

HUMAN RESOURCES ON-DEMAND YOUR 24/7 HR BUSINESS PARTNER

don't get tied up in knots

There is a solution to every challenging employee situation but you need a partner that understands the complex Canadian legislation; Employment Standards, Occupational Health & **Safety and Human Rights. You don't always need a lawyer!**

Led by a certified Human Resources Executive (CHRE) and certified coach (ACC), we've mended hundreds of uncomfortable situations and saved employers thousands of dollars in settlement and unnecessary legal fees.



We pay for ourselves by ensuring you avoid the costly mistakes that damage your brand's reputation and protect your bottom line!

647-965-1251

**whether your need is proactive or reactive,
we'll make sure you are buttoned down.**

benefit design
turnover analysis
recruitment services
recognition & rewards
employment branding
employment contracts
terminations & downsizing
employee communications



hr policy
health & safety
employee relations
diversity & inclusion
compensation design
progressive discipline
employment contracts
restructuring
performance



focus groups
exit interviews
workplace bullying
sexual harassment

dispute resolution
severance negotiating
complaint & grievances
attendance
management

made to
measure

**PERFORMANCE &
ENGAGEMENT
SOLUTIONS**

for people
employees, leaders,
teams, &
organizations

**PROFIT
PEOPLE
PROCESS**

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stay in touch by
following our social
media



you get as much or as little as you want ... when you want it



we are your human resources business partner

Following an initial consultation, we'll determine your estimated monthly needs (with a one hour minimum per month). We take care of everything else. Under a retained services arrangement we'll keep track of the number of minutes and hours used to provide support to you or anyone you designate. Each month you will receive a statement indicating the minutes used and what remains in your bank.

You'll be invoiced for anything exceeding your monthly contract, or receive notification of the unused hours that will carry over into the next accounting period. Your hours can accrue as long as you want and they never expire.



we are a low cost operator with few expenses

We would let you borrow our company jet, or lakeside cottage except we don't have one (but would love to borrow yours).

We don't have costly overhead such as offices, lavish reception areas or free Wi-Fi. In fact, we prefer to visit you and experience your brand like your customers. It helps us understand your business, culture, strengths and opportunities.

Over time we'll learn your operations, language, culture, values, leadership style and priorities. In fact, we can help you build them.

You only pay for what you want, when you want it.



we cut costs, but never corners

Outsourcing your Human Resources function means you get just what you need, when you need it. We don't have an army of analysts crunching numbers or preparing presentations that never see the light of day. In traditional consulting firms, a lot of money is spent running ideas up the flagpole to keep the "suits" apprised of what's happening. You will have the benefit of our behind the scene collaborative approach; if necessary we consult among ourselves before approaching you with recommendations and solutions.

You will also benefit from our high quality training programs that can easily be adapted to meet your unique needs. If a more cost effective solution exists we'll even let you know where to find it.

we aren't doing our job if you don't get excited about yours

passionate business leaders

We are a collaborative group with real operating experience . We've all managed departments and understand the real challenges you face as a leader or organization. We understand and get excited helping organizations optimize performance and engagement. We know a thing or two about human resources, but we are first and foremost business leaders who have had accountability for running businesses and HR departments. Sure we have some designations but they were earned while we struggled to manage our P&L statements and keep our businesses (some pretty massive) afloat.



we don't throw company picnics or holiday parties

Based on hundreds of exit interviews we can confirm nobody ever left a company because they lost a three-legged race or failed to win a holiday basket. We'll support your celebratory events if they are essential to performance and engagement (we'll even attend if there are doughnuts). We have planned large scale conferences and learning events (up to 1000 attendees) and understand how they accelerate communication, change, culture and provide organization wide focus but we prefer to leave the donut making to the experts at Tim Hortons.

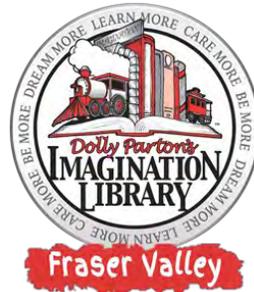


we love questions, especially tough ones

A competitive advantage is that we know we don't have all the answers but are confident that as your partner we can co-create solutions that best fit your need and budget. We ask powerful questions and partner with you to think through the issues in order to satisfy your goals. We want to build lasting capability in your organization so you stop calling us (we've done our job when the only reason for your call is an invitation to your holiday party or picnic). We want to know your questions and begin the process of creating a relationship that is mutually beneficial ... on your terms and turf. Oh and we are a lot of fun. Seriously, a lot of fun!



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Proud to be the local champion of
Dolly Parton's Imagination Library.

We Are Ready to Help Achieve Your Goals!

contact us for a no obligation consultation

647-965-1251

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100% Canadian Owned & Operated eh!

