

HR Strategies to help you grow

Scale your business with a loyal, engaged and committed team. People Bright Consulting can help.

Worried about making payroll?

Co-founder of a top 10 Best Workplaces in Canada® firm shows you how to get the best ROI from your people.

Want to maximize profit?

Investing in your people is a smart business tactic.

Let's talk about your team and your HR needs

Set up a FREE 45-minute strategy call where we'll help you get a clear understanding of how you can improve your bottom line and engage your staff through smarter HR tactics.

A seasoned entrepreneur for ambitious entrepreneurs

Discover the HR strategies of a two-time Top 10 Best Workplaces in Canada® firm.



I'm Hilda Gan, and I'm not your average HR consultant.

I built an award-winning, multi-million-dollar company with my husband. Over 13 years, we built a highly successful engineering consulting firm that grew to 125 people, had seven offices across Canada and won numerous national awards, including two top 10 finishes in the Best Workplace in Canada® award, and a finalist nod as one of Canada's Best Managed Companies®.

How did we do it? By putting people front and centre in our business.

We grew from 2 people to 125, so I've been where you've been, and know the struggles and joys of building a successful company. We always wanted it to be special for us, for our staff and for our clients. Best Small to Medium Size Employers® and Entrepreneur of the Year from our local Chamber of Commerce added to the recognition of what we created.

I'm one of the few HR Consultants with experience as a business owner. And I've built my consultancy to serve other business owners like you. I bring a sensible, savvy, pragmatic approach to HR solutions.

I founded People Bright Consulting to:

- Help business owners manage Human Resource activities.
- Help visionary companies create great workplace culture through practical and proven tools, knowledge and structures.

Your people are your greatest asset. And one of your biggest investments.

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- Are you recruiting and retaining the best talent in your industry?
- Do you have the Human Resources expertise to reduce compliancy risk?
- Do you have strategies to support and develop your people at every stage of your company's growth?

Our belief in our people was the key to our success in building a strong business. Our business model saw an ROI in the form of strong retention, excellent customer service and a reputation as the place to work for those in the transportation engineering and planning profession.

Now I lead ambitious, growth-oriented entrepreneurs through the steps to build a powerful workplace culture that fuels growth in revenues, profits and impact. And we do it in a way that makes people feel included, valued and engaged while committing to a practical, business minded ROI.

If you're looking to build a growth-focused culture where your people feel respected, valued, committed and engaged, I can help.

Facts and Figures

Replacing staff cost money. 130 to 150% of salary for General Staff. And for Executives 200 to 350%. Retaining staff is the best ROI.

As part owner of iTRANS Consulting - Finalist for Best Managed Companies in Canada.

Why People Quit their Jobs

- 31% due to lack of opportunity to use their skills
- 22% due to Bad Management
- 21% Toxic Workplace/Company Culture.

(10 yr. study by J. Tegze)

HR Consultant with over 13 years of experience as a business owner. With my husband, built an Engineering consulting firm to 125 employees, 7 office across Canada.

No matter the size of your Company, engage staff from Day One. Ensure a well-planned and developed Onboarding Program.

Staff who do not get a good orientation often leave within a year of hire.

Using my 20+ years business owner experience and HR expertise to help business owners in ***Developing People and Business Success***

Find and use the unique talents of your staff.

Gallup indicates that using staff strengths, they are 6X more likely to be engaged and 3X more likely to report excellent quality of life.

As part owner of iTRANS Consulting – recognized by the Great Work Institute as two time - top 10 Best Workplace in Canada®.

There is a strong correlation between companies who created high-trust workplace cultures and financial performance.

Russell Investment Group

Mission, Vision and Values

Mission

Developing People
and Business Success

Vision

To become the preeminent HR Strategic Advisor to ambitious growth oriented Small, Medium and Large companies who want to build a powerful workplace culture that fuels growth in revenues, profit and impact.

Values

To Our Staff, Our Clients and Our Colleagues:
We are **Committed** to you
We see **Potential** in you
We **Value** and **Respect** you and
We want to **Engage** you by
winning your **Loyalty** and **Trust**

We help you build a better, brighter business with a better, brighter culture.

Every company has their own set of challenges and needs. At People Bright, we provide solutions that address your HR needs. That might be Human Resources and Management policies, practices, tools and/or structures. Whether you want to reduce and minimize HR risk, or you want to build a great company with a great workplace culture, People Bright can help you and your business succeed.

It starts with a discussion.

Every People Bright Strategy begins with us listening to you: what excites you, what concerns you, about your business and your people. What's working? What's not working?

We work with you to develop, improve and optimize your HR structure, processes, programs and tools for:

- All facets of Recruitment from Job Postings to On Boarding
- Compensation, Group Benefit and Other Benefits
- Human Resources Policies and Employee Handbooks
- Building strong Workplace Culture through Retention Strategies
- Employee Performance Management including Performance Evaluation, Employee Discipline and Termination
- HR Compliance such as OH&S, WSIB, Workplace Violence and Harassment
- Coaching, Mentoring and Career Pathway Development
- Staff Training and Development
- Manager Training and Development
- Development of HR Metrics for ROI Assessment

"When a company's Goals, Mission, Vision and Values don't align with the reality of its workplace, it will short-circuit the organization's performance, efficiency and effectiveness. That's when you need a problem-solving, knowledgeable ally. A workplace culture strategist to devise and implement alignment." Hilda Gan