



## IS YOUR BUSINESS COHESIVE?

We provide solutions that streamline & enhance your business processes, so you spend less time running your business & more time doing business.



Cohesion Consulting is a team of business solution specialists who assist small to medium sized companies whether they are starting, growing or transitioning their business operations.

Our solutions are designed to integrate with existing business operations and functionality to save you time and money.

Our focus areas include:

- Human Resources
- Finance & Accounting
- Corporate Secretarial
- Compliance
- Communications
- Strategic Planning
- Business Performance.

**CALL NOW**  
**+1.604.637.2027**

[COHESIONCONSULTING.CA](http://COHESIONCONSULTING.CA)

### PEOPLE SOLUTIONS

Quality HR processes impact your ability to propel and grow your company. Our People Solutions help create an exceptional workplace that brings out the best in your people.

### BUSINESS SUPPORT SOLUTIONS

Our Business Support Solutions free up valuable resources, allowing you to increase responsiveness and productivity to grow your business.

### INTEGRATED SERVICES

Cohesion's Integrated Services provide "one stop" packages that optimize the business basics of your company, allowing you to resolve your greatest challenges and harness new opportunities.



# PEOPLE SOLUTIONS

Whether it's developing a people strategy, ensuring your business meets legislative requirements, or you just need some HR support, Cohesion has you covered.

## Our PEOPLE SOLUTIONS:

- Protect your business and streamline every aspect of HR
- Provide answers to your People questions quickly & without fuss
- Build a robust HR infrastructure
- Develop a People Strategy that aligns with your business goals



## HEALTH CHECK

Cohesion will evaluate every critical aspect of your People and Culture to:

- Identify the opportunities and risks of your people management processes
- Highlight focus areas to increase employee motivation and performance so they can take care of your business



## PLACEMENT

Cohesion provides a range of services to ensure you select the best candidates for your business, including:

- managing the entire process
- providing best practice advice
- short term placements

We guide you through the hiring process to meet your needs



## ADVISORY

Cohesion's advisory service:

- Provides you with best practice answers about your workforce, across HR and business topics
- Provides advice to tackle difficult employee issues quickly and productively
- Walks you through any and every employment issue you might face



## HR SETUP

Cohesion can support clients from around the world in setting up their employees and operations in British Columbia.

We can take care of your:























- employment agreements
- payroll and health benefits
- technology and administration requirements

## HR TEAM PACKAGES

Do you require assistance to:

- setup your HR function,
- cover a period of leave, or
- provide additional support to your existing HR team?

Whether you're seeking a full outsourced HR solution, onsite consultant, or simply access to remote HR support, Cohesion's HR TEAM packages\* provide you the flexibility to access a diverse range of services and the skills and experience of a full-service HR team when you need it.

FUNDAMENTALS	ENGAGEMENT	OPTIMIZATION
 GENERAL HR ENQUIRIES & ADMINISTRATION	 FUNDAMENTAL PACKAGE PLUS:	 ENGAGEMENT PACKAGE PLUS:
 PAYROLL	 EMPLOYMENT AGREEMENTS	 ONBOARDING & SEPARATION PROCESS
 ORGANIZATIONAL CHARTS	 RECRUITMENT OF SELECT NUMBER OF POSITIONS**	 HR AUDITING, METRICS & REPORTING
 RECRUITMENT/SELECTION PROCESSES & POLICES	 PERFORMANCE MANAGEMENT	 TALENT MANAGEMENT STRATEGY
 JOB ANALYSIS / EVALUATION	 ORGANIZATIONAL SKILLS INVENTORY	 COMPETENCY FRAMEWORK
 DISCIPLINE FRAMEWORK / POLICES	 GROUP TRAINING PLANS; E.G.: ANTI WORKPLACE BULLYING	 SUCCESSION MANAGEMENT SYSTEM
 INDIVIDUAL CAREER DEVELOPMENT PLANS	 BASE SALARY STRUCTURE & SYSTEMS	 TOTAL REWARDS STRATEGY & SYSTEMS
 INDIVIDUAL SALARY REVIEW		

\* Activities listed illustrate package solutions selected by other clients  
\*\* requires minimum engagement



# BUSINESS SUPPORT SOLUTIONS

You can't be an expert on everything; leave the basics to us. Cohesion gives you the opportunity to do what you do best...grow your business.



## FINANCE & ACCOUNTING

Cohesion has high performing, competent & experienced professionals for roles in:

- Accounts Payable/Receivable
- Accounting
- Controllers
- Cash Management
- Public Company Accounting
- Tax Compliance



## COMMUNICATIONS

Cohesion can assist listed and private companies with projects ranging from:

- Day to day Financial Media & Investor Relations
- Graphic Design
- Compliance Filings
- Marketing & Branding
- Reputation & Stakeholder Management



## CORPORATE SECRETARIAL & COMPLIANCE

Our experts can assist you with:

- Corporate secretarial services
- Governance and compliance programs
- Director / Committee and shareholder meetings minutes / official records
- Continuous disclosure requirements



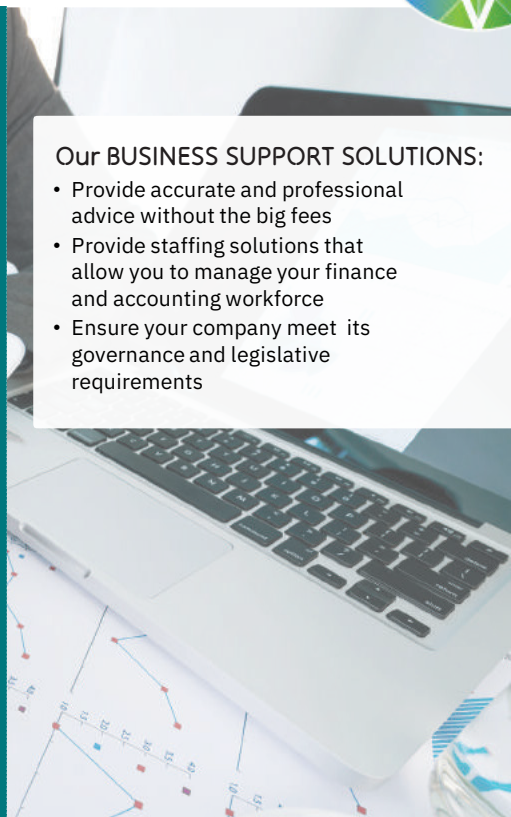
## BUSINESS PLANNING & PERFORMANCE

Cohesion can guide you through your various business cycles and assist with:

- Strategic Planning
- Value Creation
- Business Performance & Forecasts
- Merger and acquisitions
- IPO & Capital Raising

### Our BUSINESS SUPPORT SOLUTIONS:

- Provide accurate and professional advice without the big fees
- Provide staffing solutions that allow you to manage your finance and accounting workforce
- Ensure your company meet its governance and legislative requirements



CONSULTING	PACKAGED SOLUTIONS	INTEGRATED SERVICES
TEMPORARY SUITE OF BUSINESS SOLUTIONS	SHORT TERM BREATHING SPACE TO DETERMINE WHERE YOUR BUSINESS IS HEADING	ADDRESS, SOLVE AND HARNESS YOUR GREATEST CHALLENGES & OPPORTUNITIES
<ul style="list-style-type: none"> <li>✓ COMPETITIVE HOURLY RATES</li> <li>✓ DEDICATED CONSULTANT</li> <li>✓ COLLABORATIVE APPROACH</li> <li>✓ LETS YOUR BUSINESS TAKE THE NEXT STEP</li> </ul>	<ul style="list-style-type: none"> <li>✓ COMPETITIVE HOURLY OR DAILY RATES</li> <li>✓ FOCUSED TEAM</li> <li>✓ COLLABORATIVE APPROACH</li> <li>✓ UNCOVER NEW OPPORTUNITIES &amp;/OR HIDDEN PITFALLS</li> </ul>	<ul style="list-style-type: none"> <li>✓ MONTHLY RATES</li> <li>✓ MULTI DISCIPLINARY TEAM</li> <li>✓ COLLABORATIVE APPROACH</li> <li>✓ MAXIMIZE YOUR BUSINESS RESULTS</li> </ul>

## THE COHESION APPROACH

Our goal is to partner with you to achieve extraordinary results.

As your partner we act as your:

- sounding board
- trusted advisor
- technical expert

Cohesion provides a suite of business solutions from when you simply need an extra pair of hands, to disciplined project management skills and expertise.

Whether the engagement is a short term assignment or long-term project, every challenge is tackled with innovation, energy and fresh ideas.



We are neither a traditional consulting business or a mainstream outsourcing company; instead we combine these specific business services to provide better solutions for your company.

## WHY US

We are a business like you, so we understand your needs.

We too have asked, where is our business headed? How are we going to get there?

This understanding gives us the foundation and knowledge to provide solutions that actually make a difference. Cohesion maintains its base in Vancouver but regularly manages projects further afield. This has allowed our team to gain experience and insight in a broad range of projects and business cultures.

As a highly skilled and dedicated team with extensive local and global experience; we have a proven track record of success & career expertise in numerous different industries.

These include:

- Mining & Exploration
- Construction
- Retail & Wholesaling
- Renewable Energy
- Not-for-Profit
- Professional Services
- Telecommunications.



GROW  
YOUR  
BUSINESS  
USING  
COHESION

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