



**Human Resource Management
and Development Advisors**



BST



Your Business Is Our Focus

BST can assist you in meeting the challenges of a short-term, crisis-driven human resource issue or partner with you to develop a human resource program from the ground up. Our experience, professional expertise, and personal commitment will assist you in creating a workplace that will help your organization—and your people—thrive.



Our People Principle

We believe people are the competitive advantage in any organization that aspires to be among the best. That core belief is the driving force behind our mission: To help clients attract, develop, and retain the people who will help them succeed.

The Business of People

Business professionals who successfully meet the challenge of recruiting and retaining qualified and motivated employees have one thing in common: They understand that the human resource culture of an organization is a key element—the invisible factor that often tips the scale—in how employees view a workplace and their own future within it.



From Operations VP to assembly line operator, from senior executive to junior associate—every employee has an impact on the success of your organization. BST brings decades of experience to the table and can help you maximize people's effectiveness in your workplace.

Think human resource consulting is all about being “warm and fuzzy?” Think again.

Think bottom line.

At Your Service

Human resource management covers a broad spectrum of topics and specializations.

We help many small and mid-sized businesses develop a human resource program from the ground up. For others, we step in to help with specific issues or, in some cases, a crisis.

Just a few of the areas where we assist clients are:

Recruitment, Hiring, and Orientation

Recruitment services are available through an alliance with several respected recruiting agencies.

We assist with the selection process, interviewing skills, orientation programs, and the development of HR policy manuals and employee handbooks.



Development and Training

We provide leadership development programs, one-on-one executive coaching, leadership retreats, self-assessment inventories, group dynamics, coaching, and 360-degree (multi-rater) feedback.

Performance Management

We also offer continuous feedback appraisal systems, synchronization of appraisal system forms and processes, and career path development.

Your Partner in People

BST is prepared to help you with one or many short-term, crisis-driven human resource challenges. We approach each new client relationship with the understanding that an ongoing partnership with your management team will bring the most long-term value to your organization's human resource program.

Over time, our clients come to value, trust, and rely on the professional expertise, depth of experience, and personal commitment that we bring to each professional relationship. We understand management's perspectives and goals and are keenly aware of the confidential nature of much of what we do. Sensitivity, tact, discretion, and compassion are a part of all of our interactions with your most valuable asset—your people.

Furthermore, BST is an independent member of McGladrey Alliance, an extension of McGladrey & Pullen, LLP, one of the nation's largest accounting and consulting firms. This affiliation allows us to provide the personalized, attentive service of a local firm, combined with the wide variety of technical services and technology resources available through a national firm.

BST—People Smart.

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