



HR Solutions

Alpine Supply Chain Solutions offers consulting services to assess your current human resources strategies and deliver solutions in line with industry best practices. Our goal is to ensure your company is and continues to be an employer of choice.

Services Include:

- ▶ Workforce Planning & Metrics
- ▶ Talent Management
- ▶ Leadership Training & Development
- ▶ Employee Culture & Engagement
- ▶ Operational Excellence
- ▶ Best Practice Assessment

1 Workforce Planning & Metrics

When documenting your current state operation, Alpine focuses on people, processes, systems, and infrastructure. We request data sets from your team and perform an on-site assessment during which we study job functions, product flow, inventory, layout design, storage mediums, material handling equipment, shift structure, WMS, and safety practices. The keys to a successful on-site assessment are observations and access to your people.

Workforce Planning Tools include:

- ▶ Daily and Weekly Labor Planning
- ▶ Long Term Staffing Models
- ▶ Labor Management System



2 Talent Management

Human capital can be your competitive advantage or disadvantage depending on how well you're doing at attracting, developing, and retaining top talent. Having strategic and long-term talent management plans are crucial to the success and growth of any company, but these plans can easily be put on the backburner to take care of more "urgent" needs. Alpine offers a streamlined approach to ensuring your talent management plans are efficient, timely, and effective.

Services:

- ▶ **Attract**
 - ▶ Recruiting & Assessing Talent
 - ▶ Pre-boarding
- ▶ **Develop**
 - ▶ Training & Onboarding
 - ▶ Assessment, Development & Exposure
 - ▶ Developmental Action Plans
- ▶ **Retain**
 - ▶ Performance Management
 - ▶ Succession Planning
 - ▶ Organizational Design

3 Leadership Training & Development

Some of the best training and development comes from real life experience however, experience should not replace individualized, formal training. It is the combination of both that expedites the development of your leaders and employees and helps them to be successful in their current roles while preparing them for future ones.

Alpine offers a tailored training approach that results in the most professional growth for your employees. We provide custom training and standard packaged training modules that are ready for your team to deliver. This approach allows you to pick and choose the topics your team will get the most benefit from delivered in the way that will be most impactful.

4 Employee Culture & Engagement

Most leaders today would clearly identify attracting qualified talent as a top priority, but they often neglect to focus on retaining the talent they have. Studies show that the average cost to replace a non-skilled employee is about 30-50% of that employee's annual salary. When it comes to a skilled employee or professional, the cost can reach more than 100% of an employee's annual salary. On top of these fees, you must also add the cost and negative impacts of having a disengaged employee working for you before they left the company. Ensuring that you have a positive, healthy, and attractive employee culture is not only a pro-team approach, it's also a smart business decision.

Alpine's Employee Culture & Engagement Services help:

- ▶ **Assess your current culture**
- ▶ **Identify strengths and opportunities**
- ▶ **Develop or strengthen existing employee engagement programs to ensure your employees aren't only happy to be on your team, but that they would choose you again given the choice**

5

Operational Excellence:

Alpine's Operational Excellence Services help streamline workflows, identify critical control points, and develop process and training documents. Having solid procedures in place will enable you to deliver quality, cost-effective products while providing for a safe and fair work environment that places you a step ahead of your competition.

Services:

- ▶ **Best Practice Development, Documentation & Training**
 - ▶ Assess your current processes, update and streamline documentation, and ensure that critical control points are addressed.
 - ▶ Develop a training program that caters to all levels of your organization, including detailed programs for hourly and production workers and critical control point summaries for senior management.
- ▶ **Employee Engagement & Reinforcement of Expectations**

Compliance audits and VIP visits have the potential to raise anxiety levels and generate highly inefficient activities to get prepared.

 - ▶ Implement tools to monitor operational compliance on an ongoing basis by easily identifying non-compliant areas.
 - ▶ Develop a praising, coaching and counselling program that reinforces your expectations with associates.
- ▶ **Problem Solving – Fix it Once**

As business needs change, a problem will inevitably arise that is not covered by any existing Standard Operating Procedure and creates a negative impact.

 - ▶ Solve problems as they arise and equip your team to avoid them in the future.
 - ▶ Develop monitoring tools that will keep problems from reoccurring.



6

Best Practice Assessment

A Best Practices Assessment assesses HR and people-related processes and procedures to ensure that they are in line with industry best practices. The assessment helps uncover both strengths and potential areas of improvement and enables our team to provide unbiased recommendations and solutions to address opportunities with your long term success in mind.

Services:

- ▶ Increased employee engagement that raises productivity and profitability while reducing risk
- ▶ Potential labor savings
- ▶ A reduction in HR recruitment lead time
- ▶ A decrease in employee turnover
- ▶ Operational improvements through improved SOPs and training