

PEOPLE SOLUTIONS ADVISEMENT

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The diverse experience of our People Solutions team provides outsource advisement including interim or long-term HR management in areas including compliance, compensation, workforce planning, and employee relations.



HR "HEALTH REPORT"

Taylor Brothers Farms (TBF) is the world's largest producer and processor of organic prunes and a global distributor of conventional prune products. A long-time Morrison & Company client in several service areas, TBF has operations in the US, Europe, and Asia. To ensure efficiency and compliance in an increasingly complex regulatory environment, TBF asked us to assess their human resources functions. We performed an extensive onsite assessment that included practices related to hiring, onboarding, wages and hours, and employee relations, as well as employee handbooks, personnel files, and I-9 compliance. We provided TBF an in-depth HR "health status" report outlining our findings and recommendations, which is being used to improve the company's compliance and efficiency.

REDUCING EMPLOYEE TURNOVER AND INCREASING ENGAGEMENT

Seeking to maintain a high quality workforce and alleviate turnover, a multifaceted company with diverse operations engaged Morrison & Company to survey employee satisfaction and engagement (commitment and enthusiasm). Employee meetings were held and over 100 were surveyed confidentially; the results were benchmarked against national surveys by the Society of Human Resource Managers (SHRM). Over 60 positions were researched for compensation competitiveness; further, a compensation survey of similar business was conducted for selected positions. The results were used to craft a comprehensive compensation philosophy and strategies to improve employee engagement and reduce turnover.



ORGANIZATIONAL DEVELOPMENT

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Organizational health is essential to business success. We partner with clients to provide diagnostic and strategic approaches to optimizing performance. Service areas include strategic planning; talent development; comprehensive HR assessments; engagement and satisfaction surveys; succession planning; and organizational alignment.



SUCCESSION AND TRANSITION ASSISTANCE

Sheraton Real Estate Management, a commercial and residential property management and maintenance company in northern California, was nearing a transition point. Accordingly, the company asked our assistance in refining their vision, strategy, and organizational structure, plus guidance with various scenarios and opportunities. Morrison met regularly with ownership to serve as a "sounding board" and for guidance on opportunities and challenges. The company has since spun-off several service segments, and we continue to advise regarding goals and vision.

FACILITATING MERGER DISCUSSIONS

As part of their strategic planning, two regional competitors in the handling and marketing of agricultural commodities wished to explore the benefits and challenges of a possible business combination. Along with performing independent financial projections and operational analysis, Morrison & Company facilitated preliminary conversations between the two, including the basic principles for a non-disclosure agreement to ensure open and frank—but confidential—discussions, many of which we facilitated. While the competition between the two was friendly, an atmosphere that is both structured and open is critical to discussions of this importance.

THERE'S MORE!

See bios of our People Solutions team at morrisonco.net/people-team and visit morrisonco.net for information on more case studies and our other service lines: Financial & Accounting Interim/Outsource, Planning & Feasibility, and Grants.