



About Gurus HR Consultancy

GURUS is the Approved Education Provider (AEP) for TMI in Liberia. GURUS runs talent management training in Liberia and do PREP for al three talent management Certifications.

Gurus Human Resource Consultancy Group is a consummate Liberian management firm in the contemporary human capital, Change Management, Talent Management Learning, Employment Law, customized Psychometric testing and HR Technology arena to lead the way endowing with the comprehensive solutions in the HR domain for growing organizations.

We, at Gurus Human Resource Consultancy Group, seek to venture a trustworthy drive providing the most reliable professional custom key in the HR mainstay. With our national and international partnerships with other management firms, Guru Human Resource focuses on the enhancement of client organizations by providing quality services on various aspects of their human resources and by letting the organization focus on its core issues.

Gurus in the Approved Education Provider (AEP) for the Talent Management Institute in Liberia. we provide talent management training and preparation for Talent management Certifications in Talent Management Practitioner (TMP), Senior Talent Management Practitioner (STMP), and Global Talent Management Leadership (GTML).



Vision

With a close-knit organized team and national and international partners that consist of drive, dynamic and talented professional, our vision is to be one of the premier HR Consultancy firm in Liberia and the region.



Mission

We endeavour to please our customers, providing a proficient and undoubtedly a reliable solution in the human resource sphere in Liberia and empowering the present and future workforce.





Our Approach

GURUS provide clients with the power to rapidly acquire high performing staff, optimize their workforce, and reduce operational costs and risks, whilst accessing excellent technology and recruitment expertise. With global competition increasing,

It is essential for high performing businesses to build a competitive organizational capability. Competition for the best talent and knowledge is increasing, not declining. For that reason, Recruitment process Outsourcing is a vital component within the HR strategies of today's leading companies.

Our approach to recruitment process outsourcing also combines an all-inclusive transformation of the recruitment function of an organization with a collaborative approach for delivering the service to ensure our clients get the hassle-free recruitment. We evaluate and modify the recruitment process to deliver quality outcome based on industry type and not just follow the traditional superannuated recruitment method. We are committed to transfer skills and share best practices with our client organizations.

Through a blend of customer-tailored service offerings and a market-leading staff, we bring value to our clients by improving corporate performance, increasing flexibility and achieving significant cost savings. GURUs help organizations accomplish better outcomes by bracing their most important resource: their employees. Utilizing a system embedded in self-awareness, our proven approach boosts Human Capital. Learning and Development, reduce cost through efficient development and use of customized HRIS; change management and mitigate legal employment burden.



GURUS Virtual Human Resources Department

Some small organizations may not afford to hire a permanent human resources Professionals or create a full HR department, but the organization can still function effectively. All you might need is someone professional and qualified to support in navigating the intricate employment details, principles, and human resources policy makes sense for your organization and helps the organization in meeting its deliverables. GURUS's Virtual HR Department has knowledgeable human resources experts in all areas of HR.





HR Retainer **Services and Packages**

Gold HR Retainer

The GURUS Human Resource Gold Retainership is for dedicated professionals who want to progress in resolving their human resources matters. Subscribing to this retainer agreement, GURUS would arrange 1-hour call per week. The expert will call to identify what issues of human resources might be on the plate of, and that is of maximum importance that week and to discuss and to support. GURUS includes up to two onsite visits per month. Besides, at GURUS, we are prepared to get involved, in the trenches with our clients for up to an added two hours monthly on any human resources topics of interest that are important to the organization. The Gold HR Retainer remains our most comprehensive package and fashions the most exceptional outcomes, simply because organizations or clients more time with GURUS and provide more direction to work through the HR matters. In addition to this package, GURUS also support her client with employment law matters committing 1 hour minute monthly.

Silver HR Retainer

GURUS Silver Human Resource Retainer is for self-starters who want to take dependable Human Resource actions of diverse nature that are required in their workplace. The self- started might feel that they do not need to speak weekly to accomplish the tasks. With the Silver HR Retainer option, GURUS' schedule three 45-minute calls every two weeks, to get you up to speed, stay on pathway and eradicate hindrances that stand in the way of the monthly report or other HR monthly requirements. Clients would also receive One onsite visit monthly to help with any HR need. The preference for some clients is for GURUS to facilitate meetings or onboarding, or exit processes. These services are supported by monthly three hours of task assignment. In addition to this package, GURUS also support her client with employment law matters committing 45 minutes monthly.

Bronze HR Retainer

The Bronze HR Retainer package is structured to support those busy professionals who are not able to devote time for human resources matters, a small nous of reprieve by having some support and guidance during the month. This retainer includes two hours monthly calls and is supported by monthly task delegation of two hours. This package is structured to support clients when needed especially in the areas that they most need it. GURU's pride itself on being capable of problem solving and the HR actions points that will make the maximum transformation in the workplace and GURUS understands and the sense that ahead of time that we can provide the required HR support each month. In addition to this package, GURUS also support her client with employment law matters committing 45 minutes monthly.

GRURS HR Academy

Many organizations going through cultural, technological, economic, organizational, and high- tech transformations, need the right skill set, agility in the mindset, talents to optimize the ways work is done to attract, inspire, and motivate people. At GURUS HR Consultancy Group, we bring together expertise from different backgrounds and structure in building people's capacity, and to share our expertise which remains fundamental to our rule of engagement for the business. Our faith in what we do is critical to the accomplishment of development at GURUS HR, for our clients and their industries

The focus of GURUS HR Academy is as follow:



Bringing high worth to our customers by working with them in building the required competencies for their employees to help navigate growth in their business



GURUS HR Group deliver an applicable and business centred approach to developing employees



At GURUS HR we pay key attention to the improvement of HR Discipline driven by our customized and proven HR solutions in Liberia.



We support the transformation of society and community that we are genuinely rooted in through the development of talented individuals who can produce tangible and valuable business results.

The GURUS HR Academy is not driven by old-fashioned HR knowledge learning. GURUS' exclusivity in the field of HR and employment law is toted out of the profound tradition relationship with the Association of Liberia Human Resources Association (ALHRP), exclusive familiarity and knowledge within the HR industry in Liberia. GURUS familiarity of her clients their and their HR industries, national frameworks makes it the choice of business and passionate HR enthusiasts. GURUS' HR Academy emphases are on delivering the appropriate and industry-driven HR instructions and growth in HR technology solutions, research, embedded with our approach we build HR thought leaders.

GURUS delivers Human Resources training in carefully chosen subjects as well as an extensive series of tailored teaching solutions for Rudimentary, Intermediary and Progressive HRs. We work with our HR technologists to build HR solutions from the base, customize open- source HR software to the local and organizational context; our solutions provide automation for organization HR departments.

Our fundamental Services

Employment Law Consultation

- Employment agreements
- Handbooks,
- Employment disputes involving wrongful and unfair discharge,
- Family and medical leave,
- Discrimination,
- Wage and hour violations
- Transfer of undertakings
- Workplace safety and health,
- Termination of employment
- Residence, re-entry, landing visas (Immigration) and work permits (MOL)
- Quarterly labour report
- Semi Annual BIN Report

Human Capital Development program

- Recruitment and selection,
- Talent management and workforce planning.
- Contract placement,
- Career Mentoring & Counseling,
- Support on total reward and compensation
- Medical license processing,

Change management

- Organisation restructuring and change management process,
- Support on Planned Mergers, Acquisitions,
- Serve as advisor and resource to HR Team Members,

- Designed Training Programs: Performance-Driven Compensation Programs Productive Work Environments
- Organisation structure design/org chart,
- Conducting employees engagement and satisfaction survey.

Training and Compliance

Training (falls under GURUS's Academy)

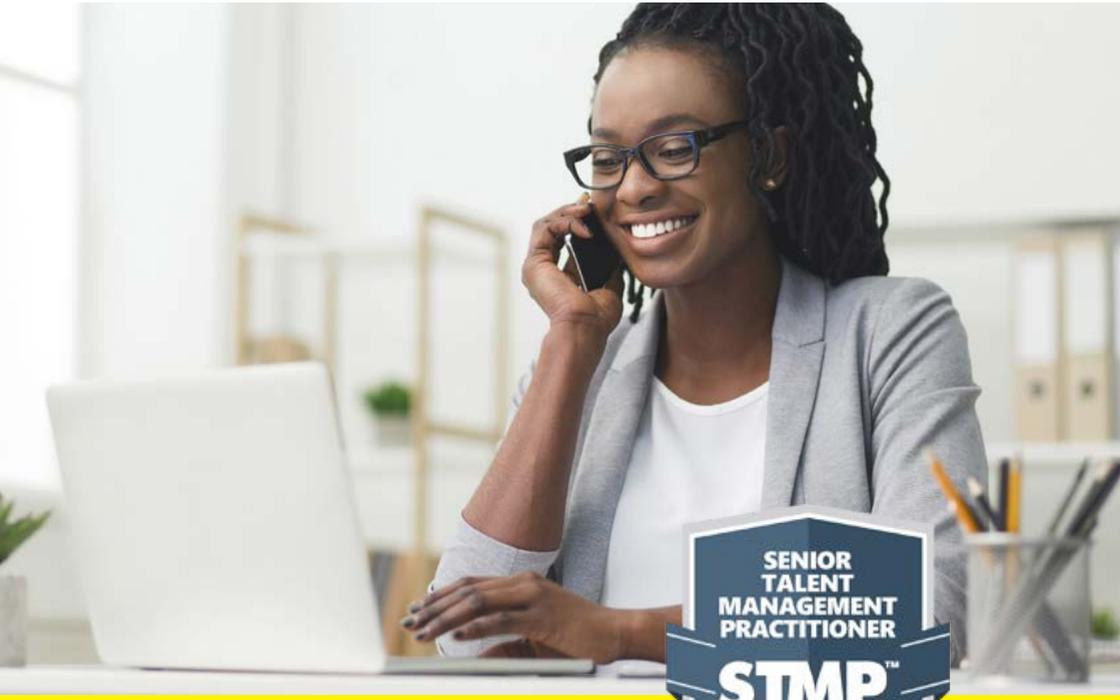
- Prevention of Sexual Exploitation and Abuse,
- Leadership Skills (Advanced)
- Communication Skills
- Organisation development training,
- Change and Time Management
- Team building (Advanced)
- Supervisor's training,
- Health and Safety Training,
- HRIS Training

Technology:

- Provide HR automation and solutions: leave, performance management,
- Designing application tracking software to improve efficiency,
- Developing an HR dashboard to drives results,
- Improving workplace productivity and data security while reducing the overall cost,
- Automation of HR reports
- Designing HR application customised to the business,



Our Clientele



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