



CASH IS KING in 2009

Top HR Insourcing Tips for Weathering Tough Times

1. The HR function is important, but not your **CORE BUSINESS**. Let **HR Insourcing** help leverage your most important asset - **PEOPLE**.
2. **CASH IS KING**. Strategy is Ace. Implementation is the Game.
3. Obsess about **CASH FLOW / LIQUIDITY**. You **CANNOT UNSPEND MONEY!**
4. **LOWER FIXED COSTS** and **OVERHEAD** (e.g. salaries, overtime, benefits, etc.).
5. **RE-PLAN FOR 2009**. BE CONSERVATIVE. Revisit Plan Quarterly.
6. **ACCELERATE COST IMPROVEMENT EFFORTS**.
7. **ASSESS YOUR RESOURCES** – People & Technical. Have to be right, often, fast...
8. **FLEXIBILITY IN YOUR WORKFORCE** for Revenues and Profits.
9. **COMMUNICATE, COMMUNICATE, COMMUNICATE** Frequently & Honestly with Employees, Customers and Vendors.
10. **CALL HR Insourcing**. We can be your de-facto HR department, cost effectively. You can "Insource" your HR solutions.

Display your new 2009 HRI calendar near your computer or phone.

If you are interested in more tips regarding key changes for 2009, email us, visit our web site or contact us at:



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