

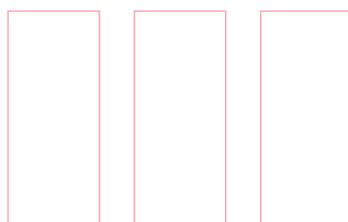
# HR Services

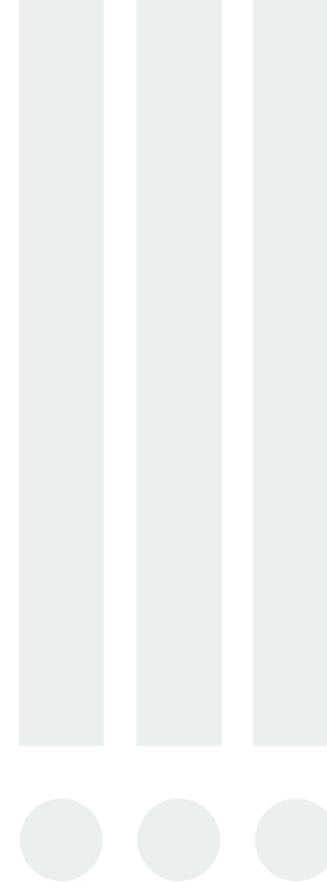
Building the tomorrow you want.

[www.liift.co.uk](http://www.liift.co.uk)

# Contents

- 01** Who We Are
- 02** Our Values
- 03** What We Do
- 04** What Our Clients Say
- 05** Our Costs
- 06** Contact Us





## Who we are

**Liiift is one of the region's most trusted Business Advisory, HR and Executive Coaching consultancies. We partner with ambitious businesses and individuals to create high levels of value and impact through tailored, integrated expertise that turns aspiration into action and actions into results.**

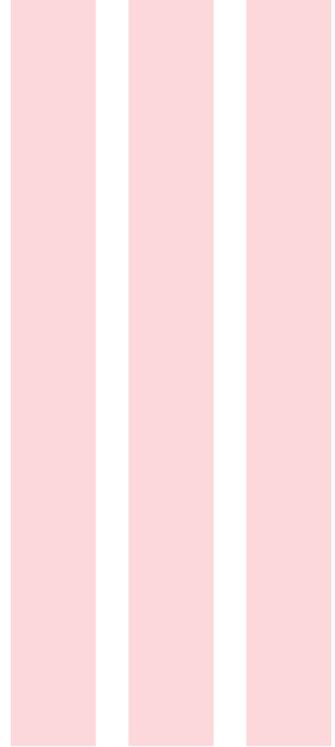
At Liiift, we are expert advisors who invest deeply in people. We understand the importance of people in the workforce, and we are committed to making people our priority, through skill development, innovation and motivation.

According to a study\*, approximately 50% of businesses outsource their HR needs, either in part or in full. It is becoming increasingly clear that outsourcing HR can bring many benefits to an organisation, such as:

- **reduced costs**
- **increased efficiency**
- **improved people management information.**

By outsourcing your HR function to Liiift, you'll have 24 hour access to HR professionals who can offer a complete package, thus allowing you to focus on your business and its success.

\*How outsourcing has changed the HR department. the pros and cons (peoplehr.com)



# Our values

## Performance

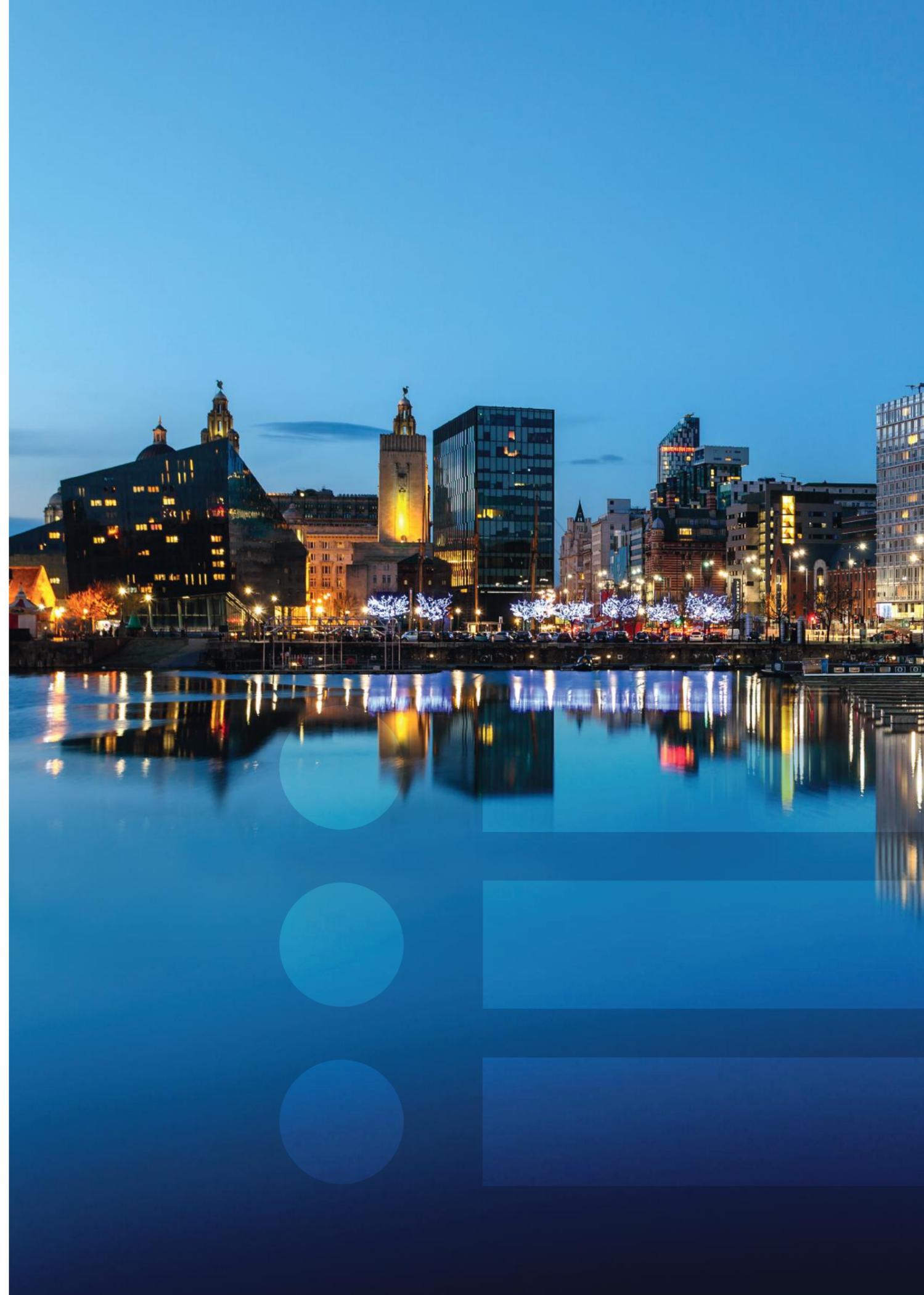
We are a results driven company focused on delivering real value to our clients through insight-based guidance. Our culture and values enable our clients to achieve extraordinary levels of performance creating pride in accomplishments and outstanding results for themselves and their businesses.

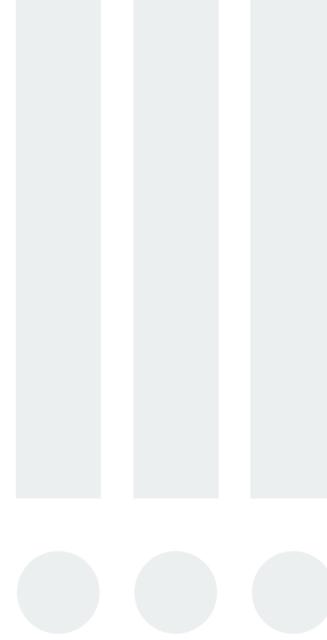
## Relationships

We value and seek trust to build deep and lasting relationships through responsible actions, keeping our promises and always acting in good faith. Integrity lies at the heart of our client relationships and in everything we do.

## Respect

By respecting ourselves and those we work with, we show that we value each individual for their qualities, abilities and achievements. We encourage our clients to speak openly, without fear of retribution, as we believe that mutual respect is paramount for building a positive working environment.





## What we do

**We offer a broad range of HR assistance, always with the aim of making a difference and doing the right thing. We understand that HR issues can often be complex, sensitive and time-consuming. At Liiift, our CIPD qualified experts can ensure that your HR processes and policies are legally compliant and align with best practice.**

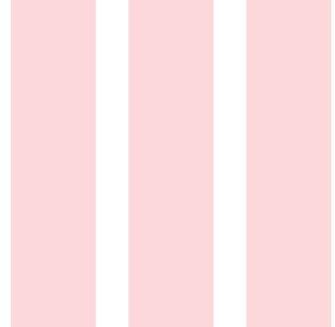
Our packages are entirely bespoke and in accordance to your needs; Liiift is here to help you and provide a complete solution for dealing with the issues that employers face each day but may not have the expertise to deal with themselves inhouse.

We can also work with you to establish staff training and development needs and implement any changes identified, ensuring employees are aligned to your company objectives, and helping your staff and business grow and evolve as a result.

### **We can help with:**

- Policies and procedures
- Employee disputes
- Complex matters such as investigations and grievances
- Performance appraisals
- Staff training and development
- Coaching and mentoring of staff from entry level to executive level
- Arranging Employee Assistance Programmes
- Talent acquisition and recruitment
- Managing employee records
- HR Audits
- Keeping you abreast of changes in law

**All HR services provided are completely bespoke and in accordance to your needs.**



# What our clients say

Feedback is so important to us at Liiift; we always take suggestions from our clients on board so that we can offer the best possible service to you. We're delighted to share the following recent testimonials we've received with you.

## Persimmon PLC

"Having recently joined Persimmon PLC as the Group Procurement Director, I engaged Dawn to support me in defining the approach and management styles I would need to adopt to best develop and grow a new team. Dawn also supported an Employee Training session, which fell over two days.

The work carried out by Dawn was invaluable, helping me to understand about the type of manager I wanted to be to best support my team and ultimately the business. My team benefited from an understanding of our collective strengths and weaknesses to help identify the best approach

to develop as individuals. Through Dawn, we were able to ensure that we followed best practice, in terms of engagement, communication and continual improvement.

I left the training with increased confidence in my managerial skills and with the knowledge that I can lead my team with the utmost professionalism. I thoroughly recommend Dawn to any company looking to engage and develop their staff and I cannot thank her enough for the work she carried out for us."

*Kieren Hanlon – Group Procurement Director*

## Shaftesbury Youth Club

"It is difficult to put into words how much I value the HR assistance that has been provided to me by Dawn at Liiift.

As CEO of a busy Youth Club, it is imperative that our HR policies and processes are compliant with legal requirements, as well as best practice. Liiift has helped us with a range of HR matters, such as contracts, redundancy, and staff management.

Since instructing Liiift, I have received clear and proficient advice which has not only ensured that

we are compliant with law, but it has given me the confidence to deal with HR matters appropriately. It has also given me the confidence to discuss HR requirements with our Board of Trustees, making them aware of our responsibilities.

I thoroughly recommend Liiift's HR services; the service I have received has been second to none and Liiift will remain my first port of call for any further HR assistance we need."

*Janice Monty – CEO*

## Move Property Management Ltd

"I recently instructed Liiift to assist on a highly complex and sensitive H.R matter. The issue was time-consuming and complicated, and as such I needed expert advice to be able to deal with it appropriately.

With Liiift's help and guidance, I was able to handle the matter with confidence, whilst knowing that I was adhering to legal requirements for all parties involved.

I would have no hesitation in recommending Liiift's services to anyone and I have instructed the Liiift team on several complex matters since."

*Juraj Stoklasa – Director*

# Costs

As our HR services are entirely bespoke according to your specific needs, our costs can vary; we do however offer competitive rates with a great return on investment. Contact us today for a full, bespoke quote.

## HR Audit

We can attend your premises and carry out an initial HR Audit completely free of charge to help you see what you're doing right and to identify any priorities that need to be improved on. Liiift can then be instructed to implement any identified changes on either a retainer basis, or under hourly or day rates, depending on the level of work required.

## Retainer Package

For clients who wish to outsource their HR function to Liiift, we offer a monthly retainer depending on your current number of employees. Prices start from £150.00 per month.

## Hourly Rate or Day Rate

We can also offer services on hourly or day rates, depending on the level of assistance required. Please contact us for more information..

## Coaching

Coaching is a method of achieving set goals through one-to-one sessions and is credited for producing optimal performance and improvement at work, as well as employee alignment to Company objectives. Liiift offers coaching sessions at a cost of £500.00 per session, and we would recommend a course consisting of a minimum of 6 sessions.





# Contact us



## **Dawn Tolcher**

*Managing Director and Founder*

Dawn is an authentic leader with a strong background in developing effective People Strategies across various industries, thus encouraging sustainable growth within the businesses she has worked with.

Dawn founded Liiift in order to inspire and champion extraordinary individuals and organisations and help them realise their ambitions and achieve growth.

Dawn is a Chartered Member of CIPD and is Level 7 qualified, as well as a qualified Business Coach and NLP Practitioner.

**Email:** [dawn@liiift.co.uk](mailto:dawn@liiift.co.uk) **Call:** 07879 467 676

## The Team

### **Donna Ostrom**

*Operations Manager*

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## Get in touch

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