



### **What is SOAR's Focus....**

SOAR Consulting and Training Inc. was formed to provide services to small to medium (15 to 500 employee) companies in the Greater Toronto Area in need of services and support in the face of significant transition. Because of the need for a “step change” in how a client’s human resource had to be managed - whether because of growth, divestiture, acquisition or start up - SOAR was built to provide a wide range of services to support a client’s unique circumstances, to evaluate the alignment of human resources plans and systems to the client’s business direction and strategy, and to bring best practices into the client’s work place.

### **What SOAR Brings to the Table....**

Barry Bruce, SOAR’s Principal Consultant, has held senior human resources roles in both large corporate and small enterprise environments. He has the perspective of working in crown, private and publicly-owned corporations and in a wide range of industries. His experience enables both a knowledgeable perspective of prevailing corporate human resources practices and the identification of options for the development of new practices best suited to a client’s corporate needs and to meet legal obligations.

Over its ten plus years of operation, SOAR has provided retainer human resources management support to a variety of clients, short term project management for the development of human resources systems policies and tools, and strategic assessments (audits) of human resources practices.

### **How SOAR Works....**

SOAR brings an experienced and objective view to its client work. Some engagements have commenced with a formal audit of the full range of human resources functionalities – performance management, compensation, benefits, training, health and safety, diversity/equity, and so on. Where such evaluations have been done, clients have been provided with a comprehensive set of prioritized recommendations to improve corporate human resources practices.

On other occasions, SOAR has commenced services by assuming the day-to-day management of a client’s human resources function on a retainer basis. Over time, a less formal, but still practiced eye to improvements has occurred leading to recommendations for improvement, while at the same time ensuring the delivery of quality human resources services to management and employee populations alike.

### **Another Key Feature – Best Value....**

One of SOAR’s key objectives is to provide clients with the most cost effective services and support possible. The key step in meeting this objective is in how SOAR structures its client engagements. SOAR is comprised of a network of associates, who bring both human resources generalist and specialist capabilities to bear on the deliverables of each engagement. If recruitment is the primary focus of an engagements, specialist support is employed. Similarly, if projects related to compensation, benefits, or training are contracted, the right level of specialist support is provided. And if retainer human resources management services are contracted, then a highly experienced human resources manager is put in place. By keeping overheads low, and by contracting only what is needed, SOAR offers best-value client support.