

Why the Customer must be King Again

Putting the Customer at the centre of your Strategy.

- Quarterly returns and shareholder focus have been at the centre of Business Strategy for the last decade: as companies made ever increasing profits the emphasis shifted from the customer to the shareholder—the consequences of this on the market place are evident. Going back to a previous **challenging economic decade takes us to the late 1980's early 1990's**—re-examining what the business gurus of the day were advocating gives us some interesting insights into how companies can regain consumer confidence, increase sales and differentiate themselves from their competitors. *Lessons from the Past & Present...* [Read More](#)

Job Re-design—Getting More for Less

If are one of the many Companies that have had to downsize and re-assign work to remaining employees – you may well be suffering from **“survivor syndrome”**.

Often the issue is that employees feel burdened with the additional work and responsibilities. By identifying ways to **streamline your business & simplify your systems** you remove unnecessary activities that have been frustrating your employees for years. Employees get a **greater sense of job satisfaction** from having inputted into the improvements and can see the contribution they make to the business. [Read More](#).

HR Business Partner

Aimed at the Small to Medium sized Company, HR Business Partner offers clients an extensive range of HR services costed in a way that suits your business. We offer a range of services covering:

- - Company Handbook generation & maintenance.
 - Employment Contracts.**
 - HR Policies & Procedures
 - Performance Management**
 - Development & Training
 - Compensation & Benefits** support & advice.
 - Training Design & Delivery
 - Support with Recruitment**
 - Disciplinary & Grievance Handling
 - Strategy Development & deployment.**
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- Services can be purchased on a one-off basis or attractive retainer packages are also available to give you ongoing support and peace of mind.

Find out more contact:- mary@tonic4business.ie or call me at + 353 (0)87 290 2013



HR & Employment Law Updates.

Employee awarded **€10k for unfair** selection, the importance of **fair selection for redundancy** [Read More](#)

For every pensioner we have now there are around 6 people at work to support giving a **ratio of 1:6**: it is estimated that by **2060 that figure will be less than 2**, giving a **ratio of 1:<2**. [Read More](#)

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Keeping You to date on what's current in the world of good Business Leadership, HR practice,

Business Leadership

The Power of Coaching



Tonic 4 Business is a management Consultancy specialising in Organisation Development & Change Management.

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