



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

Human Resource and Payroll Services

Our Talent, Organization & People (TOP) solution elevates the ‘human side’ of business and helps clients execute workforce strategies that address today’s challenges and set the course for profitable growth.

Business outcome-oriented HR and Payroll strategy, transformation, due diligence and interim management.

A&M’s Human Resource and Payroll services focus on delivering tangible value by providing rapid insights, data-driven actions, pragmatic innovation and the technological edge.

A&M works with clients to address:

- **Getting the right** Human Resource and Payroll outcomes to deliver business value
- Inefficiencies, **outdated and ineffective processes**
- HR and Payroll services that **fall short of the business’s needs**
- **Merger, acquisition, or organization restructuring**
- **Lack of return** on a technology investment
- **High turnover** and a need for employee engagement and retention
- **Misalignment** between people strategy and **business goals**

How A&M Delivers Outcomes

A&M works hand-in-hand with clients to:



Get to data-driven insights and actions **FAST**

Using accelerators to efficiently engage the organization to assess existing People & Payroll services and quickly move to action.



Drive business value and ROI

Starting with business strategy and stakeholder priorities to design processes to achieve enterprise objectives.



Make it real

Designing new People and Payroll processes that are streamlined, fit-for-purpose and enabled by technology.



Realize immediate and sustained impact

Using metrics to track success of new and improved services and drive immediate and sustainable impact.

Delivering business value through optimization



Reach out for a consultation to discuss your HR and Payroll needs!

Matt Campbell

TOP Solutions Leader

matt.campbell@alvarezandmarsal.com

Michele Blumreich

Senior Director

mblumreich@alvarezandmarsal.com

Renata Petraglia

Director

rpetraglia@alvarezandmarsal.com

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What Else to Consider

When addressing a company's People and Payroll services, it's important to consider the most effective **enablers to ensure talent and organization alignment and readiness**, including:

HR and Payroll Professionals

- Are they adequately trained and equipped to handle future challenges?
- Where are existing skills gaps, and how can they be closed?

Process Efficiency

- Are there any bottlenecks that can be eliminated to streamline our processes?
- Are we effectively utilizing enabling technologies?

Technology Integration

- How well will new technology integrate with the company's other systems and platforms?
- Is our technology scalable?

About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs and employee deals that deliver on your brand's promise



Leadership



Workforce



Development



Employee Deal

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion, and enhance the employee lifecycle



Human Resources



Belonging



Employee Life Cycle

ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

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