

Volume 2  
Second Quarter 2021,  
Here we come!

Have you defined your 2nd quarter goals? We manage our business using the tools from the book Traction and its Entrepreneurial Operating System (EOS) and find that defining our rocks each quarter lets us focus on what's really important. We have many EOS Implementors/Experts in our network... if you are interested in connecting with one of them please let us know.

GJHC is excited to bring Angie Gorres on board as our Marketing & Sourcing Specialist. Angie has been working with Gwen for over 15 years providing support in many areas and has taken the leap to be fully dedicated to helping us grow. She has been integral in helping us succeed thus far and we're excited to see what we can achieve now as we SHINE together! We know you will enjoy connecting with Angie!



Gierke Jungbauer Human Capital is your outsourced Human Resources team. We help with retained searches, fractional HR to complement your team or manage all aspects of your human resources, and executive coaching.

Check out our updated website at [www.gierkejungbauer.com](http://www.gierkejungbauer.com)



# ILLUMINATIONS

## SUPPORT YOUR LEADERS WITH EXECUTIVE COACHING

Companies often say their most valuable assets go home each night...their employees! Saying you value your team is one thing, showing them is another. Show your leaders you support them with professional executive coaching from Gierke Jungbauer Human Capital.

Gwen & her experienced team of professionals help rising leaders who need to develop, as well as Presidents and CEOs who have no one in the organization to help them vet their ideas. We've helped many leaders and key employees with everything from salary negotiations to conflict resolution. We have also added a coaching package for those in transition--who best to help a candidate prepare for intense interview rounds than a recruiting expert?

Reach out to Gwen today for a free consultation at 651-428-6999 or [gwen@gierkejungbauer.com](mailto:gwen@gierkejungbauer.com).

## WHO NEEDS AN HR AUDIT?

The HR auditing process is an independent, objective, and systematic evaluation that provides assurance that: 1) compliance and governance requirements are being met, 2) business & talent management objectives are being achieved, 3) human resource management risks are fully identified, assessed, and managed, and 4) the organization's human capital provides value to the team.

Under this definition, HR audits are more than an audit activity that solely collects and presents evidence of compliance. HR audits are increasingly expected to look behind and beyond the organization's assertions of sound and proper HR management practices and to assess the assumptions being made, to benchmark the organization's processes and practices, and to provide the necessary consultative services that help the organization achieve its business goals and objectives.

Our HR Audit can help your clients and network have a plan of attack for improving on their HR KPIs, and if they don't have any, put them in place. Let GJHC review your HR policies/procedures to ensure you're compliant with federal, state & local employee laws and regulations.

## Contact us today!!

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