

Smoyer Human Resource Associates

Smoyer Human Resource Associates provides small and medium sized organizations with Human Resource Management Consulting, Specializing in Compensation, Leadership Development/Management Training, Employee Relations/Workforce Effectiveness, and the creation and analysis of organizational Policies and Procedures.

MANAGING COMPENSATION ISSUES

Compensation Plan Evaluation

FLSA Compliance Audits

Variable Compensation Utilization

LEADERSHIP DEVELOPMENT & MANAGEMENT TRAINING

Management & Leadership Development Programs

Personal Leadership Development for Teams and Individuals

POLICIES AND PROCEDURES

Create and Evaluate and Revise Organizational Policies and Procedures

EMPLOYEE RELATIONS & WORKFORCE EFFECTIVENESS

Workplace Violence Awareness

Diversity Awareness/Understanding

Organizational Assessment

Performance Management

ARE YOUR MANAGERS PREPARED TO LEAD TODAY'S WORKERS?

Do your Managers:

Function as accomplished leaders?

Understand their organizational role?

Value and respect others contributions?

Quickly and effectively resolve employee issues?

John Smoyer, SPHR

John Smoyer has over twenty-seven years human resource experience in both the public and private sector. Mr. Smoyer has a lifetime certification as a Senior Professional in Human Resources by the Society for Human Resource Management, and is an instructor for WorldatWork. Mr. Smoyer has held numerous volunteer leadership positions in SHRM at the local, state, and national level. He has written White Papers on Human Resource topics for SHRM and is a member of the SHRM Compensation and Benefits Committee.

John Smoyer SPHR
Smoyer Human Resource Associates
805 N. Penrose Circle
Mesa, AZ 85205
480-830-1912
Fax 480-325-5122