



What makes FIT different is right there in our name: *Fully Integrated Team HR*.

Find out how FIT works with you to not only solve problems but point the way to stable growth and prosperity.

Learn more about our integrated services:

Most importantly, FIT reflects our steadfast commitment to developing and nurturing a genuine partnership with your organization. From day-one, we dig in, asking the right questions of the right people to quickly identify the areas that need attention. Together, we quickly determine the best solutions for pressing problems, while developing strategies for long-term stability and growth.

Employee Relations.

It's a well-known fact that creating a culture where employees feel valued, informed, and engaged results in higher productivity, lower turnover, and better customer service. FIT shows you how to create and maintain such a positive culture in your own organization.

Corrective Action and Termination / Separation.

The journey to business success inevitably requires course corrections and transitions. FIT has experience helping companies like yours to make such corrections as smooth and non-disruptive as possible.

New Hire and Onboarding Programs.

The first stages of employment are vital in ensuring new hires are quickly set on a path to becoming effective, contributing members of your organization. At FIT we're fully adept with the tools and tactics to make new employees welcome and immediately productive.

Performance Management.

High performance is the result of properly managing both behavior and results. That means setting ambitious but realistic goals, properly monitoring results, and making certain the means and incentives are in place for employees to achieve those goals. FIT knows how to work with you to maximize results.

Leadership and Employee Development.

At FIT, we've learned that one of the best ways a company can move forward is to recognize and tap the unrealized potential of its present employees. Fortunately, there are proven, lasting methods available to inspire and motivate employees at all levels to "up their game" while building strong organizational relationships.

Employee Handbook and Policy Creation / Development.

FIT can finish that Employee / Policy Handbook project you've always wanted and never seemed to find time to complete. Once in place, a comprehensive handbook can be an extremely valuable resource, not only with informing and directing employees, but in overall strategic planning.

Safety and Risk Management.

These are business fundamentals that are often neglected until it's too late. FIT is very experienced with making detailed assessments of your present work environment, policies, and plans to ensure employees are safe and productive, while minimizing risk of accidents and legal action.

Workforce Analysis and Planning.

Can you downsize your staff without affecting productivity? Should you add positions to achieve sales growth? We can lend an experienced, objective perspective and help you make a plan for success.

Benefits and Compensation.

Payroll is the biggest expense for most businesses, and often wrought with the most confusion and contention. FIT can help you navigate with confidence that your pay and benefits are competitive, fair, and sustainable.

Recruitment.

Finding and retaining the right person for the job is a big job by itself. FIT knows how to do it.

Training and Development.

Many of the companies with which we work are on a growth curve or in transition, and benefit from our customized individual and team development plans. These programs and tools help ensure that everyone involved understands and agrees on goals and direction, and what contribution everyone provides. In addition, FIT offers important and valuable training on issues such as harassment (compliance based) to best practices for performance management, recruitment, and interviewing.

Employee Assistance Programs.

FIT collaborates with Fully Effective Employees to provide assistance with issues such as employee drug and alcohol abuse, high absenteeism, morale, and harassment.

Testimonials

During a period of incredible turbulence in HR leadership, FIT senior staff provided a necessary stability and laid the foundation for some major breakthroughs in terms of our ability to deliver HR services more efficiently. They were instrumental in creating an HRIS platform that I have been able to, in very short time, light up an on-line benefits enrollment, an on-line on-boarding system, an on-line recruiting interface, and an on-line review process, all in my four months here, based largely on the work that they did and managed in migrating the data into the new system in a responsible and thorough manner to begin with. Couldn't be happier.

Kevin, HR Director, Construction Industry

"The team at FIT had a very common-sense approach to interactions with us from an operations perspective. Their people skills are strong and that's some of what attracted us. I really do believe that HR consultants are a commodity. I used to work in an HR department, and there are certain skill sets you must have, certain things you must know. It is commoditized. It's important that appreciation for the social consciousness of an organization is there and that it's woven into HR efforts. The FIT team embodies this."

Richard, SVP of Operations and Legal, Technology Industry

"FIT was instrumental in helping me get my first contracts, built my team and celebrated with me! When you have that attitude in business, it's a win-win situation, and it's just so much better."

Kerri, CEO, Services Industry

"When FIT came in engagement was low, not a lot of trust in HR or leadership. Their coaching and mentorship leadership approach, has increased engagement dramatically - people are open, unafraid and energies are now at an all-time high."

Jane, CEO, Healthcare

"We had a strong need for HR guidance because we grew too fast and needed expertise to right-size our business. They had an ability to talk through and understand our risk, managing our change in the most humane way, with the nicest layoffs on earth."