on with the business for several months.

We held weekly meetings and had daily calls to ensure we were all on the same page when it came to next steps. During this period, we supported the business by leading on an extremely serious gross misconduct case, chaired grievance hearings and led on medical capability meetings.

We also supported the business by having protected conversations with two particularly challenging employees and were able to exit them from the business on mutually agreed terms. By trusting Spectra HR to deal with these matters on their behalf our client has been able to focus on the more proactive tasks in HR, such as improving employee engagement, a restructure and even the relocation of their main office.

There are numerous HR issues that you will be faced with as a HR professional, and we understand that there are many demands on your time, from all areas of your Company. Whether it's from your directors, your management team or from members of the workforce. HR is usually the go to person, when something goes wrong or when there's a problem that needs tackling, it's rare that someone picks up the phone to give HR some good news!

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