

People Consultancy Services



With a wealth of experience, Altair's HR Team have a **strong client offering** across the ever-changing landscape of people practices. We support clients in overcoming a variety of different challenges, including the development of **people strategies**, organisational design, **organisational effectiveness**, pay & reward, and complex investigations. Most recently, Altair's HR Team have been working with organisations, helping them navigate the natural challenges presented by the pandemic.

Our up-to-date knowledge of the **changing people agenda**, and the continual research and **benchmarking** we do out of sector, alongside our extensive understanding of the **housing sector**, means we can provide **dynamic advice** and support relevant to housing organisations, whilst bringing fresh perspectives from other sectors and industries.

Areas of expertise and key deliverables:

- Strategic HR support
- Development of people strategies
- Pay & reward benchmarking, reviews, and strategies
- Large scale change management support (e.g. mergers and change programmes)
- Organisational design & effectiveness
- Strategic workforce planning
- Reviews of HR services and functions
- Complex investigations
- Culture audits
- Development of talent management frameworks



Examples of our success:

- Providing independent, **strategic HR advice and support** to the remuneration committee of a large housing association
- Undertaking full **benchmarking and review of benefits**, and reporting on key emerging trends in benefits and reward across both the housing sector and the UK post-pandemic for a mid-size housing association
- Undertaking a **deep dive review of the HR function** in a large housing association
- Simplifying the **job evaluation framework** for a charitable organisation
- Provided advice and support on future **organisational design** for a small housing association
- Provided **strategic HR advice and support** on the design and implementation of a new leadership structure for a large housing association

Key contacts in Altair's People services:



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