



CORE PURPOSE

Improving business performance through thoughtful human resource management.

MISSION STATEMENT

At Bridger Peaks Consulting, we are committed to delivering excellence in recruiting, human resources management, training and management consulting that exceeds our clients' expectations. Our mission is simple – building lasting partnerships with our clients, and helping our clients' businesses grow. We work with you to implement effective solutions for attracting, developing and retaining talented employees. As your business needs evolve, we are right there with you, providing the necessary people, processes and tools to successfully build your organization.

SERVICES

Recruiting

- Develop and align recruiting strategies with corporate business goals
- Work with hiring managers to assess staffing needs and execute recruiting strategies
- Develop job descriptions
- Source candidates
- Interview candidates
- Design and place advertising
 - Online and print publications
 - Trade show displays
- Develop hiring Tools
 - Applications
 - Interview plans
 - Interview training
 - Evaluation forms
- Implement candidate management systems
- Negotiate and extend offers, and close candidates
- Develop college/MBA recruiting plans

STAFF AND EXPERTISE

Kevin Boylan, kevinb@bridgerpeaks.com or 406-581-9836

- Organizational Staffing Requirements
- Strategic Planning
- Total Compensation
- Employee Relations and Organizational Culture
- Employee Communication
- Performance Management
- Career Development
- Recruiting and Selection
- Hiring Process Improvement

Laura DiFranco, laurad@bridgerpeaks.com or 406-581-9833

- Healthcare Research and Strategies
- Project Management
- Training Plans and Development
- Retention Strategies and Process Improvement
- Strategic Planning
- Performance Measurement and Benchmarking

Kraig Whittenberg, toll free 866-812-4991

- Recruiting and Selection
- Hiring Process Improvement
- Job Analysis and Documentation
- Employee Records Management
- Interviewing
- HR Policy Development
- Employee Relations and Practices
- Work Rules

Jolee Barry, joleeb@bridgerpeaks.com or 406-570-9255

- Workshops and Presentations
- Non-Profit Management
- Grant Services
- Fundraising and Networking

recruiting ♦ human resources ♦ training ♦ management consulting

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SERVICES, CONTINUED

Human Resources Management

- ✓ Performance Review Plans and Appraisals
- ✓ Policies and Procedures
- ✓ Employee Communications Plans
- ✓ Employee Retention Strategies
- ✓ Compensation Management
- ✓ Employment Agreements
- ✓ Employment Handbooks
- ✓ Employee Benefits
- ✓ Outplacement

Training and Development

- ✓ Create orientation plans and packets
- ✓ Develop Web-based or instructor-led training materials
- ✓ Build incentive programs
- ✓ Implement training and professional development plans

Management Consulting

- ✓ Prepare contract policies and processes to streamline the sales cycle, reduce risk, increase revenue and manage corporate obligations
- ✓ Create and deliver training to operations managers and business development managers on negotiating contract provisions and enforcing agreements
- ✓ Assist in opening and staffing new offices
- ✓ Compliance
- ✓ Risk Management

CASE STUDY ONE

Client's Business Need: Hire one new employee.

Solution: Hire Bridger Peaks to implement recruiting process.

Turnaround Time: Approximately 30 hours to complete.

Client Benefits: When companies outsource everything but their participation in the interviews and the decision making processes, we reduce their time commitment by 85%-90%.

Bottom line: instead of hiring managers or owners spending 30 hours of their week on hiring, they spend maybe five. Overall, a small investment in outsourcing translates into big-time savings and more effective employee selection procedures. Owners gain hiring expertise, while increasing the amount of time available to focus on the core aspects of their business.

WORKSHOPS

As your business grows, the need and desire to train yourself and your employees grows along with it. Bridger Peaks Consulting has designed several workshops to address the common training needs our clients experience. Each of these workshops can be customized to address the specific needs of your company, or they can be delivered off the shelf, by one of our professional consultants.

Current Offerings

- ✓ Employee Performance Planning
- ✓ Contract Management and Negotiation
- ✓ Interviewing Skills for Managers and Owners
- ✓ Employee Discipline and Documentation
- ✓ Small Group Presentations
- ✓ Business Writing
- ✓ Writing Job Descriptions
- ✓ Building Candidate Pools
- ✓ Writing Grants
- ✓ Project Management Methodology

If you need training, but don't see the type of training you need listed, contact us today to see how we can customize an affordable, effective training solution just for you.

CASE STUDY TWO

Client's Business Need: Hire temporary work crews.

Client's Alternatives: 1) Find temporary workers themselves; 2) Use temporary agency to staff projects; 3) Hire Bridger Peaks.

Solution: Hire Bridger Peaks to staff temporary projects.

Cost Savings: Nearly a \$2,000 difference between using temporary agency and Bridger Peaks for staffing temporary projects. This amount factors in wages, employer taxes, advertising, recruiting and hiring, and workers' compensation insurance expenses.

Client Benefits:

- ✓ Less expensive and much faster
- ✓ Ability to rehire without paying staffing agency fees
- ✓ Ability to select team
- ✓ Build internal staffing pool