As Seen In… Forbes, December 28, 2009

The Stolp Group

Increase the Value of Your 'Human Capital'

Sheri Stolp

Times are tough. Budgets are tight. And getting the most out of your people has never been more urgent. But what if you don't have the resources to do this on your own? Fortunately, you don't have to — not when The Stolp Group offers a wide array of services to help small and midsize organizations increase the overall value of their human capital.

"We offer alternative solutions to a wide spectrum of employee issues, and can either supplement an existing human resources department or serve as an outsourced HR department," says Sheri Stolp, founder and principal of the Lakeville, Minnesota, firm.

Most of The Stolp Group's clients are growth-oriented organizations with 100 to 10,000 employees that are seeking a higher level of commitment and passion from their employees, Stolp says. The firm serves businesses, non-profits and government agencies on both a project and an ongoing basis. Its core competencies include:

– **Leader Workshops**, including Sensitivity Training, Union Avoidance, Coaching in Today's Millennium, Cultural Awareness and Positive Employee Relations (PER)

– **HR Assessments**, including a review of HR practices and procedures to ensure legal compliance and positive culture development

– **Employee Focus Groups/Climate Assessments**, including specialty employee meetings to generate confidential insights, attitudes and opinions

– **HR Integration Following Mergers and Acquisitions**

Stolp and her team have all worked for *Fortune* 500 companies and have access to a variety of *Fortune* 500 tools and programs, which they can modify to meet a client's needs. As a result, she says, "Our clients get Cadillac tools and programs at moderate prices."

'People Integration' Project Helps Company Move Forward After a Merger

"Without The Stolp Group, several of our integrations would still be behind schedule. Their expedient climate assessment work uncovered several missing puzzle pieces, allowing our organization to focus quickly and then deliver needed strategies for moving forward."
    –CEO, Logistics and Distribution Company

The Stolp Group helped this rapidly growing company combine the staffs of two merged organizations. "While the financial transactions of the merger ran smoothly, the 'people integration' component was lacking," Stolp says. "Through a series of specialized focus groups — what we call climate assessments — we identified key pressure points, as well as the cultural norms and value systems of the two entities. We then implemented several key strategies for the combined organization." The result, Stolp says, was significantly improved employee satisfaction scores and increased productivity.

"Unlike many HR consulting businesses that rely solely on HR methods, The Stolp Group focuses first on clients' business issues, sprinkling in HR techniques or strategies to solve the issue at hand," Stolp says. "We recognize the need to elevate shareholder value, increase top-line revenue and, ultimately, reduce employee expense," she explains.

"Before plunging in to any new assignment," Stolp says, "we take the time to learn about the client's business and what makes it tick. Then we customize the deliverable to meet their specific needs. Because we take the time to do it right, we get it right the first time."

'Ask Sheri': How can I motivate employees after a layoff?

Q: "Following a layoff, our productivity and overall work quality have gone down the tubes… What can I do to help turn this situation around?"

A: "It's extremely important to over-communicate during this time to ensure employees know you value their individual contributions and overall work output… As the leader, this is the time to be visible and not sitting behind the computer…"

From 'Ask Sheri,' a popular feature on The Stolp Group's website, **www.thestolpgroup.com**

The STOLP GROUP
People Strategies. Business Results.

17691 Hyde Park Avenue
Lakeville, MN 55044
952-236-9350
www.thestolpgroup.com