

HR Consulting Implements Best Practices at K Vintners Through a New Employee Handbook and Hiring Process



Challenge

Anna Mosier, President of K Vintners, LLC, needed HR support, having no HR professional on staff. The company was approaching over 50 employees and had a strategic growth plan to implement. They did not have a robust hiring process, performance management process, or the ability to discuss issues that came up with a human resource professional or counsel.

Not uncommon for small businesses, K Vintners had a dated employee manual, and as a result, no one was following it. Managers tended to use their discretion in the place of established and enforced policies and procedures.

Solution

Mosier evaluated her options to put the HR support the company so desperately needed in place. Was it time to hire an HR professional, or should she find an HR partner to help set up the key elements of K Vintners' HR function?

A colleague recommended that Mosier call Archbright.

After connecting with Archbright and learning more about the caliber of HR consultants on the Archbright team, Mosier said, "...the rest was history." She explains, "The fact that from the initial meeting, Archbright was able to pair us with a consultant that is a cultural fit for us has been invaluable."

During the first six months of the engagement, their Archbright HR consultant created numerous policies and procedures, including an employee handbook, signed arbitration agreements across the organization, and standardized hiring and onboarding processes.

K Vintners has found that having a dedicated consultant has been crucial to their success. With Archbright, they have found access to a seasoned, well-rounded HR partner who can navigate all competencies, allowing Mosier to focus on business operations.



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Result

Of the HR consulting work completed, Mosier says, “In addition to improving the company’s best practices, our consultant continues to build strong relationships with both staff and managers, enabling me to provide counsel and support to all staff.”

She says that the “COVID-19 situation is a great example of what Archbright provides us. We get a resource (HR consultant) who is briefed on COVID-19 constantly and then pushes the information to the team and me, which has been very helpful to me because I can focus on the business side of the virus.”

Since the new employee handbook rollout, employees are informed about policies and procedures and have taken responsibility for staying informed.

The new standardized hiring process has resulted in a consistent, accountable, and fair process. In addition to the HR consulting services, K Vintners has found that the legal advice benefit under their Gold Membership has been well-used, valuable, and cost-effective.

The work continues at K Vintners with the development of a new performance management process underway. We can’t wait to see the results!



Numbers At-A-Glance:



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