



People advisory services

We help you navigate your most important people and organizational challenges. Our team will work with you to achieve change and ensure the performance of your people creates enduring value for your organization.

How we can help

▶ Organizational development

We provide scalable and customized organizational review and design services. Our systemic approach to organizational development ensures that your organization's structure, roles, accountabilities, and culture align to its strategic direction. Our team will develop an inclusive approach tailored to your needs — from rapid diagnosis to complex transformation.

▶ HR services

Sound people practices protect your business by keeping your high-performing talent and teams intact. Our team provides a range of HR services to fit your organization's needs, including outsourced, ad-hoc, and fractional HR services. This helps support your HR compliance, policies, programs, and process requirements and accelerates your internal HR capabilities, helping you manage through periods of organizational growth, transition, and need.

▶ Executive search and recruitment

Our executive search and recruitment services are designed to help your organization hire top-level executives and key positions critical to your business. Our team is specialized in leading recruitment practices — and has access to key talent and networks to source quality candidates. We provide right-sized search services that allow you to focus on your core business while we handle the sourcing, screening, and selection process.

▶ Workforce of the future

Our services are designed to help your organization sustain the effectiveness of its workforce and prepare for the workforce of the future. This involves ensuring the right talent management strategies and practices are in place to give your organization a competitive edge and provide unique value to its current and prospective employees. We consider every aspect of the employee lifecycle and experience — from attraction, selection, and retention to inclusion, performance management, and learning and development. Our services are focused on improving business performance through implementing practices to increase employee productivity.

▶ Change management

Our team can help you navigate the people side of change — from large to small, transformational to tactical. MNP's change management methodology is approved by the Association of Change Management Professionals and can be used to build a structured path to help you navigate the challenges of change. We provide human-centered and scalable tools, supports, and strategies to help you navigate the organizational change management (OCM) process. Our approach can be applied independently or alongside your OCM methodologies and other recognized methodologies.

▶ Engagement and facilitation

Our engagement and facilitation services are designed to help you navigate the process of engaging with organizational, community, and public stakeholders. We offer facilitation services to help your organization inform, consult, or involve the groups whose perspectives you need to achieve success. MNP offers its own suite of engagement and facilitation tools and methodologies to help you reach your stakeholders — from inclusive storytelling and accessible engagement options to robust facilitation tools to lead complex group topics. We also use the International Association for Public Participation (IAP2) engagement spectrum, which is used broadly as a best practice and has been adopted by many organizations.

Find the right fit for your business needs

MNP's People Advisory Services is committed to supporting the success of Canadian mid-market businesses. Our advisors are focused on building relationships, achieving positive results, and providing excellent solutions to support your specific needs. Our solutions are curated with care and custom-built to help your business navigate challenges and seize new opportunities. We will work closely with you and your team to deliver personalized strategies and made-in-Canada solutions to help you reach your full potential — wherever business takes you.

