

Interim Human Resources Director

Interim HR to mentor

The understaffing and dysfunctions of the Human Resources Department linked to its perfectible organisation led the top management of this international company to call on Taplow France to recruit an experienced Interim HR Director, whose mission would consist of mentoring the Head of Human Resources in industry and helping her to settle an efficient HR Department.

Taplow Solution

The Interim HR Director began by restaffing the department by recruiting for vacant positions and those that are about to become vacant, while having first defined the right size of the team, in agreement with the Chairman,

He also entered into a process of reassuring team members, by means of individual and group interviews from which ideas and actions will emerge,

And finally work on a cross-functional HR project that reflects a vision shared by all staff in the department,

Outcome

After a 4 months assignment, the Interim HR Director improved inter-departmental relations and made progress on HR issues rolled out by the Group.

He limited possible litigation regarding the Labour Code, by placing the company under collective agreements on issues that have been set aside, and which gave rise to regulatory non-compliance. He carried out preparatory work on future agreements with staff representatives with a view to improving operational and financial performance (working hours, for example). To this end, a social calendar has been defined.

He proposed ways of optimising the efficiency of the Human Resources department, by clarifying the organisation with precised definitions of the responsibilities, missions and tasks of each member of the department, as well as the fundamentals and priorities of the functions concerned.

Consultant: Stéphane Martinod

E: smartinod@taplow.fr

T: + 33 6 20 60 33 90