


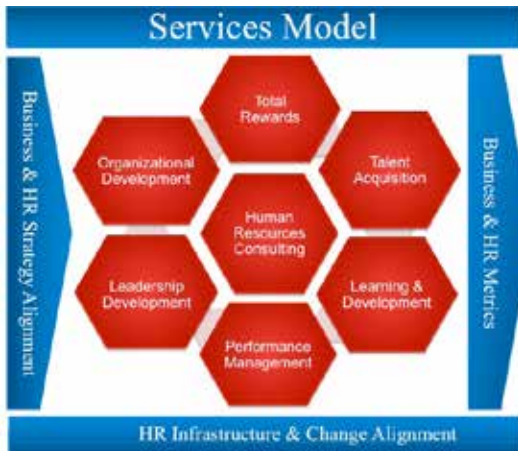
The Red Chair HR focus

We Partner with Companies Like Yours;

- ▶ Growing -On a new growth spurt.
- ▶ Downsizing -Growth has stalled and you are looking to drive sales/EBITDA, or to cut costs and restructure.
- ▶ Preparing for sale.
- ▶ Family businesses with succession issues or growth-related challenges.
- ▶ Not-For-Profit. We are experienced board Chairman and Committee Chair in the NFP sector.
- ▶ Private Equity funded companies.
- ▶  Expanding into the US or have a US division? Red Chair has managed US divisions and their unique legislative environments.

M&A Consulting Services Include:

- ▶ Assessment of the new executive team and key players, pre purchase or preparation for a sale.
- ▶ Integration of HR departments - Change management expertise.
- ▶ Building an HR dept from scratch - We know what pieces in what order is ideal for scalability.
- ▶ HR Audit - for compliance, legal vulnerabilities, cost, structure and strategic alignment.



HR Consulting Team to Support You



Bringing hands-on consulting expertise to clients in both publicly traded and privately held companies, Chris Boynton has extensive experience building, merging, divesting and acquiring HR departments and the companies they support.

Prior to forming *The Red Chair HR Consulting*, Chris was Chief Human Resources Officer for *FirstOnSite Restoration*, a 1,200-employee Canadian company owned by a private equity firm with operations in the US and Canada. This followed several other Senior VP HR roles for other private equity-owned organizations, before which Chris was head of Corporate HR for *Canadian Tire*. It was under Chris' HR leadership, that this iconic Canadian retailer was voted the #1 employer in Canada. Beyond these roles, his experience spans Manufacturing, Retail, Transportation, Telecom, Construction, Engineering, Real Estate and Health Care, in virtually every size of organization, from large Multinationals, to smaller, family-owned businesses.

Whatever your management style or corporate culture – Chris has a reputation for developing programs that combine a practical approach with best practices and ease of implementation



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Interim HR Management



Your business is never static.

Staffing needs ebb and flow and can change in the blink of an eye.

Call on The Red Chair HR:

- ▶ when you have a sudden gap due to a vacation, illness, turnover or a medical leave of absence.
- ▶ when you're riding a wave of growth and you need more hands on deck.
- ▶ when there seems to be a revolving door on your office. The Red Chair HR can help you "turn off" the turnover using hands-on management and quality recruiting best practices.
- ▶ during a restructuring, task us with finding that missing piece of the puzzle - adding a key skill or crucial expertise when you need it most.
- ▶ during times of transition, let us calm the waters, providing on-site HR management for additional bench strength and mentoring.
- ▶ when you need someone to lead strategic HR Initiatives and you don't have the expertise in house.

Let Us be Your Virtual HR Dept

The Red Chair will do it all: set up your HR function and mentor and train staff to run it.

For smaller businesses we can provide the services you need via telephone and email support. Call us today to find out how.

HR Consulting

Total Rewards

Do you have the right incentives to drive the right behaviours? We can ensure you maximize your reward spend and benefit package to best drive your EBITDA results.

Talent Acquisition

Get the right people on the bus with the right skills and right fit in your culture with these processes.

Learning & Development

'Sharpen the saw'. Whether a driver of efficiency & performance, a competitive advantage or a retention strategy, how you train your Human Capital drives your results.

Customized Training Courses Offered

Leadership Development

Do you have stronger leaders than your competitor? Get a competitive advantage with an aligned, strong leadership team.

Performance Management

Spending too much time on employee relations issues with the bottom 20%? Drive a performance culture with tools that have real connection to impacting EBITDA.

Organizational Development

Want to change or drive your culture? We can perform an HR audit, Employee Opinion Survey, advise on the ideal structure and set clear expectations of each person's role with measurements.

Change Management

"People don't resist change. They resist being changed!" - Peter Senge. Let us show you how to implement that new program.

Strategic Planning/ Metrics

C suite executives can help your team see further down the road. We also coach your HR team on alignment with your strategy.

M&A

#1 reason for a failed M&A is culture and the leadership team. We can help assess and integrate your new leadership team.

Executive Coaching



Let us help you to bring out their best

You need every executive to reach his or her true potential. The Red Chair HR provide effective, nuanced coaching, tailored to the individual and designed to ensure each candidate

- ▶ deploys all of his or her talents
- ▶ optimizes his or her performance in the current role, and has the best chance of continuing his or her career progression in line with his or her ambition.

We'll deepen his or her managerial attitude through a better understanding of his or her own psychological needs, responses to stress and existential questions.

At The Big Red Chair HR, Executive Coaching covers more ground than you might expect, including:

- ▶ providing assessments of executives and managers, including actionable feedback and coaching follow ups.
- ▶ developing Succession Planning, and coaching key players through the transition.
- ▶ 'Accelerating the Great': mentoring your key, high-potential employees.
- ▶ Turnaround Management - coaching good but struggling managers to succeed.
- ▶ Peer Coaching - providing strategic guidance to fellow HR executives.
- ▶ Growing the Department - mentoring your new HR Managers after setting up your new HR department.