

Why use TwoGreySuits?

(just a few reasons outlined here!)

At TwoGreySuits, we know that every company must and is dealing with HR management challenges every day of the week. It’s not optional and will even happen by default. It doesn’t matter the size of your company or your current skill set or practices in this area – the simple fact is you must deal with HR management to run a business, period. If there are people in your business, then by default you have to know and practise HR Management. The common HR management things that need to get done can be done in a more effective and professional way which can effectively foster a better relationship with managers and employees doing the work.

It has now been proven beyond any reasonable doubt with worldwide conclusive research and evidence that *increasing* Employee Engagement = Increased Profitability. There are 8 key drivers of Employee Engagement, but the one that is by far the most important based on research is the ***quality of the direct relationship with one’s own manager.*** (people leave managers, not companies) So, how do we help here? First, by using TwoGreySuits Recruitment module to educate ourselves, to improve our quality of hires by knowing in detail what skills and also what behaviors we want that match our vision and our company culture, then by properly sourcing qualified candidates, screening, behavior and skills interviewing and referencing, onboarding, and properly managing them. Too often companies struggle with quality of staff and don’t know how this happened or more importantly how to prevent it or know what to do about it when it does happen.

TwoGreySuits helps you improve all of this; tutorials on behavioral interviewing, 1800 interview questions, how to design your own behavior questions, how to score them, how to prepare for and also interview properly, how to do detailed reference checks, etc. Then once onboard how to set direction, provide job clarity, feedback, coaching. (literally hundreds of ‘what to do’s’ and ‘how to do’s’ in the Performance Management module). We stress the importance of really getting to know your people, beyond where you are now, how to inspire, motivate and also reward/recognize excellent work and required behaviors.

Proper people management includes being structured around this, knowing in detail how to hire excellent fit candidates, knowing how to best manage people, to retain and also develop people. (all on the website) Being structured means having clear HR Policy (Administration module), clear up to date job descriptions, (HR Basics module) regular job performance feedback and coaching. (Performance Management module) So, TwoGreySuits is educational and also provides the practical processes, forms, policies and ‘how to’s of better managing people from finding the best people to properly managing them and retaining them. There is literally no downside to going on the site and selecting areas where you would like to see improvement, educate yourself and your company, then more importantly, implement. To understand the breadth of what TwoGreySuits provides, see ‘50 Reasons to Use TwoGreySuits’. Why wait?