



Connective Business Solutions

Enhancing & Protecting
Business through
Effective People
& Processes

History

We founded the business in 2010 to provide excellent HR solutions to our clients, helping them make the most of their people to make the most of their business. Our name, 'Connective HR', was derived from this aim i.e. to 'connect' the 'people' element with the 'business' side of things.

Our services initially consisted of Support, Consultancy and Training covering only 'HR'. However, over the years our business grew beyond just 'HR' and now focusses on our key services of 'HR' and 'Health & Safety' Support and Consultancy whilst also delivering Training covering both these key services and more.

Due to our growth we realised that our name needed to change to reflect this whilst ensuring we did not lose our identity. Therefore our logo and 'Connective' remained and we simply changed from 'HR' to 'Business Solutions'.

As 'Connective Business Solutions', our continued aim is to ensure we provide excellent services to our clients to enhance and protect their business through effective people and processes.

Our People



As a service provider our people are our main asset. All our people are fully qualified and have a wealth of experience in their field. Our senior personnel also have many years' experience of running businesses giving us a unique perspective on what our clients need and how we can help.

We ensure that business issues are addressed effectively when providing solutions. Our people take pride in their work and their reputation ensuring they deliver the high standards our clients demand.

Working in Partnership with our Clients



Our client base covers a broad spectrum of industry sectors. Our policy is to build a tailored business partnership with each of our clients, delivering a personal service.

We invest our time in getting to know our clients and their business, to build trust and a lasting relationship. We ensure our clients requirements are handled in a sensible, professional and friendly manner. We don't use 'sales' people to sell our services.

We tailor our services to exactly what our clients' need, working with them to get the best results for their business. We don't provide a 'one size fits all' / 'off the shelf' solution.

Our success is underlined by the volume of repeat business and referrals we receive.

I would like to express my gratitude for the recent training Angela delivered to our National Governing Bodies. I would not hesitate to consider Connective Business Solutions for our future Sport Wales training needs and look forward to working together in the future.

Simon Napper,
Head of ICT, Sport Wales

After getting to know Mark and his company and listening to great recommendations from people who had used his services before, I thought I would enlist his help for my companies requirements. I couldn't be more pleased that I did. I highly recommend Mark's services to any business owner out there.

Hayley Jones,
Director, Rainbow Print

Your approach has undoubtedly been the best and most constructive relationship I've had with someone in the HR industry. I wanted to have commercial advice that let me know where I stood with employment law and how it could work to get the best out of my staff, and for my staff, and not just a speaking law book. You came through with this completely.

Douglas Haig,
Managing Director, Seraph Estates



Our Services

We offer a wide range of Support, Consultancy and Training services. Our expertise and experience allows us to combine any of our services to provide a flexible and cost-effective approach to our clients' needs, whatever the size of the business, giving value for money without compromising on quality of service.

We only provide our clients with the essential services they need, we don't try and sell them something they don't. After all no-one wants to pay for services they don't really need!



Consultancy

Our HR and Health & Safety consultancy services ensure that business issues are addressed effectively when providing solutions. Our consultants add real value, helping our clients manage and grow their business.

Our services cover both large and small projects across aspects such as Organisational Development / Transformation, Redundancy, Culture and Employee Surveys, Absence Management, Performance Management, Discipline and Grievance Management, Training Needs Analysis, Auditing and Monitoring Systems, Fire Risk and Safety Management Assessment, Company Safety Management Systems, Site Inspections and Risk Assessments.



Training

Our training courses cover our key services of HR and Health & Safety, along with several other areas. All of our courses are designed to offer our clients an effective service at competitive rates.

We ensure our training courses are interactive and enjoyable, wherever possible using practical examples to ensure relevance to the workplace. All of our training can be tailored to meet our clients' specific needs.



Support

Our HR and Health & Safety Support services offer the certainty of knowing that expert advice and guidance are on hand at a fixed cost to save time and unnecessary expense. The services can be tailored to our clients' needs and can include both on and off site requirements.

Key elements of our service include:

- We provide our clients with tailored documentation that suits their exact needs. We don't deliver a standard set of documentation / manuals;
- Our clients talk to people they know, and who provide expert advice on the options available to them, allowing them to make the right decision for their business. We don't operate a 'call centre' where people our clients don't know and who don't know them simply 'tell' them what they have to do;
- Whilst we are able to provide long term contracts, our clients need only sign up to a 1 year contract. We do not tie them in to long term contracts with no 'break' clause!



Connective Business Solutions have been a fresh breath of air to our business! Good professional advice, very cost effective and always willing to help.

Rob Summerhill,
Sales & Marketing Manager, Ambassador Fire & Security





**“Working with Our Clients to
Provide ‘Business Sense’ Solutions”**

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