

# COMPANY PROFILE



ROOTED HR

HR CONSULTANCY SERVICES  
Elevate your organisation

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ROOTED HR LTD.

LONDON , UNITED KINGDOM

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[WWW.ROOTED-HR.COM](http://WWW.ROOTED-HR.COM)



# ABOUT US

[www.rooted-hr.com](http://www.rooted-hr.com)

Rooted HR is an innovative HR consultancy service based in the UK. Committed to elevating organisations and their human capital, Rooted HR believes in fostering growth from the ground up, much like how a tree gains strength from its roots – a philosophy beautifully encapsulated in our brand logo featuring a tree root.

We offer strategic human resources solutions across a broad spectrum of industry sectors. Our expertise spans from organisational development and strategic planning to implementing comprehensive performance management systems, leadership development programs, and much more.

Our passion lies in helping organisations foster a robust and positive work environment where each individual feels valued, motivated, and inspired to achieve their very best. At Rooted HR, we align people strategy with business strategy to drive sustainable business results.

Assisting our clients navigate the complexities of modern HRM, Rooted HR brings deep-rooted expertise and innovative approach to address unique HR challenges. Our commitment to building strong foundations for every organisation we work with, just as a tree relies on its roots for long-term growth and stability, is perfectly represented in our logo.



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# We are experts in Human Resources Consultancy

Rooted HR is a renowned expert in HR consultancy. With our extensive knowledge and experience in the field, We provide top-notch services to businesses seeking expert guidance in human resources. Rooted HR offers comprehensive solutions tailored to each client's unique needs, ensuring effective strategies for total rewards, talent management, employee development, and organizational culture.

# OUR VALUES

**R** ESPECT

**O** PERATION TRANSPARENCY

**O** PPORTUNITY EQUALITY

**T** EAMWORK

**E** MPLOYEE DEVELOPMENT

**D** EDICATION

**H** UMANITY

**R** ESPONSIBILITY

At Rooted HR Consultancy, we strongly believe in our core values. Integrity, transparency, and professionalism are the pillars that guide our every interaction and decision. We prioritize building trust with our clients, ensuring open and honest communication throughout our partnership. Our commitment to excellence drives us to deliver high-quality HR solutions, tailor-made for each client's unique needs. We foster a collaborative and inclusive environment, valuing diversity and respecting different perspectives. With our unwavering dedication to our values, we strive to exceed expectations and empower organizations to achieve their full potential.

# Total Rewards



ROOTED HR'S TOTAL REWARDS CONSULTANCY SERVICES ARE TRULY UNIQUE AND INNOVATIVE. WE GO BEYOND TRADITIONAL APPROACHES BY OFFERING A COMPREHENSIVE AND STRATEGIC PERSPECTIVE ON EMPLOYEE REWARDS AND BENEFITS. WITH OUR IN-DEPTH INDUSTRY KNOWLEDGE AND EXPERTISE, WE DESIGN CUSTOMIZED TOTAL REWARDS PACKAGES THAT ALIGN WITH OUR CLIENTS' ORGANIZATIONAL GOALS AND VALUES. WHAT SETS US APART IS OUR ABILITY TO CONSIDER BOTH MONETARY AND NON-MONETARY ASPECTS OF COMPENSATION, SUCH AS WORK-LIFE BALANCE, RECOGNITION, AND PROFESSIONAL GROWTH OPPORTUNITIES. WE UTILIZE DATA-DRIVEN INSIGHTS AND BENCHMARKING TECHNIQUES TO ENSURE OUR CLIENTS REMAIN COMPETITIVE IN THE MARKET. MOREOVER, OUR COLLABORATIVE APPROACH AND STRONG FOCUS ON EMPLOYEE ENGAGEMENT AND SATISFACTION CONTRIBUTE TO A POSITIVE WORKPLACE CULTURE AND IMPROVED ORGANIZATIONAL PERFORMANCE. BY CHOOSING ROOTED HR FOR TOTAL REWARDS CONSULTATION, CLIENTS CAN EXPECT OUTSTANDING SOLUTIONS THAT ENHANCE THEIR EMPLOYER BRAND, ATTRACT TOP TALENT, AND DRIVE OVERALL SUCCESS.



# Total Rewards Services

## JOB EVALUATION

In this challenging business environment, organizations realize that lax control of human resource programs increase organizational risk, which are reflected in higher costs, inadequate talent pipelines, mis-aligned reward programs,

and reduced employee engagement. Organizations are asking for effective and efficient programs that meet multiple needs and reduce costs. Rooted HR's job evaluation methodology can help

➤ organizations achieve these goals.

✓ Size your organisation

Value chain, net revenue/assets, number of employees

✓ Evaluate the job

Know-how

Accountability

Problem Solving

Impact & Contribution

Communication & Frame

Innovation & Complexity

Knowledge & Teams

Environment & Risk



# SALARY BENCHMARK

## Compensation Benchmark

*Benchmark your organization against others, design a competitive compensation strategy, retain your best talent*

## Compa Ratio Analysis & Recommendation Report

*Our Compa-ratio analysis is powerful, we analyze how well your employees' salaries align to your company's compensation philosophy versus the market benchmark. Additionally, we provide a detailed recommendation report*

## Benefits benchmark

*Rooted HR can help you by benchmarking your benefits and providing advice on plans that are both cost effective and valued by your employees. We have the breadth and depth of data required to provide you with meaningful information across varying industries and business sizes*

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# BENEFITS OF OUR SALARY BENCHMARK

## REGIONAL SALARY SURVEYS:

EVALUATE AND ADJUST SALARIES BASED ON REGIONAL COST-OF-LIVING VARIATIONS.

ENSURE FAIRNESS IN YOUR SALARY BENCHMARKING APPROACH.

## INDUSTRY-SPECIFIC INSIGHTS:

DISCOVER IDEAL SALARY RANGES TAILORED TO YOUR INDUSTRY AND EXPERIENCE LEVELS.

FINE-TUNE YOUR COMPENSATION STRATEGY WITH INDUSTRY-SPECIFIC DATA.

## GLOBAL COMPENSATION INSIGHTS:

BENCHMARK YOUR ORGANIZATION AGAINST 150+ MARKETS.

ACCESS INFORMATION ON SALARY INCREASES, ECONOMIC INDICATORS, AND MORE.

2024

Salary  
Benchmark  
Report

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# WHY USE ROOTED HR SALARY BENCHMARK



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1

## UP-TO-DATE DATA

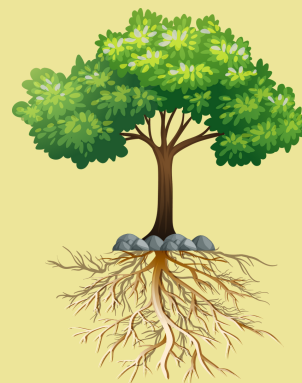
Our meticulously collected data is current up to date, ensuring accuracy for your benchmarking needs.



2

## RELIABLE SOURCES

We gather data from over 26,000 companies in 150+ countries, offering the world's most reliable compensation and benefits data



3

## MARKET-LEADING INSIGHTS

Our cutting-edge analytics empower rewards experts to create competitive pay packages that attract and retain top talent.



# EXECUTIVE REWARDS

Whether working for management or boards, Rooted HR consultants bring the expertise and resources of a global firm to bear on these important matters. You benefit from an objective, informed, and analytic approach.

Rewards philosophy & strategy development

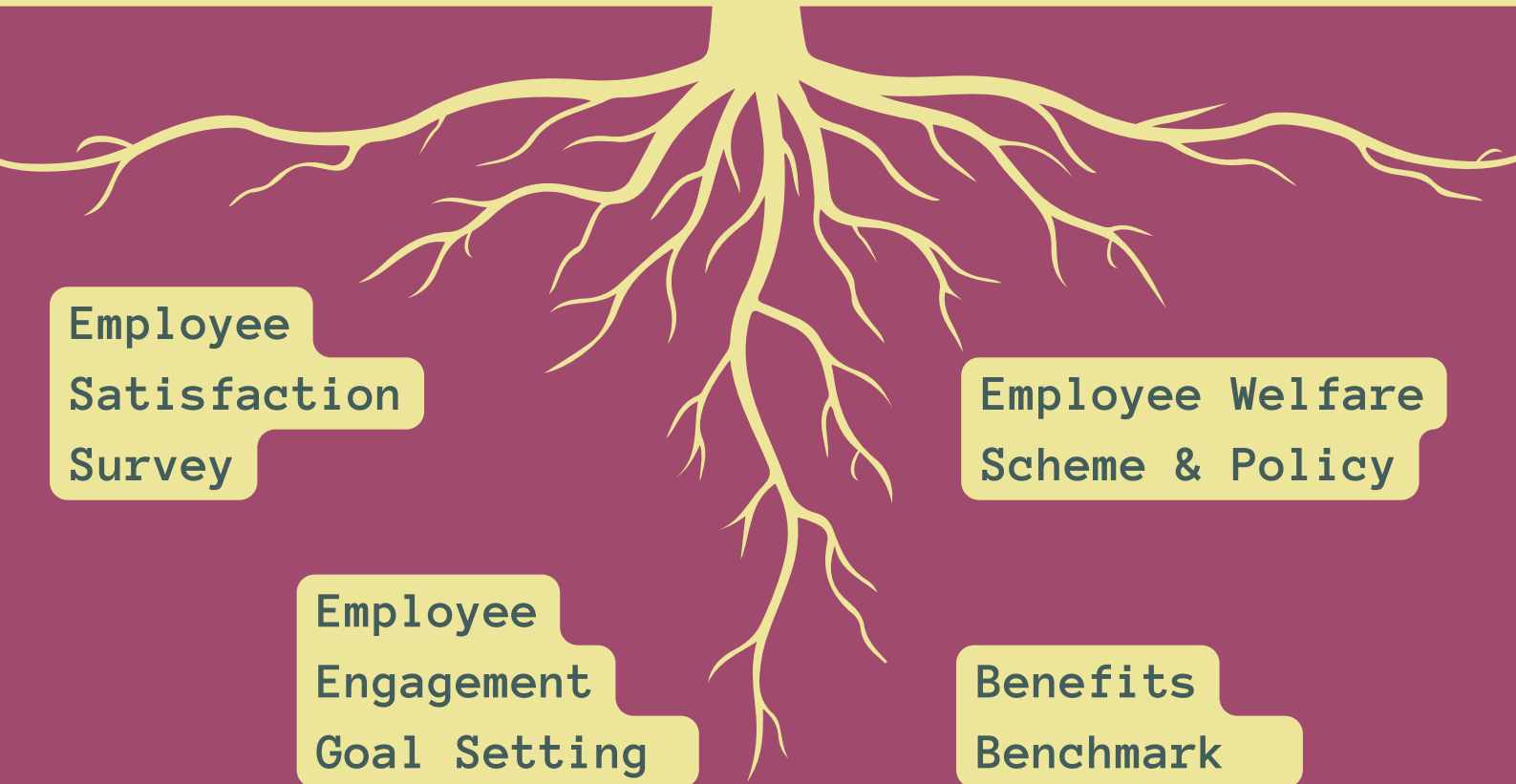
Long-term Incentives Benchmark & Scheme

Board of director compensation Benchmark & Scheme





# EMPLOYEE WELFARE CONSULTANCY SERVICE



Employee  
Satisfaction  
Survey

Employee  
Engagement  
Goal Setting

Employee Welfare  
Scheme & Policy

Benefits  
Benchmark





# EMPLOYEE WELFARE CONSULTANCY SERVICE

## Employee Satisfaction Survey

To enhance employee welfare programs and improve overall engagement, Rooted HR recommends conducting an employee satisfaction survey.

This survey serves as a valuable tool for gathering feedback and insights directly from employees, enabling organizations to identify areas of improvement, address concerns, and set meaningful engagement goals.

## Benefits Benchmark

As part of the comprehensive employee welfare program provided by Rooted HR, conducting a benefits benchmark is crucial to ensure competitiveness and effectiveness.

By assessing and comparing the benefits offered by organizations within the same industry or market, Rooted HR can help clients design and implement robust employee benefit packages that attract and retain top talent.

## Employee Welfare Policy

As part of the employee welfare program offered by Rooted HR, developing and implementing an employee welfare policy is essential in promoting a supportive and inclusive work environment.

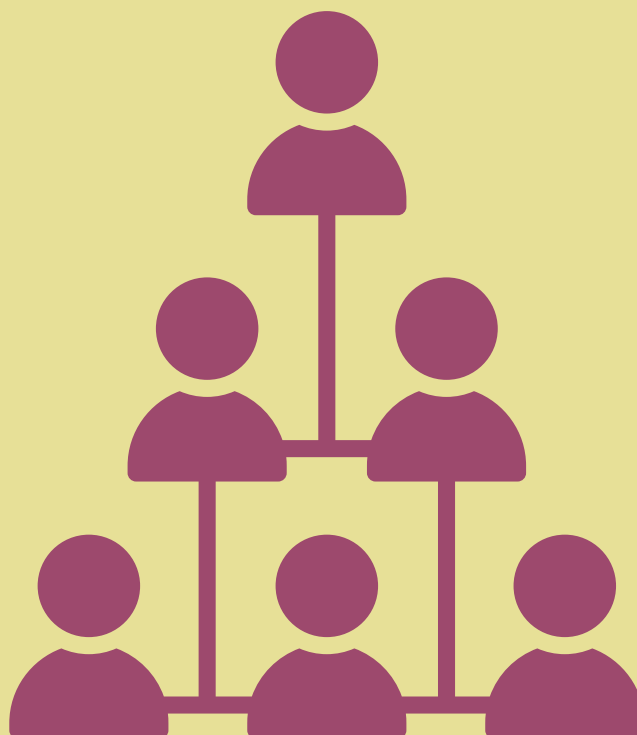
This policy serves as a guiding framework, outlining the organization's commitment to employee well-being, safety, work-life balance, and overall welfare.

# ORGANISATION RE-STRUCTURING & DEVELOPMENT



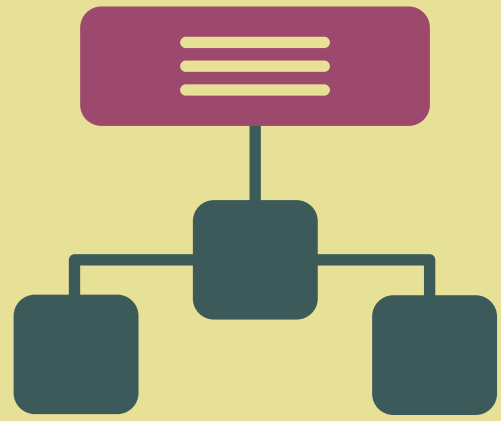
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Rooted HR offers comprehensive organization restructuring and development services to clients, recognizing the need for adaptability and growth in today's dynamic business landscape. By analyzing the existing organizational structure, processes, and culture, Rooted HR provides tailored solutions to optimize efficiency, enhance productivity, and achieve sustainable growth.



# ORGANISATION RE-STRUCTURING & DEVELOPMENT

## OUR METHODOLOGY

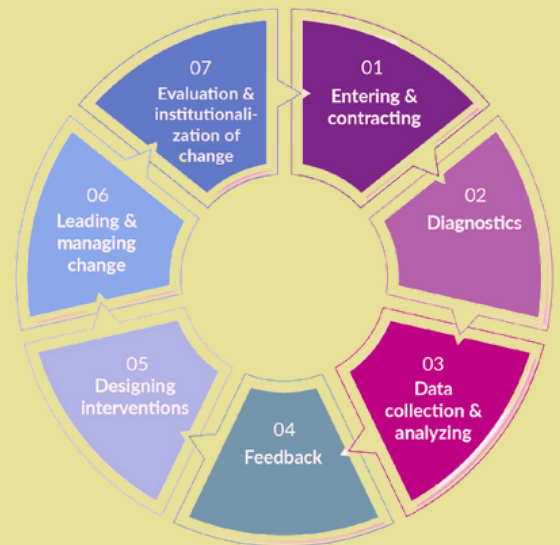


### Organizational Diagnosis and Analysis:

**Assessment:** Conduct a thorough evaluation of the client's organizational structure, operations, and performance indicators.

**Identify Gaps:** Identify areas of improvement, bottlenecks, inefficiencies, and obstacles hindering growth and development.

**Talent Evaluation:** Evaluate the competencies, skills, and potential of individuals and teams within the organization.



### Organizational Restructuring:

**Design and Implementation:** Develop customized restructuring plans to align the organization with strategic objectives, redefine roles and responsibilities, and enhance communication and collaboration.

**Change Management:** Provide guidance and support throughout the restructuring process, ensuring smooth transitions, mitigating resistance, and maintaining employee motivation and engagement.

**Restructuring Models:** Offer various restructuring models, including downsizing, mergers, acquisitions, and departmental realignment, tailored to address specific organizational needs.



# LEADERSHIP Development



OUR WORLD-CLASS LEADERSHIP  
DEVELOPMENT SERVICES  
TO HELP UNLOCK INDIVIDUAL  
AND BUSINESS POTENTIAL.



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# Leadership Development Program

Leaders & Managers Guide	Make an Impact, Inspire Your Organization, and Get to the Next Level. Leading Yourself. Building a Unifying Vision.
New Manager Management	The Transition to Leadership. Building Trust and Credibility. Positioning Your self for Success.
Financial Intelligence	Use financial data to allocate resources. Calculating and assessing the overall financial health. foundation for a deep understanding of the financial side of business.
Decision Making & Problem Solving	How Clear Decision Roles Enhance Organizational Performance. Clearing the Bottlenecks. How to frame the right problem.
Leading with Character, Charisma, & Presence	The Personal Credo Journal: A Companion to Leading with Character. become high impact leaders with a robust ethical and moral character.
Digital Transformation for Leaders	The Age of AI. Digital Transformation Framework. How leaders can lead change management through digital transformation.
Building Great Culture	change your company's culture. building a better organizational culture. Foster a culture of trust.
Emotional Intelligence	Self-awareness. Self-regulation. Motivation (defined as "a passion for work that goes beyond money and status"). Empathy for others. Social skills, such as proficiency in managing relationships and building networks.
Leadership Mastery	Steps of being leadership master. How to follow the legends from history.
Leadership Coaching & Practical Training	Writing an essay. A coach will support and train all the way during the program.



# Study English & Discover London

STUDENTS WILL STUDY IN A TRADITIONAL ENGLISH BUILDING IN BALHAM, ONE OF LONDON'S MOST ATTRACTIVE RESIDENTIAL AREAS, FAMOUS FOR ITS CAFÉS, PARKS AND GARDENS. THE SCHOOL IS WITHIN WALKING DISTANCE TO THREE ATTRACTIVE PARKS, AND IS 15 MINUTES FROM CENTRAL LONDON.



Embark on an unforgettable journey with our Study English & Discover London program. Immerse yourself in the vibrant city of London while improving your English language skills. Our all-inclusive package includes air tickets, comfortable homestay accommodations, delicious meals, and top-notch English classes at Burlington School London. Beyond the classroom, experience the city's rich history and iconic landmarks with daily guided tours around London. Combine language learning with an exploration of London's culture, art, and renowned attractions for an enriching and rewarding educational experience.

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STUDY AT  
BURLINGTON  
SCHOOL LONDON



# Our HR Consultancy Services also covers

Organisation Re-structuring  
and Development

Job Analysis & Job  
descriptions Development

Competencies Framework  
Development

Talent Acquisition

Psychometric & Team  
Assessments





# Contact Us

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