



# Global HR Solutions

**Atrium HR Consulting**  
people at the heart



# CONTENTS

Testimonials	.page 04
Welcome to Atrium HR Consulting	.page 06
Who We Are	.page 08
Atrium Overview	.page 10
International Recruitment	.page 12
Remote Leadership Training & Development	.page 16
Expat Employee Benefits	.page 18
Global Wellness	.page 20







## TESTIMONIALS



Atrium thinks outside the box and provides trusted objective driven solutions

*TVB Pearl*

Atrium assisted Genting to accomplish a win-win situation for both company and staff, achieving the company objective of cost saving at the same time enhancing the level of benefits

*President Corporate Human Resources, Genting*

They have a qualified and experienced team to provide professional support and customer care to their clients

*Zurich International*



Strategically focused human resources professionals work with Atrium

*A Performers*

Nominated the best international service provider for the last three years in a row!

*Expatriate Management & Mobility Awards*

Providing the most added value benefits of any consultancy in the market; completely free of charge

*International HR Advisor*

A good place to start is with Atrium

*South China Morning Post*



# WELCOME TO ATRIUM HR CONSULTING

## SUPPORTING OVER 10 MILLION GLOBALLY MOBILE EXECUTIVES

Welcome to Atrium, an Alliance Group company, the world's largest international employee benefits intermediary and the premier HR consultant supporting companies, governments and non-governmental organisations across 180 countries.

It is our aim to help employers ensure international best practice throughout the entire employee lifespan, whilst maximising results, efficiency and achieving substantial cost savings.

Atrium has been nominated consistently as the best international service provider and boasts a high-profile clientele comprising more than 25 per cent of the Fortune 500 and is the first choice for a large percentage of the world's largest professional services and insurance companies.

With a global network of specialist personnel Atrium is one of the first HR consultancies to embrace the opportunities provided by online technology to deliver global wellness and coaching services 24 hours a day, anywhere in the world.

We are continuing to grow and are constantly looking forward to add new areas of service to our comprehensive portfolio.

Thank you for placing your trust in Atrium.

**Gabrielle Ramsay-Smith**

*Director*

## ABOUT GABRIELLE RAMSAY-SMITH



Gabrielle has 26 years' experience of working with the 'world of people' in various creative Human Resource roles. During her career, she has occupied a number of high profile positions working strategically with owners, executive leadership, managers and teams to improve business performance through the engagement and motivation of people.

Gabrielle has substantial global experience having worked in the UK, Hong Kong, China, Russia, South Africa and the Middle East across a range of challenging industries.

# WHO WE ARE

## PUTTING PEOPLE FIRST

Atrium HR Consulting is a joint venture between RamsaySmith and Alliance Group International, combining a wealth of specialist knowledge and over 30 years of human resources experience.

Our ethos is to 'put people at the heart' of business and in return you can get the very best results. We want to share our understanding and in-depth knowledge and to provide innovative solutions that embrace remote employees' work and family lives, thereby increasing returns on your investments and reducing company costs.

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## ATRIUM OVERVIEW







Atrium is leading global human resources consultancy with a very clear purpose; to help organisations maximise efficiency and profits whilst saving costs. In other words, Atrium makes it possible for clients to ensure international best practice throughout the entire employee lifespan whilst increasing efficiency, saving costs and improving results.

Atrium's 4 service pillars:

- International recruitment
- Remote leadership & training development
- Global wellness
- Expat employee benefits

This is achieved by making it easier for international organisations to facilitate all of their human resource needs, providing a cost-effective one-stop-solution covering the entire employee lifecycle, with a consistent approach, no matter where they are in the world.

Atrium boasts a prestigious client portfolio consisting of over 25 per cent of the Fortune Global 500 and is the provider of choice for many of the world's largest finance and professional services companies.

Clients can be confident that wherever their employees are located in the world they can have access to the support they need to achieve highest levels of performance.



## INTERNATIONAL RECRUITMENT



## GLOBAL HR SOLUTIONS

Atrium's International Recruitment solves HR problems by providing a bespoke service that matches the best candidates to senior positions. Saving clients time and money and prepping candidates from the initial application, profiling, coaching and concierge onboarding. Through global networks and recruitment specialists, Atrium ensures the selection and integration of suitable and sustainable staff to senior international and expatriate positions.

## SELECTING THE RIGHT CANDIDATES

Finding the right senior staff to fill vacancies in multiple global locations can be expensive and time consuming when looking beyond the local talent pool. Atrium can step in to provide a bespoke solution, relieving HR departments of the hassle of vetting, interviewing, testing and shortlisting suitable candidates.

Operating a global network of offices, Atrium's dedicated team of recruitment specialists provide access to over 250 million executives in over 180 countries, allowing clients to find the best people from a world of talent. In-depth practical, competence and psychometric testing ensure only most suitable candidates are shortlisted.

## IMPROVE RESULTS AND REDUCE COSTS

Atrium offers a comprehensive service that is both time efficient and cost effective. All aspects of the recruitment process can be carried out remotely, including shortlisting, psychometric testing and preparing candidates for interviews. By carrying out the entire process remotely the client saves money on their own, and Atrium's, travel and accommodation costs.



**Save time:** only allocate time for final interviews



**Reduce costs:** no travel and accommodation expenses



**Consistency:** retain corporate message throughout global outpost offices



**Bespoke service:** provided by experienced global HR professionals

## CHOOSE YOUR LEVEL OF SERVICE

Atrium's international recruitment services are available at two different levels: Standard and Premier.

### Standard

- SOURCING: Database search, marketing communications and head hunter
- SCREENING: Resumes, preliminary interviews
- SELECTION: Role promotion, candidate negotiation
- ON-BOARDING: Candidate offer

### Premier

- SOURCING: Database search, marketing communications and head hunter
- SCREENING: Resumes, preliminary interviews, practical, psychometric and competence testing
- SELECTION: Role promotion, candidate negotiation, reference checking
- ON-BOARDING: Candidate offer, contract completion, first day preparation, travel planning, pre-induction, employee assistance programme

## 12 MONTH'S FREE ACCESS TO ATRIUM EMPLOYEE ASSISTANCE PROGRAM

The premier package provides 24-hour psychology counselling and personal coaching via video / telephone, which can be provided on an on-going basis, across all global locations for each new recruit, free of charge for 12 months.

## ADDITIONAL SERVICES

Clients can also benefit from Atrium's market intelligence and expert insights, sharing valuable trends, market analysis, benefit comparisons and benchmarking.

Atrium's non-exclusive contract allows clients to use other recruitment companies, and there is also the flexibility to switch between the packages for different positions.





# REMOTE LEADERSHIP TRAINING & DEVELOPMENT

## BALANCED ANALYSIS OF EMPLOYEE NEEDS

Atrium can help a company or an individual engage successfully in new strategies. Sometimes it takes an external, objective view to achieve a balanced analysis of an employee's development needs. Atrium's qualified professionals can help organisations produce consistent results and achievements by providing strategic management and coaching. On-going coaching and mentoring support can help new employees find their feet.

## COMPLETELY REMOTE SERVICE

Atrium provides completely remote coaching which is both time efficient and cost effective. Consultations, training and counselling can be carried out remotely, saving precious time and money. One-to-one sessions via telephone or video negate the need for complicated diary management or the expense of physically attending training sessions. By embracing ground-breaking online technology, video conferencing, training, coaching and webinar services, Atrium gives staff access to vital, in-depth support 24/7, without the time or monetary cost of leaving their office.



Save time travelling



Save the cost of flying in management consultants and counsellors to overseas offices



No need for complicated diary management



Reduced costs: 65% international HR costs can be attributed to travel or accommodation expenses

## CONSISTENCY, COMMUNICATION AND COORDINATION

Coaching and mentoring with on-going training and support is usually within the purview of HR or outsourced to professionals. However, Atrium can step in to provide analysis, evaluation and conclusion, followed by recommendations and follow-ups.

### Examination of roles and performance

Improve performance of the individual and the company by using a combination of quantitative and qualitative evaluation of strengths, weaknesses and potential. Atrium can ensure the management team has the tools to achieve the desired results and to help set and manage KPIs.

### Psychometrics with 360 degree feedback

Assess goals and objectives to measure achievement on KPIs, using a multi-source performance management system. Garner anonymous, confidential feedback from supervisors, co-workers and subordinates on an individual's competency via a simple online interface.

### The development of leadership teams

Remote technology provides the tools for managers to hold regular planning seminars, enabling communication and improvements throughout the organisation. Ensuring a clear and consistent message across all departments, no matter where they are located throughout the world.





# EXPAT EMPLOYEE BENEFITS

## PREFERRED PARTNER OF 25% OF FORTUNE 500 COMPANIES

Atrium's Expat Employee Benefits division (formerly Mybenefits) is the world's largest international insurance and financial services intermediary and the premier Employee Benefits consultancy. The service has been nominated the Best International Employee Benefits Provider for the last 3 years in a row at the Expatriate Management and Mobility Awards.

Atrium is trusted by senior HR professionals and international blue chip companies around the world. Your company can join the 50 per cent of international law firms and 25 per cent of Fortune 500 companies that currently use Atrium Expat Employee Benefits to save on...

- Health Insurance
- Life Insurance
- Fixed Interest Savings
- Pensions

## HOW ATRIUM CAN HELP YOUR ORGANISATION SAVE MONEY

Atrium is a one-stop solution designed to help international organisations implement a more tailored approach to employee benefits. Our aim is to deliver cost savings whilst improving the quality of employee benefits.

Atrium's experience within the field and comprehensive knowledge of employee benefits can give your company access to the largest pool of international insurance and financial companies. By conducting bespoke market comparisons, benefit analysis and international broking services, we can help you find the best deals and achieve those all-important cost savings.

### SUBSIDISED REGIONAL POOLING

Atrium is the first broker to introduce experience rated and subsidised regional pooling for corporate Health, Life insurance and Pensions, thereby delivering purchase power savings and avoiding large renewal premium increases.

### EXCLUSIVE DISCOUNTS

This represents a win-win situation for your organisation. Working with the largest provider network of any broker, can give your company access to tailor made benefits and exclusive deals and discounts, resulting in the following benefits:



Increased employee satisfaction



Lower staff turnover



Cost savings

## GLOBAL WELLNESS







## **INDEPENDENT SUPPORT PROGRAMS**

An employee's mental health and wellbeing can dramatically affect their overall performance at work and have negative impacts on their results if not protected.






Atrium's global wellness service offers employees and their families support through centrally managed programs designed to help them maintain a healthy positive mindset and overcome difficulties they may be facing in their professional and personal life.

## **PERSONAL AND FAMILY WELLBEING FOR GLOBAL PEOPLE IN INTERNATIONAL LOCATIONS**

Atrium's employee assistance programs can be provided remotely and without restrictions, providing a vital lifeline for those who need help adapting to working and living in an unfamiliar environment. The program covers everything from resolving ongoing psychological problems to dealing with specific events. The right support allows employees to concentrate on providing the valuable contribution that they were recruited to deliver.

## THE BENEFITS OF USING ATRIUM REMOTE GLOBAL WELLNESS

Many of the issues facing globally mobile employees can be solved by applying the right expertise, defusing potential issues associated with globally remote lifestyles. Atrium's professional wellness programs can significantly increase returns on investment, lower medical costs and reduce staff absenteeism.

-  Increased employee satisfaction
-  Reduced absenteeism
-  Savings on medical bills
-  Lower staff turnover
-  Unrestricted remote access to support network

## COPING MECHANISMS: HELP MANAGE STRESS AND PRESSURE

Atrium's suite of global wellness services provides a cost effective and flexible support system that can help employees adapt to life in remote locations in an unfamiliar country, allowing them to concentrate on delivering results.

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## **UNLIMITED ACCESS TO ADVICE**

By providing a completely remote service Atrium makes it possible to schedule video or telephone coaching sessions at a time convenient to the employee, as often as required.

## **IMPARTIAL ADVICE AND PRACTICAL ASSISTANCE**

Employees' physical and psychological wellbeing are equally important. Atrium provides help with issues caused by the relocation within the family and personal relationships.

## **CONFIDENTIAL SOUNDING BOARD**

Globally mobile employees are expected to deliver results even when burdened with the associated pressures of relocating. Speaking confidentially can provide a release for frustrations and provide a sense of perspective. Atrium can act as an independent sounding board, allowing employees to voice their concerns without being judged.

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